



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

MAY 2011



UFCW Awards First
Migrant Scholarship
Winner

Building the new UFCW

Understanding the importance of education to people who want to make a better life for themselves, UFCW Canada began a program in 2010 offering scholarships to migrant workers and their families across the country. In the inaugural year of the program, five scholarships were awarded from the more than 4,000 applications that were received from around the world. These scholarships are the first of its kind in North America. Your union is once again at the front line of providing unique services to the tens of thousands of migrant and immigrant workers in Canada.

One of the successful applicants from the 2010 program was Juan Diego Mosquera Dominguez, the Columbian nephew of UFCW Local 832 member Miguel Dominguez. Miguel works at the Maple Leaf plant in Brandon and has permanent resident status through Manitoba's Provincial Nominee Program.

The popularity of the scholarship program was so great in 2010 that UFCW Canada is offering 20 scholarships in 2011 and information about how to apply can be found on UFCW Canada's website at ufcw.ca.



Local 832 is very familiar with celebrating the diversity of our membership. We have been focused on providing innovative services to all our members for decades and have changed with the changing faces of our membership. Whether it is providing English language training to new Canadians and their families, offering multi-language services at our offices or developing cultural

awareness courses at our training centres, Local 832 anticipates the needs of our membership and responds.

We don't do it alone, however. Building a better and stronger union means building relationships in the communities where we work and live. Collaborating with government and employers we offer language training. The local provides a mature student diploma program in conjunction with Assiniboine Community College and Winnipeg Technical Institute. We partner with migrant worker groups like the Latin American Trade Union Coalition, Migrante and Damayan to understand better and respond to the needs of workers coming to Manitoba through the temporary foreign worker program.

Finally, we work with our National office and other UFCW locals through the Community Action Network and the Human Rights, Equity and Diversity committee where we share ideas, initiatives and strategies with others – learning from one another's successes and failures.

Canada is a country built by immigration and our future will be found in that heritage. By embracing the richness of diversity in our province and communities, and bridging the gap between our differences with those things we all wish for – like family, fairness and opportunity; organizations like our union will grow alongside the ever changing fabric of our culture. UFCW Canada remains dedicated to making Canada the best country in the world to live in.

In solidarity,
Jeff Traeger

Secretary-Treasurer
UFCW Local 832



Minister of Labour and Immigration, Jennifer Howard along with the UFCW Human Rights, Equity and Diversity committee at the scholarship presentation in Winnipeg.



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Health and Safety Resource Personnel: Guy Sylvestre

Legal Counsel: Debra Malmquist, Garry Bergeron

Education and Training: Heather Grant-Jury

Workers Compensation/Safety and Health : Rob Hilliard

Organizing: Sonia Taylor

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

Communications: Blake Crothers, Dalia Chapa



Local 832 builds bonds with migrant workers

UFCW Local 832 has been working hard for migrant workers ever since many Manitoba employers started recruiting employees from all over the world through the Provincial Nominee Program (PNP). Companies like Maple Leaf, Springhill Farms, and Granny's Poultry have brought workers to the province from North, Central and South America, Africa, Europe and Asia and those workers immediately enjoyed the benefit of belonging to UFCW. Local 832 embraced these workers, lobbying and negotiating on their behalf to ensure that they receive the same rights and privileges as any other worker in Manitoba.

The workforce at the Maple Leaf plant in Brandon consists of 1,700 foreign workers. The majority of our shop stewards at the plant are from that group. During the last round of negotiations, all of the major foreign worker groups were represented by members on the bargaining committee. Membership meetings were conducted in English, Spanish, Mandarin, and Ukrainian – the same languages that the Maple Leaf agreement is now available in.

“We knew to be successful in negotiations and in representing foreign workers we had to prove to our new members that they were included and that their union listened and acted on what they had to say,” said UFCW Local 832 President Robert Ziegler.

The result was new contract language protecting the rights of temporary foreign workers (TFW) - a first in Canada.

“That was a defining moment for the local – being able to establish the rights and privileges of these workers in a contract. They represent the largest number of new members at 832 by far and we have been able to bring that same protection to other workplaces who recruit through the PNP,” stated Jeff Traeger, secretary-treasurer for the local and the Manitoba representative



Diwa Marcelino of Damayan Manitoba.



