



# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

MARCH 2011



# STRENGTHENING THE FUTURE

Over 500 new members have joined UFCW Local 832

# Time for the Canadian government to increase CPP

## Sixty per cent of working Canadians are without pension plan.

The Canadian Labour Congress, (CLC) has established a new campaign to increase the benefits of the Canadian Pension Plan (CPP). With the threat of a federal election at any time, UFCW members from across Canada will be supporting the CLC and its struggle for increased CPP benefits.

Currently, Canada has a retirement income crisis. Over 60 per cent of working Canadians (11 million) have no work place pension plan. Almost 70 per cent of Canadians do not have RRSPs. This shortcoming is highlighted by the fact that the average monthly income for those with RRSP savings is just \$250 per month. More than a third of all seniors with guaranteed income supplement (1.6 million) have annual incomes under \$16,000 a year. Workers close to retirement age that have been let down by the current system or have a limited workplace pension plan will not have enough saved for their retirement.

We need to increase CPP benefits for everyone and boost low-income supplements so no senior lives in poverty.

Most of Canada's provincial finance ministers, including Manitoba's own, Rosann Wowchuk agreed and called for an expansion of the Canada Pension Plan. They know the CPP is a financially secure, well-managed fund with low-management fees. CPP is fully indexed and transferable between provinces and jobs.

Unfortunately, that is not what Stephen Harper and his Conservative government think. Federal finance minister, Jim Flaherty wants to bring in a Pooled Registered Pension Plan (PRPP) that benefits banks and trust companies. Both the prime minister and finance minister believe that the timing is not appropriate to extend the CPP. These



funds are not matched by employers, they are best described as a supplementary voluntary high-risk savings vehicle. Do not forget the banks and trust companies who will be managing the PRPP will be charging management fees to maintain this plan. The fundamental problem with a PRPP plan is that when you have something that is run for profit, the public's best interests

will usually follow after what's best for the shareholders. With an enhanced CPP plan, a plan that is already up and running, why establish a plan that will not help the people who contribute to it? Instead our government is more interested in boosting the profits of financial institutions.

The leadership of the CLC believes this is a critical time to increase the potential pressure on Prime Minister Harper and his Conservative government. Accordingly, the CLC and targeted district labour councils are inviting local union leadership and stewards to 'Assemblies' to discuss strategies to help us change the federal government's intentions.

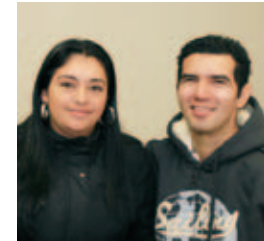
Our union has been supportive and involved in this campaign.

**Those who want to know more about this should attend the Winnipeg Leadership Assembly on Wednesday March 2 at p.m at the Plumbers and Pipefitters Local 254 Hall (34 Higgins Avenue) and learn what you can do to help protect our retirement security.**

With your help and support we can be a force for positive social change.

In solidarity,

Robert D. Ziegler  
President  
UFCW Local 832



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Winnipeg, MB R3G 0V5  
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**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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## He dreamed of more

Diego Rodriguez seizes the opportunity to better his life.

When you ask workers who come to Canada from another country why they came, you hear the same answer, “I want to have a better life.” They come for things like free healthcare, educational opportunities, higher wages, improved working conditions and rights in the workplace — things many of us take for granted every day. Hundreds, if not thousands, of people are flocking to Manitoba each year to enjoy these benefits and each worker has a story to share that is unique and fascinating about his or her experience.

For Diego Rodriguez, living in Columbia was not so bad. He held a trusted management position at a grocery store and was responsible for several departments. Diego was considered middle class in Columbia, and yet he dreamed of more for his young family. When the opportunity presented itself for him to move to Canada and work at the Maple Leaf plant in Brandon, he saw the chance to realize that dream.

The struggle Diego faced is one of the hardest for a father to deal with. He had to leave his family behind in Columbia to start a new job and prepare the groundwork for a better life. Diego felt that the sacrifice he was making would only be temporary and would be an investment into the future for him and his children. He believed it would also be the foundation for every future generation after him.

Diego remembers his arrival to Canada vividly with a smile, while his English is not perfect he strives to correct any mispronunciations. “When I arrived in Brandon, I had only a few dollars in my pocket. Almost all our money stayed back home for the family. Maple Leaf gave me \$60. I was so happy and immediately sent \$50 home,” said a delighted Diego.

Knowing the struggles his family would be making without him at home, he worked hard, lived lean, and saved all that he could. His focus outside of work was to learn English,



Maple Leaf Brandon shop steward Diego Rodriguez with his wife Viviana.

and with the help of the UFCW Training Centre, Diego spent much of his free time studying and taking classes. “I knew right away to have more opportunities, I needed to learn English.”

