



# UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

MAY 2010



# NDP UNITE AT CONVENTION

## GETTING IT DONE IN OUR OWN BACK YARD

If you were to drop by the Local 832 office on any given day you would probably find one of our four full-time negotiators working with a group of members hammering out an agreement with their employer before a deadline. You would likely see one of our twelve servicing reps filing a grievance or one of our two in-house lawyers working to prepare for arbitration. You might see our organizing director having coffee with a group of people interested in joining our union, or our communications director taking a photo of a newly elected shop steward for the magazine. You might see some or all of these things and come away thinking you had a good idea of the work we do at the local – but you would not have the whole picture.



Trade Union Coalition and we regularly sponsor and/or host events put on by the Westman Chinese Association in Brandon. Our connections in the community and in the labour movement in this province were never more apparent than at the mass rallies held on the CNIB picket line in March where so many of our partners and friends showed up to walk the picket line with us and our members. The Canadian Labour Congress and the Winnipeg Labour Council provided the hot dog barbecue while supporters from the Steel Workers, CUPE, MGEU and other unions walked the line. Kevin Rebeck, the President of the Manitoba Federation of Labour also walked the line and spoke to the media alongside President Ziegler.

Teaming up with other groups who fight for social justice helps us to reach out to all working Manitobans, while at the same time expanding the services we offer our members. We sponsor the Community Unemployed Help Centre that provides vital services to our members and others who have lost their jobs and are having difficulty with their claim. We strongly support the Safe Workers of Tomorrow who work tirelessly to get into high schools across the province and deliver the invaluable message of safety to those who will make up our membership and the workforce of the future.

One of the most valuable services we offer is education through the hard work and endless efforts of our staff at the training centres we operate in Winnipeg, Brandon and Neepawa. In Western Manitoba where employers in the red meat industry have gone to distant countries to find workers, we have stepped to the forefront of teaching English to new Canadians by partnering with employers and the Government of Manitoba. Today we teach EAL (English as an additional language) in Winnipeg, Blumenort, Neepawa and Brandon and we deliver that training to more people in Manitoba than almost any other organization.

We also support our members in completing their grade 12 through our Mature Student Diploma Program in affiliation with the Winnipeg South Technical Institute and the Assiniboine Community College in Brandon to offer this valuable education to our members. For those that are pursuing a degree, we offer scholarships for post secondary education and we work with Red River Community College who matches our scholarship dollars.

Local 832 has been giving back to the community we live and work in for a very long time. We actively and regularly raise funds in support of breast cancer and leukemia and lymphoma research. We have collaborated with the Health Sciences Centre Foundation to bring much needed equipment and furnishings to the GD-6 ward for patients undergoing cancer treatment. In the past five years, we have raised over \$100,000 through hockey and baseball tournaments, socials and raffles, and our annual “Drive for a Cure” golf tournament raising funds for the Leukemia & Lymphoma Research Foundation.

We recently hosted the founding meeting of the Winnipeg chapter of the Latin American

The conception may be that unions are only about negotiating contracts and filing grievances but our local believes that we need to be good stewards of our community as well. The strength of our union comes not only from the resolve of our members, but from the relationships we have built with social justice groups along the way and the connections we have within the various communities our members live and work in. That way when our members need us, we cannot only offer them the significant support afforded by being a member of Manitoba’s largest private sector union, but we can rally the rest of the community to come to their aid as well.

That is what we call taking care of business in our own back yard.

In solidarity,

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

Jeff Traeger  
Secretary-Treasurer,  
UFCW Local 832



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**Organizing:** Sonia Taylor

**Negotiators:** Susan Hart-Kulbaba, Beatrice Bruske, Michelle Masserey, Heather Dezan

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# CCWIPP NEEDS ADDITIONAL MONEY

Companies must agree to add more to pension plan or future benefits will be cut.

The Canadian Commercial Workers Industry Pension Plan (CCWIPP), which over 7,000 Local 832 members belong to, is about to make necessary changes that will help the plan become fully funded.

As reported in various articles in UNION, the majority of pension plans in Canada are in a financial crisis due to the last five years of low interest rates and rates of return on investments that didn't meet what pension plans had targeted.

Under a single employer pension plan, companies are legally required to make up any shortfall in their pension plans. Because CCWIPP is a multi-employer plan, law does not require employers to make up any shortfall and the plan's only options is to cut benefits unless employers voluntarily agree to make additional contributions.

## EMPLOYERS CAN PREVENT THE CUTS

The union is asking all the companies, where the members are affected, to make the additional contributions required so the members can maintain their current levels by July 1, 2010. If the company refuses to make the additional contributions, then future pension benefit earnings will be cut.