Jomay Amora-Mercado of Migrante Manitoba.

on UFCW Canada's Human Rights, Equity, and Diversity committee.

President Ziegler said, “We are developing strong union members in Manitoba because of our commitment not only at the bargaining table but in the community. A new office and education centre will open in Western



Manitoba this fall and we have become the second largest provider of English as an additional language in the province. It's a real success story.”

This success has caught the attention of two groups who advocate for the rights of temporary foreign workers, Migrante Manitoba and Damayan Manitoba. Last summer, Jomay Amora-Mercado of Migrante and Diwa Marcelino of Damayan contacted Local 832 about the nearly 1,600 TFWs working in hog barns in southern Manitoba.

“Without the protection of a union contract, the workers only have employment standards to protect them. A lot of them are unaware of their rights,” stated organizing

director Sonia Taylor, who has been working closely with both groups. “We are here to help them as much as we can and to educate them that joining a union in Canada is a safe—and a smart thing to do.”

The relationship with Migrante and Damayan—as well as with any other group that shares the union's desire to see the rights of all workers protected—will continue to grow in our very diverse province.

“Our commitment to helping workers regardless of their origin is evident,” stated President Ziegler. “We're working hard at Local 832 to make sure all workers in Manitoba have a voice.”

National Aboriginal Day

UFCW Local 832 is encouraging its members to attend the aboriginal day celebration in Brandon on June 21 at the Discovery Centre (545 Conservation Drive in Brandon) starting 12:00pm (noon).

Traditional ceremonies, music and dance performances will take place. There is no cost to attend this event.

El local 832 crea vínculos con los trabajadores inmigrantes

UFCW Local 832 ha estado trabajando duro por los trabajadores inmigrantes desde que muchos empleadores de Manitoba comenzaron a reclutar trabajadores, de todas partes del mundo, mediante el programa de Nominados de la Provincia (PNP). Compañías como Maple Leaf, Springhill Farms, y Granny's poultry han traído trabajadores a la provincia desde Norte, Centro y Sur América, África, Europa y Asia; estos empleados inmediatamente gozaron del beneficio de pertenecer a UFCW.

El local 832 abrazó a estos trabajadores, abogando y negociando en su nombre para asegurar que ellos recibieran los mismos derechos y privilegios que cualquier otro trabajador en Manitoba.

La fuerza de trabajo en la planta de Maple Leaf en Brandon consiste de 1,700 trabajadores extranjeros. La mayoría de nuestros enlaces sindicales en la planta son de ese grupo. Durante la última ronda de negociaciones, todos los grupos más grandes de trabajadores extranjeros fueron representados por miembros en el comité de negociación. Las reuniones de los miembros fueron conducidas en Inglés, Español, Mandarín y Ucraniano- Los mismos idiomas en los que el acuerdo de Maple Leaf está disponible.

“Nosotros sabíamos que para tener éxito en las negociaciones, teníamos que probarles a nuestros nuevos miembros que ellos estaban siendo incluidos y que su sindicato escuchó y actuó en base a lo que ellos dijeron.” Dijo El presidente de UFCW Local 832, Robert Ziegler.

El resultado fue un nuevo lenguaje para el contrato, protegiendo los derechos de los trabajadores extranjeros temporales (TFW) por primera vez en Canadá.

“Ese fue un momento decisivo para el local- estar apto para establecer los derechos y privilegios de estos trabajadores en

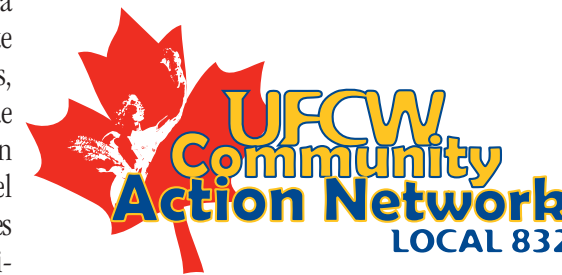


Diwa Marcelino of Damayan Manitoba.