The transition was tough on everyone in Diego’s family. In April 2010, his wife Viviana and two sons arrived in Brandon. Adapting proved to be a challenge for the young family as the two boys, ages 11 and 9, not only spoke limited English, but also had to start making new friends in a fresh country. Thankfully, they had a few months to adjust before the Manitoba winter dealt them another unfamiliar challenge, snow. “Oh it was so cold. We had never seen snow before,” exclaimed Viviana.

After adjusting to the changing climate and the new culture, Diego is thrilled that his children tell him how much they enjoy living in Brandon. He remembers early on that his kids wanted to go back home where it was familiar and comfortable. He encouraged them to try to work on their English and to make new friends. Now they talk about all the good things about living here and not about moving back to Columbia.

At Maple Leaf, Diego is a shop steward — something he would never have considered in Columbia. “Being part of a union is very dangerous where I lived, here I am safe,”

stated Diego. He seized the opportunity to become a shop steward, mainly because the collective agreement is translated into Spanish. This not only allows him to practice his English but also helps his fellow co-workers to practice theirs.

The agreement, at the Brandon facility, is available in four different languages because the union feels it is very important for all workers to know their rights—whether they read English well or not. Local 832’s efforts to include all its members, at the plant, in all of the activities has increased the diversity of the shop stewards. The union is pleased that it has representatives for all the varied nationalities that work at the plant.

Diego is now happy to call Brandon home. Like many other new workers, he has embraced what the City has to offer. “Every weekend, we’re busy with activities, soccer in the summer, theatre. We even try snowboarding. There is so much to do here.” This past fall, Diego volunteered his time to campaign for Shari Decter Hirst to become the mayor of Brandon. Being involved politically was nothing new to Diego, as he was involved in politics in Columbia. “I never met her personally, but I was proud to help out,” said Diego. “It is nothing new for me; I believe you have to be active in your union and your community.”

## El Soñaba con más

Diego Rodriguez aprovecha la oportunidad para mejorar su vida.

Cuando le preguntas a muchos de los trabajadores que vinieron a Canadá desde otros países, el por qué vinieron, escuchas la misma respuesta. “Quiero tener una mejor vida”

Ellos vienen por cosas como salud gratuita, oportunidades educacionales, mejores salarios, mejores condiciones y derechos laborales, cosas que muchos de nosotros tenemos por seguro cada día. Cientos, sino miles de personas están reuniéndose en Manitoba cada año para disfrutar de estos beneficios y cada trabajador tiene una historia única y fascinante que compartir acerca de su experiencia.

Para Diego Rodríguez, vivir en Colombia no era tan malo. El ocupaba una confiable posición gerencial en un supermercado y era responsable de muchos departamentos. Diego era considerado de la clase media en Colombia, y aun así el soñaba con más para su joven familia. Cuando se le presentó la oportunidad de mudarse a Canadá y trabajar en la planta de Maple Leaf en Brandon, él vio la oportunidad de realizar su sueño.

La dificultad que Diego tuvo que encarar es una de las más difíciles que un padre puede enfrentar. Él tuvo que dejar a su familia en Colombia, empezar un nuevo trabajo, y preparar las bases para una mejor vida. Diego sintió que el sacrificio que él estaba haciendo sería solamente temporal y sería una inversión a futuro para él y sus hijos. Él creyó que eso sería el fundamento para cada futura generación después de él. Diego vívidamente recuerda su llegada a Canadá con una sonrisa, mientras su Inglés no es aún perfecto, él se esfuerza por corregir cualquier error de pronunciación. “Cuando vine a Brandon solo tenía unos cuantos dólares en mi bolsillo. Casi todo nuestro dinero se quedó en casa para nuestra familia. Maple Leaf me dió \$60.00 Yo estaba muy feliz e inmediatamente mande a casa \$50.00” Dijo el entusiasmado Diego.

Sabiendo los problemas que su familia



Maple Leaf Brandon delegado sindical Diego Rodríguez con su esposa Viviana.

estaría pasando sin él en casa, él trabajó duro, vivió modestamente y ahorro todo lo que pudo. Su enfoque fuera del trabajo era aprender Inglés y con la ayuda del centro de entrenamiento de UFCW, Diego invirtió mucho de su tiempo libre estudiando y tomando clases. “Yo supe inmediatamente que para tener más oportunidades, yo debía aprender Inglés”

La transición fue difícil para cada uno en la familia de Diego. En Abril de 2010 su esposa Viviana y sus dos hijos llegaron a Brandon. La adaptación demostró ser todo un reto para la joven familia; como para sus dos hijos de 9 y 11 años. No sólo hablaban limitado Inglés, sino también tenían que comenzar a hacer nuevos amigos en un nuevo país. Por suerte ellos tenían unos cuantos meses para acomodarse antes de que el invierno de Manitoba les mostrara otro nuevo reto. La nieve.