Under the new restructuring, which was just announced, additional money needs to be invested to keep current funding the same. The additional money is 40 cents per hour, per employee if you are at a contribution rate of 80 cents per hour or more. For those whose contribution rates are lower, the additional funding is at 50 per cent of the current funding. (For example, a 60-cent contribution rate will require 30 cents in additional money to the stabilization fund)

Some members were successful during recent negotiations to have "stabilization funding" negotiated into their agreements. Unfortunately, in most cases the stabilization money is not enough. For example, members at Safeway and Westfair negotiated 35 cents into the stabilization fund. With their contributions at 85 cents per hour, per member, an additional 5 cents per hour is necessary to maintain their current pension benefit.

The new collective agreement at General Mills saw the negotiating committee bargain 40 cents per hour into their stabilization fund



for total contribution of \$1.40 per hour into CCWIPP. This will maintain their current benefit entitlement of \$46 per month, per year of service. Had they opted not to contribute additional money, their future pension entitlement would be cut in half to \$23 per month. If they wanted to negotiate in their next contract back to their previous pension entitlement of \$46 per month, per year of service they would have to increase their contribution to \$2.15 per hour.

## IN ADDITION THE TRUSTEES PLAN TO MAKE OTHER CHANGES EFFECTIVE JULY 1

Some of the changes for the pension plan include the period a new member must wait to be enrolled in the plan and a reduction if your employer does not contribute to the stabilization fund. In addition, if you are planning to retire this year you will want to check with the plan, as there will be reductions to spousal benefits.

CCWIPP will be sending out a statement to all the members outlining all of their plans.

### Here is a list of companies that will need to negotiate additional money into CCWIPP:

Arctic Drugs  
Canadian Linen  
Cara Flight Kitchen  
Coke (Brandon and Winnipeg)  
Epic St. Malo (La Residence and Red River Workshop)  
Garda Security  
Group Westco  
HMS Host  
Lucerne (bread and milk plants)  
McKenzie Seeds (plant and office)  
Naleway  
Premier Horticulture  
Safeway  
Sysco (inventory control and warehouse)  
The Pas IGA  
Vantage Foods  
Westfair (Extra Foods and Superstore)



## CNIB MEMBERS RATIFY NEW AGREEMENT

Strike lasted 9 days.

After walking a picket line for nine days, the locked-out Canadian National Institute for the Blind (CNIB) members returned to work Monday, March 29, after ratifying a new three-year deal.

CNIB members voted 100 per cent in favour of the settlement, which expires in April 2012.

Prior to the lock-out the members had agreed to a wage freeze in their first year and the increase in the second year. The approximately 20 members, who perform various duties at CNIB ratified the new deal but a third year was added to the agreement with a two per cent increase. No changes will take place to their long-term disability benefits and the company and the union came to an agreement on a modified sick leave plan that will entitle them up to four weeks paid sick time at 100 per cent of their wages and a further 15 weeks at 95 per cent.

The strike was only about maintaining their short-term and long-term disability benefits, which they were successful in doing.

UFCW Local 832 negotiator Beatrice Bruske travelled to Toronto during the strike, at the invitation of SEIU, who was also bargaining with CNIB and facing the same opposition at the table. It was there that the company backed off on their demand to change the long-term disability and discussions turned to how they could resolve the short-term disability.

A conference call held between the Winnipeg committee and CNIB, resulted in a tentative deal, which the members ratified on March 25.



In partnership with the Downtown Biz and Cambrian Credit Union, the musical Strike has sponsored Manitoba's first museum dedicated to the history of the 1919 Winnipeg General Strike. Located in the historic streetcar replica "Nellie" (named for Manitoba suffragette Nellie McClung), and situated on the north side of Broadway between Fort and Garry Streets, the Cambrian Free Museum features a photo exhibit of the General Strike and Winnipeg streetcar history, inside an exact replica of Streetcar 596 - the infamous streetcar at the centre of Bloody Saturday. The Cambrian Free Museum is open daily 9 a.m. – 6 p.m. and Sundays from noon until 6 p.m.

Nellie was originally built for the 2009 abridged outdoor production of Strike at City Hall. The second annual production of Strike takes place from July 29 to August 4 at the CanWest Performing Arts Centre (aka MTYP). For more information, visit <http://www.strikemusical.com>.

## FUNDRAISING Friday, May 14

### YOUTH SOCIAL \$10

8 p.m. - 1 a.m.  
Masonic Memorial Temple  
420 Corydon Avenue

Supporting Canadian Breast Cancer Foundation and The Leukemia & Lymphoma Society. Call Marie or Kim for tickets at 786-5055.



Teeing off for another successful year on AUGUST 18.

**UFCW LOCAL 832 GOLF TOURNAMENT**

Watch for more information in the next issue of UNION.