Jomay Amora-Mercado of Migrante Manitoba.

un contrato. Ellos representan, por mucho, el número más grande de nuevos miembros para el local 832 y nosotros hemos podido traer esa misma protección a otros lugares de trabajo que reclutan mediante el PNP”. Declaró Jeff Traeger, secretario-tesorero del



local y representante de Manitoba en el comité de derechos humanos, equidad e igualdad de Canadá.

El presidente Ziegler dijo: “Estamos desarrollando miembros sindicales fuertes en Manitoba por nuestro compromiso, no solo en la mesa de negociaciones sino también en la comunidad. Una nueva oficina y centro de educación se abrirá éste otoño en el occidente de Manitoba y nosotros nos hemos vuelto el Segundo proveedor más grande de clases de Inglés como idioma adicional en la provincia, Es realmente una historia de éxito”

Este éxito ha llamado la atención de dos grupos que abogan por los derechos de

los trabajadores extranjeros Temporales. Migrante Manitoba y Damayan Manitoba. El verano pasado, Jomay Amora-Mercado de Migrante y Diwa Marcelino de Damayan contactaron el Local 832 sobre los casi 1,600 trabajadores temporales extranjeros en las porquerizas al sur de Manitoba.

“Sin la protección de un contrato sindical, los trabajadores solo tendrían las normas generales de empleo para protegerlos. Muchos de ellos desconocen sus derechos” declaró la directora/organizadora Sonia Taylor, quien ha estado trabajando de cerca con ambos grupos. “estamos aquí para ayudarles tanto como nosotros podamos y para educarlos en que pertenecer a un sindicato en Canadá es algo seguro e inteligente que hacer”.

La relación con Migrante and Damayan -al igual que con cualquier otro grupo que comparta el deseo del sindicato de ver los derechos de todos los trabajadores protegidos- continuará creciendo en nuestra diversa Provincia.

“Nuestro compromiso de ayudar a los trabajadores sin importar su origen es evidente”, declaró el presidente Ziegler. “Estamos trabajando duro en el local 832 para asegurar que todos nuestros trabajadores en Manitoba tengan una voz”

Місцевий 832 буде зв'язку з трудящими-мігрантами

UFCW Місцевий 832 наполегливо трудився для робітників-мігрантів з тих пір багато роботодавців Манітоба розпочав набір співробітників по всьому світу через Кандидат від провінції програма (ПНП). Такі компанії, як Maple Leaf лист, Спрінгхилл Фармс, і птиці бабусі принесли працівників у провінцію з Північної, Центральної і Південної Америки, Африки, Європи та Азії і тих працівників, безпосередньо користується благо належать UFCW. Місцевий 832 обняв ці працівники, лобювання і переговори від їх імені, щоб вони отримують ті ж права і привілеї, як і будь-який інший працівник в провінції Манітоба.

Робочої сили на підприємстві Maple Leaf в Брендон складається з 1700 іноземних робітників. Більшість наших профспілкових на заводі з цієї групи. Під час останнього раунду переговорів, всі основні групи іноземних працівників були представлені членам Комітету переговорів. Членство нарад були проведені англійською, іспанською, китайською, та українських - на тих же мовах, що угода Maple Leaf тепер доступна дуюма

“Ми знали, що для досягнення успіху в переговорах і в поданні іноземних робітників ми повинні були довести нашим новим членам, що вони були включені, і що їх об'єднання слухали і діяли на тому, що вони повинні були сказати,” сказав UFCW Місцевий 832 Президент Роберт Циглер.

У результаті новий мова контракту захисту прав тимчасових іноземних працівників (TFW) - перший в Канаді.

“Це було поворотним моментом для місцевих - можливість встановити



Diwa Marcelino of Damayan Manitoba.

права і привілеї цих працівників у контракті. Вони представляють собою велику кількість нових членів в 832 на сьогоднішній день, і ми змогли довести цю ж захист інших робочих місцях, хто вербує через PNP “, заявив Джеф Трегер, секретаря-скарбника для місцевих і



представник Манітоби з прав UFCW Канади людини, справедливості та розмаїтті комітету.

Президент Зіглер сказав: “Ми розвиваємо сильні членів профспілки в Манітобі через нашу прихильність не тільки за столом переговорів, але в суспільстві. Новий офіс-освітній центр буде відкрито у Західній провінції Манітоба цієї осені, і ми стали другим за величиною постачальником англійську як додаткового мови в провінції. Це реальна історія успіху “.