“Estaba muy frio, nosotros nunca habíamos visto nieve antes” dijo Viviana.

Después de acostumbrarse al cambio climático y a la nueva cultura, Diego está sorprendido de que sus hijos le digan cuanto disfrutaban vivir en Brandon. Él recuerda que al principio sus niños querían regresar a casa, adonde todo era conocido y cómodo. El les motivó a intentar practicar su Inglés y a hacer nuevos

amigos. Ahora ellos hablan acerca de todas las cosas buenas de vivir aquí y no acerca de regresar a Colombia.

En Maple Leaf Diego es un enlace sindical, algo que él nunca habría considerado en Colombia.

“Ser parte de un sindicato era muy peligroso donde yo vivía, pero aquí es seguro” Dice Diego.

El aprovechó la oportunidad de volverse un enlace sindical, principalmente por que el acuerdo colectivo de trabajo ha sido traducido al Español. Esto no solamente le permite a él practicar su Inglés sino también a sus compañeros.

El acuerdo Colectivo, en la locación de Brandon, está disponible en cuatro idiomas distintos por que el sindicato siente que es muy importante que todos los trabajadores conozcan sus derechos-Ya sea que ellos lean bien Inglés o no.

Los esfuerzos del local 832 por incluir a todos estos miembros de la planta en todas sus actividades, ha incrementado la diversidad de los enlaces sindicales. El sindicato está complacido de tener representantes de todas las diferentes nacionalidades que trabajan en la planta.

*continúa en la página 6*

# Busy 12 months for organizing department

Over 500 new members choose Local 832.

For unions to be effective at the bargaining table, they have to be successful in organizing new members. It has been that way since the formation of the union movement and continues today. The philosophy is straightforward, yet the task of organizing is hard. Threats of job loss, violence, and even death are still common. While death threats rarely happen here in Canada, new workers from other countries are still unsure if it is safe joining a union in Canada.

“We hear it often when we meet workers who are here from other countries. They tell us stories of what happened to friends or family in their homeland, it’s sad,” said UFCW Local 832 Director of Organizing, Sonia Taylor. The local’s organizing department consists of the director along with special project union representatives, or “spurs” as they are most commonly called. Spurs are usually union members who are involved in their workplace and received training at the union’s training centre. As Sonia states, “They are determined and doing it for the right reasons.”

Organizing is a tough job. There is a fear from employees of losing their jobs if the employer finds out they are talking to a union. A spur will meet with employees of a business and discuss the benefits of joining a union, answer any questions they may have and ask them if they would like to sign an organizing card. “It’s strictly confidential. Only the employee, the union and the labour board will ever know which workers signed a union card or not,” said Sonia.

While organizing remains a challenging task, Sonia and her team of spurs have organized over 500 new members. “When Sonia was moved to the organizing department in December 2009, she knew the job was difficult and she has done great,” said President Ziegler continued, “Our local has been fortunate to have a very strong organ-



Pictured Above, Sonia Taylor centre with SPURS (from left to right) J.P. Petit, Scott Buchan and Bridget Harper discuss organizing opportunities.

izing department over the last few years that has been committed to growing our local.”

The new members who joined UFCW Local 832 in the last 12 months are:

- The dispatch staff at Unicity Taxi
- Integrated Messaging office staff
- EMC Springhill Farms
- FASD Life’s Journey

- Hewlett Packard Call Centre
- SR&J Customer Care Call Centre
- Fort La Bosse School Division education assistants

If you know of anyone who is interested in joining a union, tell them to give Sonia a call at 786-5055 or 1-888-832.9832.

## continuación de Diego Rodríguez

Diego está feliz de llamar a Brandon su hogar, como muchos otros nuevos trabajadores, el ha aprovechado todo lo que la ciudad le ofrece.

“Todos los fines de semana estamos ocupados con diferentes actividades, fútbol en el verano, o el cine. Hasta hemos intentado practicar snowboarding. Hay tanto para hacer aquí”

El otoño pasado, Diego ofreció voluntari-

amente su tiempo para hacer campaña por Shari Decter Hirst que se postulaba para alcaldesa de Brandon. Estar envuelto en política no era algo nuevo para Diego, ya que él participó en actividades similares en Colombia.

“Nunca la conocí personalmente, pero estaba orgulloso de ayudar” dice Diego. “No es nada nuevo para mí, yo creo que uno debe estar activo en su sindicato y en su comunidad.”

# Member at McKenzie Seeds compensated

Human Rights Code says duty to attempt to accommodate to the point of undue hardship.

A union member at McKenzie Seeds in Brandon was placed on a temporary accommodation by her physician pursuant to a medical condition that resulted in the employee only being able to stand for four hours a day.