## NDP CONVENTION BRINGS UNITY

Six months after leadership race, membership starts plans for 2011 election.

It was only six months ago that longtime NDP leader and premier, Gary Doer, stepped down and headed across the border as Canada's ambassador to the United States. Upon his departure, a leadership race took place and once the dust settled, Greg Selinger won. Since that time, the NDP party in Manitoba has been busy forging ahead and making sure that any hard feelings from the leadership race are in the distant past. Even the Winnipeg firefighters, who publicly endorsed Steve Ashton in the leadership race, were wearing vibrant yellow shirts supporting Selinger.

The message at this year's convention was all about unity. As leadership races come and go, and cabinet shuffles are completed, the underlying tone to the conference was preparing for the 2011 election. It is time to pull together and make sure that a fourth consecutive NDP government happens.

UFCW President Robert Ziegler, who was active at the microphone during resolutions, wanted to make sure that a Manitoba Federation of Labour resolution, regarding the government's announcement

it would need wage freezes in upcoming negotiations, was heard on the convention floor. "It is important that this government understands that negotiating in the media won't help anyone but the conservatives in the next election. Labour has a strong history with the NDP. Even in disagreements we can work on ways to solve issues, but we will not condone the government for this style of negotiating," stated Ziegler.

NDP federal leader Jack Layton was also on hand to listen to some of the resolutions and later spoke as one of the keynote speakers at the convention.

NDP leader and Manitoba Premier Selinger also spoke at the convention on Saturday, the 500 plus delegates in attendance gave him a standing ovation. Premier Selinger spoke on some of his highlights over the last six months as premier. Premier Selinger also gave credit to his cabinet and caucus for their support and hard work.



*MFL President Kevin Rebeck spoke about one of the resolutions.*



*Director of organizing for Local 832, Sonia Taylor, spoke on the resolution re organizing.*



*Mary Johnson of Local 832 Chaird the Sunday morning of convention.*



*UFCW Local 832 President Robert Ziegler Chaird the resolutions on Education, Youth and Children*



*Manitoba Premier Greg Selinger (l) and MFL President Kevin Rebeck (r) present Eugene Kostyra (c) the Stanley Knowles Award.*



## **TWO LOCAL 832 REPRESENTATIVES ELECTED TO PROVINCIAL EXECUTIVE**

During the convention, elections were held for the various regions in Manitoba. Congratulations goes out to UFCW representatives, Darcel Lecocq and Mary Johnson, who were elected for a one-year term on the provincial executive. Darcel will be representing the southeast region and Mary Johnson was re-elected as a member-at-large. Congratulations to both of you!

# 2-DAYS OF BRAINSTORMING BRINGS NEW IDEAS

## EDUCATION & TRAINING

The training centre builds skills for the future.

Last month training centre staff, along with President Robert Ziegler, Secretary-Treasurer Jeff Traeger, and union rep Marie Buchan, took part in a two-day strategic planning session. It was an opportunity for us to review and assess the programs and services we offer. Our goal was to make sure the training centre continues to meet the needs of members.

It was a successful two days. We had good discussions around what was working, what we could improve and what was missing. We came away with some great new ideas that

you will see reflected in our schedule this fall. I would personally like to thank Robert, Jeff and Marie for joining us. The staff appreciated their participation and their input was very helpful.

Of course, your input is always important to us too. If you have a comment or course idea, please call Wanda McGorum, our program co-ordinator or me at 775-8329 or toll-free 1-877-775-8329.



UFCW Local 832 education director Heather Grant-Jury speaking at the planning session.

## MEASUREMENT OF SUCCESS

### A REMINDER !

Don't forget to apply for a scholarship if you are continuing your post-secondary education.

Each year UFCW Local 832 awards more than \$30,000 in general scholarships to members of the union. Can you use an extra \$500? If so, apply today or before the June 30 deadline.

These scholarships are funded through the UFCW Education and Training Trust Fund, which is comprised of employer contributions negotiated during collective bargaining. Check your collective agreement to see if your employer is in the fund.

To find out if you qualify for a general scholarship or for more information on all of our scholarships and bursaries, call the Winnipeg Training Centre at 775-8329 or toll-free at 1-877-775-8328. You can also go to the union's website at [www.ufcw832.com](http://www.ufcw832.com).

Last month Grade 12 students in the consumer math program took over the training centre with yardsticks in hand. As part of their Math 40s class, they were required to measure rooms in the training centre. This project was designed as an interactive way for students to better understand the imperial



measurement system. They measured rooms, top to bottom, calculated areas of rectangular objects and then converted them to square feet and inches. As you can see by the above picture of some of the students, it was a fun way to learn the "old" feet and inches system.