Цей успіх привернув увагу двох груп, які виступають за права тимчасових іноземних робітників,



Jomay Amora-Mercado of Migrante Manitoba.

Migrante Манітоба та Damayan Манітоба. Минулого літа, Jomay Amora-Mercado з Migrante і Diwa Марселіно з Damayan зв'язався з місцевим 832 про майже 1600 TFWs працюють у свиней комори в південній Манітобі.

“Без захисту колективний договір, працівники тільки трудові стандарти, щоб захистити їх. Багато з них знають про свої права “, заявив директор організації Соня Тейлор, який працює в тісному контакті з обома групами. “Ми тут, щоб допомогти їм стільки, скільки ми можемо і виховувати їх, що вступ в союз у Канаді є безпечною - і розумні речі робити”.

Відносини з Migrante і Damayan - а також з будь-якою іншою групою, що бажання акцій Союзу, щоб побачити, права всіх працівників охоронюваних - продовжуватиме зростати в нашій дуже різноманітні провінції “Наші зобов'язання з надання допомоги працівникам незалежно від їх походження очевидно, “Президент заявив, Зіглер. “Ми докладаємо всіх зусиль на місцевому 832, щоб переконатися, всі працівники в Манітобі є голос.”

Local 832心系劳务工人

自许多曼省雇主开始通过省提名计划从世界各地招聘劳务工人那时起，UFCW Local 832也开始了为劳务工人奔波。像Maple Leaf, Springhill Farms, and Granny's Poultry这样的企业已经从南美洲，中美洲，北美洲，非洲，欧洲以及亚洲引进了工人到曼省来工作，并且这些劳务工人们很快地喜欢并且享受UFCW所提供的福利。Local 832接收了这些劳务工人们，Local 832代表们为了确保工人们能够得到与曼省当地任何一名工人所享受的同等权力和人权不断地游说和谈判于各公司之间。

在Maple Leaf布兰顿工厂全厂工人总数中，国外劳工人数占据了1700人。大部份工人代表都是从这个集体中选出来的。在最后一轮谈判当中，所有主要国外劳工代表们都出席了谈判委员会。对Maple Leaf的协议也曾经召开过英语，西班牙语，普通话和乌克兰语的会员大会，协议也被翻译成以上同样的语种。UFCW Local 832 主席 Robert Ziegler是这样说的“我们知道会在为国外工人谈判的工作中取得成功，我们必须让所有的新会员看到他们是工会成员，并证明工会在倾听他们并且对他们的要求有所行动。”

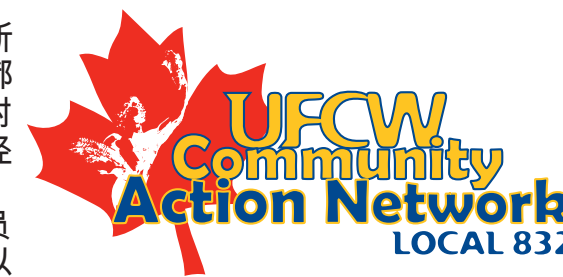
所取得的成绩就是在新合同中加入了保护短期国外工人的条款 - 这在加拿大也是第一个。

UFCW分部财务主管同时也是UFCW加拿大人权，平等以及多元化委员会曼省代表 Jeff Traeger这样说：“对于我们分部



Diwa Marcelino of Damayan Manitoba.

来说最重要的一刻就是能在协议当中为这些工人建立他们的权力与人权。迄今为止这些国外工人占据了832新会员中的绝大多数，我们把同样的保障带到了其他通过省提名计划招工的企业”。



主席Ziegler说：“在曼省我们的工会会员在不断壮大，因为我们的承诺不仅体现在谈判桌上，而且还体现在公众中。今年秋天将在曼省西部落成一个新的工会办公室和教育中心，我们已经成为在曼省以英语为第二语言教学的第二大提供方。这是一个真实成功的事实。”

这些致力于短期国外工人权力的成功已经吸引了Migrante Manitoba 和 Damayan Manitoba 这两个团体的注意。去年夏天，



Jomay Amora-Mercado of Migrante Manitoba.