For the first several weeks, the company accommodated this employee by allowing her to perform her duties while sitting on a stool. There were no problems or issues raised and the employee completed all of her duties while sitting on the stool.

Suddenly, however, management ordered the stool removed and the stools of several other employees who had been using stools while performing their work. The company advised its employees there were no sit down jobs at McKenzie Seeds. This was done despite the fact that some of the employees had been using stools for several years.

McKenzie Seeds went on to say that since there were no sit down jobs at the plant and the restricted employee could only stand for four hours a day, the company could not accommodate her. This resulted in the employee working for only four hours a day and being sent home for the remainder of her shift.

The union filed a grievance on behalf of the member citing that the company had failed in its duty to accommodate the employee. Throughout the grievance process, the employer refused to amend its position and said it did not have any jobs that could be performed while sitting down. Therefore, it could not accommodate the grievor’s handicap.

Approximately, three weeks after the employer refused the accommodation, the grievor’s physician cleared her to return to

full-time hours. But, the fight was not over, as the union felt the grievor had received unfair treatment and in fact, had lost money because of the employer’s unwillingness to accommodate her.

The union attempted to convince the employer that under the Manitoba Human Rights Code it had a duty to attempt to accommodate the grievor up to the point of “undue hardship”. “Undue hardship” has been defined by the Courts over the years as implying that there may necessarily be some hardship in accommodating a disability, but unless that hardship imposes an undue or unreasonable burden, it yields to the need to accommodate.... Concrete evidence is required to establish undue hardship.

In this case, Local 832 took the position that having the employee work with a stool, especially since she had already been doing it for several weeks without it affecting her work performance, could certainly not be

## GRIEVANCE NEWS



Garry Bergeron  
Legal Counsel



Debra Malmquist  
Legal Counsel

construed in any way as an undue hardship on the employer. However, the company once more refused to amend its position. Therefore, the union forwarded the matter to arbitration and a hearing date set.

Over the next couple of months, slowly the stools began to reappear on the shop floor. Surprisingly though, a few days before the hearing, the employer again removed the stools from the shop floor.

Immediately prior to the arbitration, after several discussions between the employer’s and the union’s lawyers, McKenzie Seeds decided to amend its position and agreed to reimburse the grievor on a without prejudice basis for amounts she lost because of not being accommodated by the employer.

In Manitoba, employers must accommodate the needs of people with disabilities and/or restrictions. In the workplace, employees with disabilities are entitled to the same opportunities and benefits as people without disabilities. In some circumstances, employees with medical restrictions may require special arrangements or “accommodations” to enable them to fulfil their job duties.

The duty to accommodate extends up to the point of ‘undue hardship’ because of costs or due to a very limited set of other factors. In every case, the employer must show that they have made reasonable efforts to accommodate the special needs of persons with disabilities.

Know your rights! If you have been wronged by your employer contact your union representative immediately for assistance.

## Eager to teach and help

Meet Ans Norman, director of the mature student diploma program.

We all know how important it is to get a good education and that sometimes life gets in the way. We understand this and that is the reason we offer the mature student diploma program. In Winnipeg, it is one of the most popular programs we offer. It is run in partnership with Winnipeg Technical College and offers members an adult high school credit program that is recognized by the province of Manitoba, universities, community colleges and employers. For some of our members, it was the first step to moving onto college or university.

Going back to school as an adult is no small feat. It is difficult to juggle home, work and family life around school, plus do homework. At the training centre, we have a dedicated group of teachers who understand this. Ans Norman, the director of the mature student diploma program, teaches math and pre-calculus, and I would like to introduce you to him this month.

Ans was born and raised in Freetown, Sierra Leone, a British colony on the west coast of Africa. He received his teaching certification there and after a few years he, and his parents, decided he should come to Canada where he would have more opportunities to be successful and have a better life. The transition was made a bit



easier for him because his uncle and other relatives were already living here.

Like most immigrants, he was excited to come from an underdeveloped country to a developed one. Adjusting to Canadian life was not easy. Ans says, "I felt like I was starting life all over again at the age of 26."

He arrived here as a trained and qualified teacher but was not allowed to teach as his certification from Sierra Leone was

not recognized in Canada. Ans went back to university to complete some requirements. In order to pay the bills, his first job in Canada was as a security guard with Barnes Security (members represented by UFCW Local 832 back then).

Ans completed his education and was finally certified to teach in Canada. However, he decided he wanted to further his education and continued on to obtain a bachelor of science (math and chemistry) and then went on to graduate with a post baccalaureate certificate in education and a master of education. After graduation, he was a substitute teacher for few years until he decided to take a full-time teaching position in Poplar River, in northern Manitoba. He taught there for a year and returned to Winnipeg. He worked for the justice department teaching juvenile offenders in an institutional setting. He also taught math and business statistics at Red River College in the evenings.