## GRADUATION JUST AROUND THE CORNER

This year's graduation ceremony in Winnipeg takes place at the Training Centre on Thursday, June 24. In Brandon it will be on Saturday, June 19

at Assiniboine Community College. Don't forget to mark your calendar accordingly.

Congratulations to all our graduates. Most had to juggle family and work commitments around their evening classes and homework. We are proud of each of them and look forward to recognizing their efforts in June. Watch for the full graduation report in the June magazine.

# ARE DIAGNOSTIC TESTS ALWAYS ACCURATE?

Appeal results in union member receiving benefits.

When we go to the doctor with a medical problem, we usually expect the doctor to be able to tell us what is wrong. Sometimes that is not as easy as we think. Many times the same set of symptoms can mean several different possible medical conditions. For example, if someone has numbness, tingling and pain in their thumb, forefinger and middle finger they may have carpal tunnel syndrome but they may also have other conditions including a condition called thoracic outlet syndrome, which has the same symptoms but is a problem in the spine, not in the wrist. You certainly would not want to have surgery on your wrist if the problem is really in your spine.

You ask, what about MRIs, X-rays, CT scans and other diagnostic tests? These tests are objective and they give you exact information that eliminates the doubt. If somebody says they have a bad back and the CT scan results indicate that there are no abnormalities, then that person really doesn't have a bad back, right? No, not always! Some people who get a herniated disc in their spine go for the CT scan and it is not detected. Why? A disc can be herniated when a person is standing and the weight of gravity is bearing down on the discs, but when they lie down the disc goes back between the vertebrae. CT scans are taken with the person lying down so in some cases the herniated disc is difficult to find. A doctor can perform other "clinical exams" in the office that can also indicate a 'probable' herniated disc. The results of these clinical exams need to be considered just as much as the so-called 'objective' tests results.

A nerve conduction study (NCS) is a commonly used test to determine if a person has carpal tunnel syndrome. Many people believe

that if an NCS says you do not have carpal tunnel syndrome, then you do not have it; that is certainly the way that WCB makes decisions.

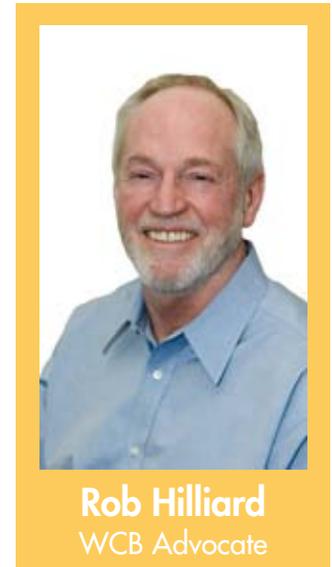
That is what Brenda Golas, UFCW member at Superstore, found out. After working as a cashier for a few years, she started to develop pain and tingling in her fingers. It was not too bad at first so Brenda kept working. But, as time went on her symptoms got worse so she reported it and went to her doctor for a diagnosis and treatment. Her family doctor diagnosed her with carpal tunnel in both wrists and a probable nerve injury in her elbows. When the symptoms kept getting worse, the doctor ordered an NCS, which indicated that Brenda had mild carpal tunnel syndrome only in her right arm.

**WCB and other insurance systems like to make decisions only based on 'objective' tests. When they do, they make decisions that can be very unfair to many people.**

After this test, Brenda's doctor referred her to a surgeon who concluded that she had carpal tunnel in both wrists, despite the NCS results, and that they both needed surgery. A WCB doctor also examined her and this doctor could not come up with any diagnosis although she admitted that Brenda's job, as a cashier was high risk for repetitive strain injuries. A second NCS was ordered and this time the result was "normal."

WCB terminated the claim and denied coverage for the upcoming surgery. Brenda's pain had become so severe that she went ahead with the surgery anyway. The surgery was successful and the surgeon wrote a report

## WORKERS COMPENSATION



**Rob Hilliard**  
WCB Advocate

explaining that approximately 15 per cent of the population will have a "false negative" NCS test even though they do have carpal tunnel. He further advised that relying solely on the results of an NCS would mean that some people who have carpal tunnel will be missed. It is important for doctors to use their experience and full range of skills when making a diagnosis. Using solely the so-called objective test results is not a good way to practice medicine.

Following successful surgery, Brenda and Rob Hilliard, Local 832 WCB advocate, appeared before the Appeal Commission and argued for WCB coverage for her carpal tunnel injuries and for the subsequent surgeries. The Appeal Commission agreed and retroactively awarded Brenda her benefits.

The practice of medicine requires both science and art. Going solely on "objective" testing will result in some incorrect diagnoses. WCB and other insurance systems like to make decisions only based on 'objective' tests but when they do, they make decisions that can be very unfair to many people. Thanks to her surgeon and her union, Brenda was able to prove that she was one of the 15 per cent and her carpal tunnel syndrome was as real as the other 85 per cent who tested positive in the NCS test.