In 2006, Ans joined the staff at the training centre. We are extremely lucky to have him. He knows first-hand that it is not easy to go back to school as an adult after being away from the classroom for years. He knows what it is like to try and juggle school around work; he knows the struggles of adjusting to life in a new country.

"I know from experience what it feels like, it's scary," stated Ans. "I also know it can be done with hard work, support and dedication. That's why I was so excited when hired as director of the mature student program. I can help people make the transition back to school and help them achieve their goal of getting their Grade 12 diploma."

The second term of the grade 12 program started here last month. There are 30 students



**Heather Grant-Jury**  
UFCW Education  
Director

registered in consumer math 40S; 40 students in English comprehensive focus 40S; 45 in biology 40S and 15 in automated office. The large number of students registered is a testament to our teachers and Ans. They are all trained and experienced in teaching adults and the program has supports in place to help students achieve their learning goals.

The last word on this belongs to Ans, "My main goal is to reach all brothers and sisters of Local 832 who would like to complete their grade 12 and make sure they know about the great program here. We have created a friendly and supportive atmosphere for both staff and members so that everyone feels comfortable, welcome and ready to learn. If you need your Grade 12, I hope you will call me."

This program also runs in Brandon and Neepawa. We have partnered with Assiniboine Community College so that members in these locations can take advantage of the program too. Members in Brandon and Neepawa can call Assiniboine Community College at 725-8735 or toll-free at 1-800-862-6307 for more information.

In the coming months, we will be featuring members who are currently enrolled in the Grade 12 program along with others who have already earned their diplomas and graduated.

## EDUCATION & TRAINING

## Psychological harassment?

What It Is and What It Isn't. New legislation in place to protect workers.

Psychological harassment legislation became effective February 1 and workers in Manitoba now have laws that legally protect them from bullying behaviour that can negatively affect their health. To quote from a Workplace Safety and Health Division pamphlet, "All Manitobans have the right to a safe, healthy work environment, free from harassment."

### How does the law define harassment?

Before February 1, Manitoba already had an anti-harassment regulation that made it illegal to pick on people due to a disability or because of their ethnicity, race, religion, colour of their skin, gender, sexual orientation, political beliefs, or age. Now included on that list is bullying, regardless of the reason.

The new legislation defines bullying as repeated behaviour that could reasonably cause a worker to feel humiliated or intimidated and that negatively affects their health. It could also be a single event that has a lasting harmful effect on a worker.

This kind of offensive behaviour can be verbal or written threats to workers, insulting or nasty comments, jokes about workers, ridiculing or gossiping about other workers, damaging the personal belongings of co-workers or refusing to co-operate with other workers while performing assignments at work.

### What is not psychological harassment?

Management and supervisors will continue to have the ability to discipline employees, assess work performance, assign work and direct workers as long as it is done reasonably and not in a way that intimidates and humiliates.

If a worker comes into work late, the supervisor can discipline that worker, and it is not harassment. If management reassigns a worker to the afternoon shift, because that shift now has more work, that is not harassment. If a supervisor instructs a worker about how to do a task at work, that is not harassment.

These are normal functions for supervisors and management, and they are entitled to do their jobs as long as they manage in a reasonable way that does not isolate a worker or tries to humiliate a worker.

## HEALTH & SAFETY



**Rob Hilliard**  
Health and Safety  
Director

### What is psychological harassment?

Zofia, an office worker, has been working at the same workplace for 10 years. She has a good work record with excellent job performance. Her reviews have described her as friendly, efficient, and professional. A few months ago, a new employee named Jane was hired. Jane was friendly towards all the other workers but for some reason she did not like Zofia. Jane often criticized Zofia's work behind Zofia's back. She hid some files from Zofia to make it

look like Zofia was disorganized. Jane also gossiped about Zofia making Zofia feel left out and separated from the rest of the workers. Zofia began to feel stressed at work and soon started missing some days of work.

Psychological harassment can also take place between a supervisor and a worker. Carlos is a mechanic in a food processing plant. He has been working there for one year without having any problems at

work. One day Carlos made a mistake when he was changing a hydraulic hose on a conveyor belt. He forgot to tighten the clamp that holds the hose onto the hydraulic line. When the hose came off, Paul, his supervisor, yelled at him in front of the rest of the workers and told him he would be fired if he made any other mistakes. After this incident, Paul would stand behind Carlos while he worked and would criticize his work. Paul never gave Carlos any advice or instruction about what he was doing wrong. He just relentlessly criticized him, usually in front of other workers. It seemed to Carlos that Paul looked for every opportunity to yell at him but Paul seldom yelled at other workers. Soon other workers did not want to work with Carlos because they feared that they would be yelled at as well. Carlos began to feel anxious about coming into work and he eventually started to miss time from work due to stress.