# DISCIPLINE EXCESSIVE – UNION FILES GRIEVANCES

Granny's Poultry feels the pressure and lessens suspensions.

An employee at Granny's poultry had two separate suspensions imposed on her. One was for a long list of allegations, which resulted in the employer imposing a five-day suspension and extending her probationary period. The other was a one-day suspension for allegedly leaving work without authorization.

The union filed two separate grievances on behalf of the grievor. One alleging that the five-day suspension constituted harassment and was excessive and the second stating that the grievor did have authorization to leave her workplace, as she was sick.

With regards to the incident that led to the one-day suspension it was the union's position that the grievor, who was on alternate duties as a result of a documented medical condition, had inquired with the "stay at work" co-ordinator regarding the work she was doing, as it did not fit with her medical restrictions. A management representative told her that if she could not do the work in question she should go home, as there was no other work available. Therefore, as she could not do the work in question, she went home. At that point, the company imposed a one-day suspension for taking an unauthorized leave.

In the five-day suspension, the union took the view that the severity of the suspension was not justified as her medical condition directly affected many of the incidents that pointed to the suspension.

The parties were unable to settle the matter during the grievance process and as such, the union referred the matter to arbitration.

Because of the pressure put on by the union, a few weeks prior to the arbitration

the parties arrived at a settlement. Granny's agreed to withdraw the one-day suspension from the grievor's file as well reduce the five-day suspension to three-day suspension. The company further agreed to shorten the period that the suspension would remain on the grievor's file.



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

## MAPLE LEAF CONSUMER FOODS MEMBER RECEIVES PINK SLIP

Innocent absenteeism is non-culpable and non-disciplinary.

Maple Leaf Consumer Foods at the Lagmodiere plant in Winnipeg handed a five-year employee her pink slip for innocent absenteeism.

Innocent absenteeism refers to employees who are absent for reasons beyond their control—like sickness and injury. This type of absenteeism is non-culpable, which means that it is blameless. In a labour relations context it means that an employer cannot remedy or treat innocent absences through disciplinary measures.

That being said, it is well established that an employer may eventually terminate the employment relationship for innocent absenteeism if the following twofold test is met. Firstly, the employer must show that there has been a problem with excessive absenteeism for non-culpable reasons in the past. Secondly, there must be

proof that the employee will be unable to provide regular attendance in the foreseeable future.

It was the union's position, in this particular case, that the grievor had not yet reached this tipping point and her prognosis for regular future attendance was good. The union grieved the matter and referred it to arbitration.

In the interim, the grievor decided to explore other possibilities and informed the union that she, upon considerable reflection about what she wanted to do with her future, did not want to return to Maple Leaf Foods.

With this in mind, the union was able to negotiate a reasonable separation package on behalf of the grievor in exchange for the local dropping the grievance

# NEW SCHEDULING & PAYROLL SYSTEM

Westfair to introduce new system in Superstores starting this month.

Westfair Foods is phasing in a new scheduling and payroll system, S.T.A.S, Store Time Attendance Systems, in hopes of alleviating the scheduling concerns and payroll problems.

The new system will be done in two phases, with the first phase beginning this month at the Superstores throughout the province. Phase 2 will take place later this year, in September, as the company plans to initiate the new system at all of its Extra Foods.

## Understanding S.T.A.S

Employees working at Westfair will use a S.T.A.S. clock – finger scan and code. Members will need to finger swipe when signing in and out for their shift and for meals. There have been many myths associated with the finger scan system, with the most common and worrisome listed below:



Union representative Sandy Forcier with Westfair officials during the information session.

How does the S.T.A.S. clock work? The sensor on the clock scans the outer skin surface of your finger, reading only the unique ridges and valley patterns on your finger and converts it to a numerical representation for clock validation purposes. **The clock does not capture or save fingerprint images.**

The tentative dates when S.T.A.S will be introduced into the Superstores are:

<b>1503</b> — June 6	<b>1510</b> — May 23
<b>1505</b> — June 6	<b>1511</b> — June 6
<b>1506</b> — June 20	<b>1512</b> — June 6
<b>1508</b> — June 20	<b>1514</b> — June 6
<b>1509</b> — May 23	<b>1515</b> — May 23
	<b>1516</b> — June 6

In preparation for this change, the local met with the Superstores shop stewards on April 20 to look at the new system and will meet with the stewards from Extra Foods in the fall. Members should review their pay stubs carefully during the changeover to ensure you receive your correct pay, as well check for information provided by the company regarding S.T.A.S. The union will be monitoring the effect this has on the stores. If you find any discrepancies in your pay or if you have any concerns regarding the new payroll system, contact your union rep or shop steward.

MYTH	FACT
The finger scan is stored and shared for future use with police and government.	Finger scans <b>CANNOT</b> create a fingerprint. It is not possible to use the scan for any other purpose other than for the clocking in and out.
The finger scan can be easily duplicated and be shared jeopardizing my 'personal identity'.	The clock device protects personal information by eliminating time cards, which showed personal information. The finger scan privately identifies each store employee with a unique ID that cannot be shared.
No other retailers have implemented this type of clocking system.	This proven technology has been used for more than a decade by thousands of organizations and millions of workers around the world, including some grocery retailers.

This new system will allow the company to have one integrated system for time, attendance and scheduling to meet customers' shopping demands. The company believes it will be an efficient, standardized process to manage the workload.

- Winnipeg Office**  
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- Brandon Office**  
727-7131 / 1-800-552-1193
- Thompson Office**  
778-7108 / 1-800-290-268



### PEPSI MEMBER RECOGNIZED AS ROLE MODEL

Long-standing union member, shop steward and former executive board member receives prestigious award.

For those who have met, Edward Oczerkiewicz, or as everyone refers to as “Ozzie”, they know he bleeds Pepsi. He has been working for the soft drink company for over 37 years and is as passionate about the product today as he was when he started with the company at age 21.

Recently at a staff conference in British Columbia, he was recognized for his hard work and perseverance by receiving the Western Canada Role Model Award. He is proud of the achievement, but he isn’t one to take all the credit. “This award isn’t just for me, I could not do my job if it wasn’t for everyone at the plant that makes sure that the product I sell is properly packaged and shipped on time. It is all about teamwork,” said Oczerkiewicz.

Oczerkiewicz was recognized with improving his sales volumes and margin contribution growth last year, numbers that he is proud of but is already on track to surpass.

Without missing a beat, Ozzie also acknowledges that he could not give his work the dedication it deserves without the support of his wife, Joanne, who understands the hours he invests each week.



### UNION HOLDS PROPOSAL MEETINGS FOR MAPLES IGA

The 65 members at Maples IGA will be looking forward to ratifying a new collective agreement this summer. On April 13, the union held proposal meetings at the Canad Inn on McPhillips and the members working at IGA presented changes they would like to see in their new agreement.

Dates to commence negotiations have not yet been set as the company is in the process of hiring a new human resources person, who will be in charge of negotiating for IGA. Once the company notifies the union of who will be bargaining on their behalf, dates will be

set. The local will send out negotiations updates to the membership as things progress.

Members at Maples IGA are wrapping up a three-year collective agreement, and important issues this round will be contributions to their pension plan, wage increases, benefits and scheduling of hours.

Beatrice Bruske will be the union negotiator for this collective agreement, should you have any questions you can contact her at the union office.

# GENERAL MILLS MEMBERS RATIFY NEW FOUR-YEAR DEAL

Wages to improve by 8.7 per cent.



**O**n March 21, UFCW Local 832 members working at General Mills in Winnipeg ratified a new four-year deal by 68 per cent. The new agreement includes improvements to the wages and benefits, stabilization to the pension plan and a new apprenticeship-training package.

There are approximately 95 union members working at the Pizza Pop factory, the only one

of its kind in Canada making the popular product for General Mills. The union was not only successful in obtaining wage increases in all four years of the collective agreement but also held on to a much coveted “banked overtime” clause that the company proposed to eliminate. That proposal didn’t sit well with the membership as they work 12-hour continental shifts and sometimes they may lose a day and the members will use their

banked overtime to keep their pay topped up.

The union negotiating committee, comprised of Paul Dhoot, Paul Dutra, Carol Foster and negotiator Heather Dezan, was also victorious with new language that will see General Mills participate in the Provincial Apprenticeship and Trades Program. This program enables the company to invest in members who want to learn a trade. The member, once he or she completes the apprenticeship program, commits to stay with the company for at least three years. If they leave before that time, they will be required to pay a portion of their training back to the company.

Members will also have pension security, as the bargaining committee was able to negotiate a 40-cent per hour increase to a pension stabilization fund to offset any proposed changes to the plan.

## BREAD PLANT NEGOTIATIONS SLOW RISING

Monetary issues still on the table after several months of bargaining.

**T**he local knew that negotiating a new collective agreement for the about 70 union members working at the Lucerne bread plant was going to be challenging. After several months of bargaining, the parties have made some movement, however, all of the monetary items remain outstanding. “Progress has been slower than we would like,” said Beatrice Bruske, union negotiator. “We began the process back in November and have managed to resolve some issues, but the ‘bread and butter’ is still at the table.”