These are two examples of unacceptable behaviour. Call your union representative if you believe you are being harassed at work.



## Granny's puts negotiations in deep freeze

Union is asking members for direction at a meeting this month.

Negotiations for a new collective agreement for members working at the Granny's Poultry plant in Blumenort continued and stalled, again, last month. The company finally tabled a monetary offer, which was unacceptable to the union committee.

Specifically, Granny's proposed an increase for the maintenance classification, in addition to a wage increase to the start rates for Class 1, 2 and 3. However, all other employees who are earning more than \$11 an hour would see a wage freeze in years one and two of the proposed four-year agreement, with minimal increases in years three and four.

The company also continued to maintain its position that the night shift premium be deleted, while proposing an increase to the number of lead hands and the number of casual employees.

The union does not believe that a tentative agreement is likely to be reached. But, in an effort to try to resolve a number of outstanding issues, the union has agreed to a request for a conciliation officer to continue negotiations with Granny's.

These meetings were scheduled to take place on February 23, 24 and 25, however, at press time no details were available.

Nevertheless, at the conclusion of those meetings, it was anticipated that the union would call a membership meeting to vote on the company's offer to date and to vote on whether or not the parties should proceed to a Final Offer Selection (FOS) to finalize whatever issues between the parties remain outstanding.

"We feel Granny's has put negotiations into a deep freeze," said UFCW Local 832 President Robert Ziegler. "In addition to the wage proposal that the company handed

to the union, Granny's refuses to remove a number of other proposals from the bargaining table that we cannot agree to. The union's number one goal during negotiations is to improve on the existing contract, not weaken it."

Local 832 represents about 490 members at the plant who have been without a contract since March 31, 2010. For the latest news on negotiations, members can go to the union's website at [www.ufcw832.com](http://www.ufcw832.com).

## Maple Leaf Fresh Foods billion dollar restructuring continues

As announced back in the fall of 2010, Maple Leaf Fresh Foods has started its 1.3 billion dollar restructuring.

Last month, the company revealed that 165 jobs at a processing plant in Surrey, B.C. would be closing. This is the second plant closure, since Maple Leaf stated 300 jobs would be lost at a prepared-meats plant in Berwick, N.S. The company said it is consolidating its operations to streamline its production

and distribution of product throughout Canada.

In Manitoba, within the last couple of years, Maple Leaf closed two of its plants —while investing into its two remaining plants. Maple Leaf created a second shift at the Brandon facility and completed modernizations to the Lagimodiere plant, in Winnipeg. There are more Maple Leaf jobs in Manitoba since the restructuring.

## The journey continues

Negotiations ongoing for members at FASD.

Bargaining a first collective agreement for a new group of members is sometimes a difficult task. For workers at FASD Life's Journey, it has been a long process. The 110 workers provide front line care for people suffering fetal alcohol spectrum disorder.

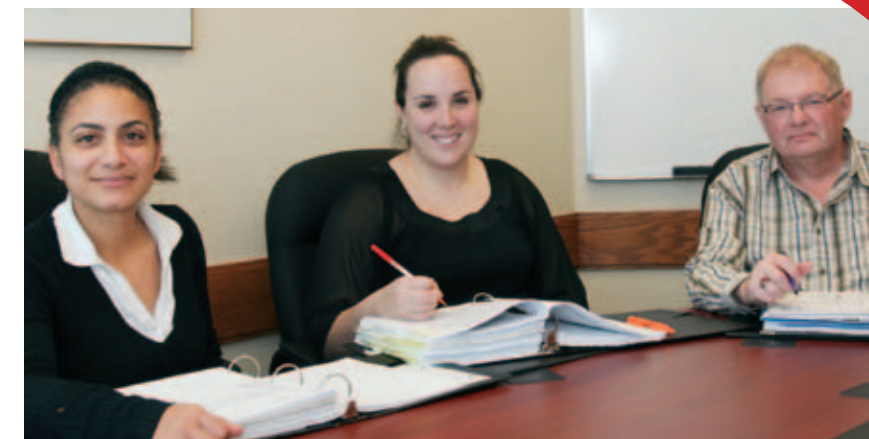
Going from the joy of having their rights protected through an organizing campaign to a lull as the negotiating process continues.

Members attend proposal meetings and they receive regular updates on the progress of negotiations. James Arnold and Lori Haber are both shop stewards and sit with UFCW Local 832 negotiator Heather Dezan at the negotiating table in a difficult spot. They must maintain information regarding negotiations confidential until both sides reach a tentative deal. In this case, negotiations have been ongoing since October 2010.