In an effort to move towards reaching a settlement, the local needs to know what the members are thinking and get more input. Therefore, the union has scheduled a negotiations planning meeting for May 4. At that

time, the negotiating committee will update the membership as to the status of negotiations and discuss options.

Members working at the Lucerne bread plant can also go to the union’s website at [www.ufcw832.com](http://www.ufcw832.com) for the most recent updates.

## BARGAINING STARTS AT SUN GRO

Members want improvements to pension, wages and benefits.

**F**our days of bargaining took place last month, for UFCW Local 832 members working at the two Sun Gro plants in Manitoba. Union negotiator Heather Dezan will head negotiations, with members, Donald Knopf and Thomas Beibrich, also sitting on the committee.

From the proposal meeting held earlier

in the year, members want improvements to their pension, wages and benefits. At press time, updates from the meetings held in the later part of April were not available. Members can check the union website as negotiation updates are posted as available.

Sun Gro Horticultural is peat moss company with locations in Elma and North Julius.

# More Members = More Bargaining Power

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

## RRSP for Local 832 Members

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

## General Paint

Members receive up to 40% off all General Paint Manufactured product, 20% off on special order wall coverings and up to 20-30% off non-General Paint manufactured products and supplies.

**Brandon:** 1124 18th Street 727-0295

### Winnipeg:

- 1045 St. James Street 982-6300
- 1094 Nairn Avenue 982-6330
- 1-140 Meadowood Drive 982-6320

## Pembina Dodge

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

## Polo Park Hearing Centre

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

## Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a comfortable, country-style setting at \$10 off the regular price. Call Louise at 204-482-7892 or go to [www.bridgeviewretreat.com](http://www.bridgeviewretreat.com).

## Catch-A-Tan

Come to CATCH-A-TAN SUN TANNING SALON to get back your piece of the tropics! Receive 20% off any sun tanning package and 20% off Hydro Massage Therapy (dry massage). Everyone Welcome!

6 - 1502 Rosser Avenue - Brandon. Phone 727-8266.

## Cakes Unlimited

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

## Gerry Gordon Mazda

UFCW Local 832 members receive:

- Preferred pricing on new and used vehicles.
- First 4 oil and filter changes FREE
- Complimentary gas card with every purchase
- **15% off** all parts, extended warranties, bodywork and accessories.

Contact Antonio at 475-3982 for more information.

## Dufresne Home Centre Savings

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

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

## SDS Alarm Systems

Purchase a home alarm system and receive these discounts call Ron Taylor at 589-7507 or e-mail [rtaylor@sdssecurity.com](mailto:rtaylor@sdssecurity.com).

- 10% off installation of a home security system
- 25% off a 3-year monitoring contract

## Active Muffler & Brake Centre

At Active Muffler & Brake Centre receive 25% off stocked parts and a shop rate of \$44.50 an hour, a savings of 20% off the regular shop rate.

601 Rosser Avenue - Brandon. Phone 727-1213 or 727-1305.

Present your union card prior to being invoiced.

## CDT Production Group Inc.

At CDT Production Group, receive 15% off: TV & film production, commercials, studio production, MC services, multi-media, event management, virtual business cards, and audio production. Plus receive 20% off all music packages and 5% off lighting packages.

Call 338-3459 or e-mail [cdtgroup@shaw.ca](mailto:cdtgroup@shaw.ca)

Your entertainment source!

# MEMBERSHIP DISCOUNTS

## 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).

## Kurio Studio & Gallery

Enjoy a \$50 product credit with the booking of any portrait photography session including personal, family, couples, maternity and high school senior portrait sessions. Members also receive a 10% discount on all wedding photography services and we have completely customized packages to meet your needs and to suit all budgets. Kurio Studio also provides personal and heirloom custom book design services. Our professionally designed, bookstore quality custom books make for unique gifts and a fabulous way to preserve your life's most important moments. Members receive a 10% discount on all custom book design services. For more information visit <http://www.kuriostudio.blogspot.com> or phone Alix at 204-791-5734.

## 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.*

## Marlin Travel Polo Park

Marlin Travel Polo Park believes you need a vacation! 5% discount on select packages (Air & Hotel) with these suppliers: Trafalgar, Globus and Westjet Vacations. Contact Rosa Bertone at [rosa.bertone@marlintravel.ca](mailto:rosa.bertone@marlintravel.ca) or call her (204) 944-7874. Earn Air Miles on your reservation.

## Celebrations Dinner Theatre

See a live Broadway-style show while you dine and save 25% off the regular price. Located in the Canad Inn - 1824 Pembina Highway. Call 982-8282.

## Eye wear

### 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 eye wear.  
**Scotia Optical (727-3661)** 708 - 10th Street.

### Thompson

25% off regular price on all prescription eye wear.