Now with over eight days of talks, both sides are down to the critical items. Presently, hours of work, job posting procedures, seniority, overtime, wages, health and welfare benefits are what remain

on the table. Both sides are hoping to wrap negotiations up by the end of this month or early April.

Recently, the union and company met at the labour board and agreed upon a modified access agreement for a trial run of three months. Members are encouraged to check the local's website for updates on negotiations, [www.ufcw832.com](http://www.ufcw832.com).



Union negotiating committee (l to r) Lori Haber, Heather Dezan and James Arnold.



## New shop steward and health & safety reps for Winnserv

On January 23, shop stewards Vimbai Dune-Chitohwa and Dawn Thiem, along with health and safety representative Carolyn Copeman met with union representative Marie Buchan to discuss what it means to be a shop steward.

After ratifying a new collective agreement in November 2010, members were asked to submit their names if they would like to be a shop steward or a health and safety representative. Winnserv now has five shop stewards and two health and safety representatives. The contract expires March 31, proposal meetings have already taken place. The union is hoping to begin bargaining in

the near future. Updates will be sent out once bargaining dates are confirmed.

**New shop stewards are:**

- Vimbai Dune-Chitohwa
- Bereket Izuz
- Tyson Turner
- Yonas Woldeslassie
- Scott MacAulay
- Dawn Thiem

**New health & safety reps are:**

- Yonas Woldeslassie
- Carolyn Copeman
- Joint Advisory Committee**
- Vimbai Dune-Chitohwa
- Tyson Turner
- Dawn Thiem (Alternate)

## Don't forget to register!

Guards must apply for licences now.

Effective December 31, 2010, the responsibility of guards and private investigators renewing their licence has moved from the employers' responsibility to the guard. In the past, the employer was responsible for obtaining the licences for the guards. Now, the guards will own their licences and be able to move between security companies if they choose. Guards will transition over to the new licencing system by the end of this year.

However, this does not let the employers off the hook should guards not renew their licence. Employers are still responsible to ensure they are placing properly licensed guards at sites.

The Manitoba Justice Department will be providing security guard companies access to a database of valid licence numbers. Once the government phases in the new system, they will update the database daily. The Justice Department will be doing spot checks to ensure that guards are carrying a lawful licence. The government could possibly fine either the employer or the guard

if a guard is not properly licensed, or if a criminal background and child abuse registry checks were not done. Both criminal and child abuse registry checks are effective for three years. These two checks are also the guards' responsibility to make sure they are up-to-date and valid.

For those guards who are having to renew your licence, you can go to the government website at [www.gov.mb.ca/justice/safe/private/index.html](http://www.gov.mb.ca/justice/safe/private/index.html) for application details and answers to the most frequently asked questions, some of which are listed below.

### Negotiations X 4

**Bargaining ongoing or commencing for security sector companies.**

Negotiations continue at **Garda**, with a meeting held in late February. At press time, talks were ongoing. The union will be updating Garda members after negotiations have concluded.

**Avion** bargaining started February 3 with the committees exchanging proposals. Both parties have a number of proposals, but the primary issues are monetary. Dates scheduled for February 9 and 10 were postponed as the company had difficulty releasing one of the bargaining committee members to attend negotiations. They have scheduled alternate dates for March 9 and 10.

**Impact** has finally surfaced, and union negotiator Bea Bruske is in the process of setting dates with the Company.

The agreement for **G4S** guards expires on June 21. A proposal meeting is planned for some time in April.

Members can go to [www.ufcw832.com](http://www.ufcw832.com) for latest news on negotiations.

### Private Investigators and Security Guards Program Frequently Asked Questions

1. After the application has been submitted, how long before I receive my licence?
2. Must a licensed security guard/private investigator show their licence when asked?
3. Can a security guard work for more than one employer?
4. Can I get a licence as a security guard/private investigator if I have a criminal record?
5. Is the licence fee refundable if I am not eligible for a licence?
6. How long are the criminal record and child abuse registry checks and photo valid?
7. How long is a security guard/private investigator licence valid?
8. How much does a licence cost?
9. Once my application is dropped off, faxed, mailed or e-mailed to the Private Investigator and Security Guard program can I start working right away?
10. Are there restrictions on the type of uniform I can wear?

## Wages going up this month

Top rated and overscale employees receive a lump sum payment.

A negotiated across-the-board wage increase of 30 cents for union members on the wage progression is effective March 13. However, employees at top rate or over scale will receive a lump sum payment, which the company must pay within three weeks of March 13.