**City Vision Opticians (677-2020)**

## Wilder, Wilder & Langtry

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

## Iron Fist

At Iron Fist receive 20% off a one-year membership. Plus 25% off women's self-defence course. Phone 231-3633. Locations:

- 1851 Portage Avenue
- 675 Archibald Street

## Natural Wellness Chiropractic Centre

UFCW Local 832 members will receive 30% off their chiropractic care and wellness planning offered by Dr. Robert Stitt D.C. He is skilled at helping you with injuries from work-related incidents, car accidents, headaches, neck and back pain and herniated discs.

Call (204) 783-1880 to book your free assessment.

Located at 912 Portage Avenue, Winnipeg.

FOR ALL MEMBERSHIP DISCOUNTS VISIT:

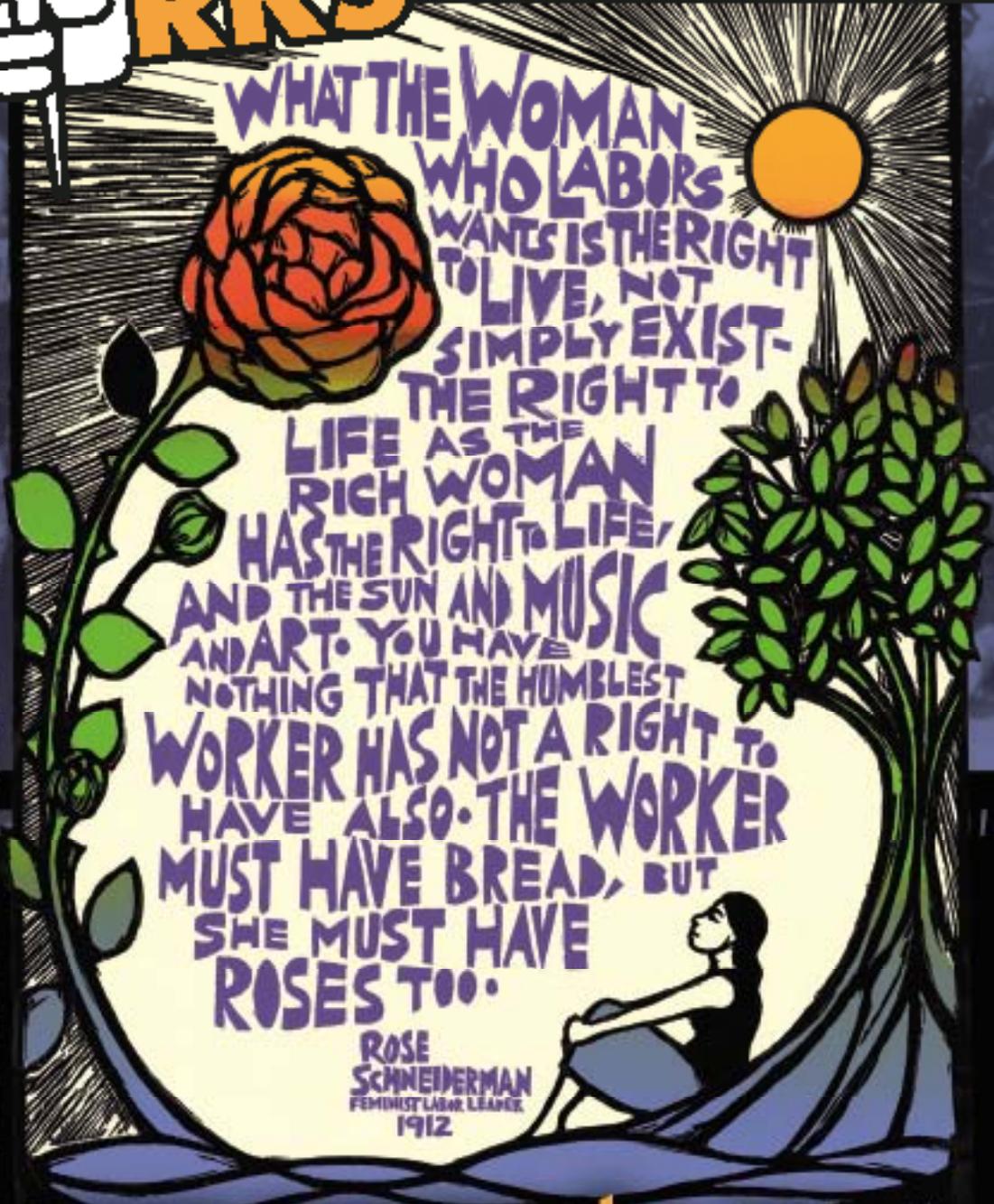
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