It has come to the union's attention that some members at Safeway are under the impression that all active employees will receive a lump sum payment on March 13. **This is not true!**

In the last round of negotiations, there was no general wage increase bargained for top rated and overscale employees for the year 2011. But, it was negotiated that in lieu of a wage increase, increases to the pension plan for everyone and top rate and off scale employees will receive a lump sum payment as follows:

Full-time employees	\$1,500
Part-time employee averaging 24+ hours in the previous 52 weeks	\$1,125
Part-time employee averaging 16+ hours per week in the previous 52 weeks	\$750

Part-time employee averaging 8+ hours per week in the previous 52 weeks	\$550
Part-time employee averaging 4+ hours per week in the previous 52 weeks	\$225

Employees on the wage progression scale receive 30 cents per hour more, unless their corresponding wage rate in the new wage scale is greater.

For complete language regarding wage increases and lump sum payments, go to pages 142-145 (section B-23 and B-24) of your union agreement.

The union wants to remind you to double-check your pay stubs this month. It is your responsibility to make sure that the company pays you correctly. If you feel that a payroll error has been made, speak to a shop steward at your store or call your union representative

#### Office Numbers

- Winnipeg:** 786-5055 or 1-888-832-9832
- Brandon:** 727-7131 or 1-800-552-1193
- Thompson:** 778-7108 or 1-800-290-2608

## Dental plan changes take effect

The MFCW Dental Plan mailed a notice to members regarding changes to the plan effective this month. Because of recent economic events, combined with increased benefit costs and higher-than-expected claims utilization, the trustees felt it necessary to make the following changes:

#### Eligibility

- The requirement for single coverage is now an average of 12 hours per week, up from 8 hours per week.
- The requirement for dependant coverage increased to an average of 20 hours per week, previously 19 hours per week.

#### Reimbursement

- Basic services will be reimbursed at 90% instead of the previous 100%.

- Major services will be reimbursed at 80%, was 90%.
- Reimbursement will continue to be based on the 2010 Manitoba Dental Association Fee Guides (except for Employees of Canadian Linen who continue to be based on the 2009 Fee Guides until July 31, 2011).

Note: Any dental treatment that was preauthorized prior to March 1, 2011, but performed on or after March 1, 2011 will be reimbursed at the new percentages.

The trustees of the plan are hoping that these changes will be temporary. The goal is to increase the benefits to their previous levels. If you have any questions regarding these changes call the dental plan at 982-6024 or 1-800-952-9932.

## Over \$6,000 raised! Congrats to staff at Steinbach Safeway.

Management and union members at the Steinbach store raised money to help kids going through chemotherapy. The staff surpassed their goal of \$3,000 when member Bea Sidey said she would shave her head if they raised over \$6,000. She stayed true to her word. Pictured below are Val Joyce (Bea's sister), assistant manager Krista Friesen and Bea.



## 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.

### 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 997-0261. 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.

### RRSP for Local 832 Members

The UFCW Local 832 RRSP offers members the choice of four investment options with better than average returns. To enroll in the RRSP program contact Laura Mellon at 204-926-8335.

# UFCW LOCAL 832 INCOME TAX SERVICE

All locations up and ready to serve you.

## Income Tax Locations

### WINNIPEG

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

### BRANDON

UFCW OFFICE  
Unit 1 - 759 1st Street  
Phone 727-7131 or  
1-800-552-1193

### DAUPHIN\*

Members can mail in pertinent information to Winnipeg Office

### FLIN FLON / THE PAS\*\*

CAROL'S TAX SERVICE  
Phone 687-3337

### NEEPAWA\*\*\*

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

### RUSSELL

MERRIL'S TAX  
Phone 773-2290

### STEINBACH

H&R BLOCK  
Phone 326-3783

### THOMPSON\*\*\*\*

LIBERTY TAX SERVICE  
Phone 778-8416

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

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

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

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

# \$17

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

# \$30

plus tax

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

\* **Dauphin** - Members can mail pertinent information to Winnipeg Office at 878 Portage Avenue, R3G 0P1.

\*\* **The Pas** - Members can go to Carol's Tax Service in Flin Flon or mail pertinent information to Winnipeg office.

\*\*\* **Neepawa** - Service available only on February 27, March 6 and March 20. Members can go the Brandon office or mail in pertinent information to the Winnipeg office.

\*\*\*\* **Thompson** - Thompson rate for non-member is \$45.

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



# UFCW MEMBERS! SAVE OVER 30%



**SUNDAY, MARCH 27**  
**PUCK DROP 12:00PM**

**TICKETS: \$20** All "Copper" seats (reg. \$29.25) just \$20 for all UFCW members and their families. Act fast! Quantities Limited.

**MEET THE ENTIRE MOOSE TEAM!**  
**FULL TEAM AUTOGRAPH SESSION AFTER THE GAME!**

**QUANTITIES LIMITED! ORDER YOUR TICKETS TODAY! VISIT:**  
**[www.ticketmaster.ca/ufcw](http://www.ticketmaster.ca/ufcw)**



NOLAN BAUMGARTNER



**HARDCORE  
HOCKEY**



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