就近1600名在曼省南部猪厂工作地国外工人，来自于Migrante的Jomay Amora-Mercado 和来自于Damayan的Diwa Marcelino与Local 832取得了联系。

“没有工会协议的保护，工人只能有雇佣标准的保护。他们中的许多人没有意识到他们的权力，”组织部主管Sonia Taylor这样说，Sonia一直和这两个组织很紧密地工作在一起。“我们将尽我们所能来帮助并告诉他们在加拿大加入工会是安全的-而且是明智的选择。”工会与Migrante和Damayan还有其他任何有和工会一样愿望-希望看到所有工人的权力都受到保护-的组织的关系将在我们这个多元化省继续增长，“我们致力于帮助那些从任何地方来的工人，”主席Ziegler说。

“我们Local 832现在正努力工作并确保所有在曼省工作的工人都能有机会说出他们自己的意见。”

Granny's negotiations heading to Final Offer Selection

After the members voted on March 15 to turn down the company's last offer and vote for final offer selection, both sides met on April 18 with the conciliation officer to determine if a deal could be reached. While they made some minor changes, the company and union stood firm on their positions.

Granny's Poultry did provide the union negotiating committee with another monetary offer, which was only marginally better than its previous proposal. The new proposal provides for a wage increase to the start rates and the maintenance rates only, which would be effective upon ratification with no back pay. The majority of employees would only be eligible for a small lump sum payment and no wage increase for the first two years of the contract. In year three, the company is proposing a 1 ½ per cent wage increase.



Members at Granny's Poultry vote to turn down the company's last offer on March 14.

Other outstanding issues include the turkey evisceration and cryovac hours of work, as well as the company's proposals to increase the number of lead hands and casual employees.

The union negotiating committee thinks the members have no choice but to continue to a final offer selection hearing to

resolve this round of bargaining. The union is now preparing for this and will notify the employees as soon as a hearing date is set.

In the meantime, if you have any questions regarding this, contact your union representative, Jerry Kies, at 786-5055 or toll-free 1-888-832-9832.

The numbers keep going up Over 8,000 tax returns filed for members.

It is the end of another tax year. The UFCW Local 832 income tax service prepared well over 8,000 returns for UFCW members and their families in 2011.

"This is the most popular benefit used by the membership," stated local president Robert Ziegler. "The numbers say it all. Each year more and more members are using the service mainly because it is so affordable."

Managing this service is tax expert George Combiadakis, who has been working with the union for 23 years. The members are familiar with him and know that they can rely on his expertise. The local will continue to provide its members with the best service possible, so you can plan on the service in the years to come.



George Combiadakis prepares Elizabeth Luzige's tax return. Elizabeth is a member at Vista Park Lodge working in the dietary department.

UFCW Canada protests against Denny's in Vancouver

At the 13th Metropolis conference in Vancouver, UFCW Canada and Migrante BC held a press conference on March 23, and three days later a demonstration was held in front of a Denny's restaurant in downtown Vancouver.

Both events were held to show national and international solidarity with the Denny's workers, and to raise public awareness of the \$10 Million lawsuit filed by representative plaintiff Herminia Dominguez on behalf of migrant workers at Denny's Restaurant in British Columbia.

The suit alleges that recruitment agents acting for the Canadian firm Northland Property Corporation (which is the exclusive western Canadian franchisee for the U.S.-based Denny's Corporation) charged workers up to \$6,000 each for placing them in the Canadian jobs and required them to pay for their own transportation costs to and from the Philippines. Both expenses, the suit claims, should have been borne by the employer.



President Ziegler and Secretary-Treasurer Traeger join other UFCW Canada activists and supporters of Migrante BC to protest Denny's and its treatment of temporary foreign workers in Vancouver.

The workers also say they have not always received the 40 hours of paid work each week they were promised. The class action document also claims that Denny's workers who complained about paying recruitment and travel fees or who questioned why they were not receiving the full weekly shifts and proper overtime pay they had been promised were threatened with punitive job loss and being sent back home.

Present at the press conference were members and supporters of Migrante BC, leadership and activists from across the country from UFCW Canada, including Local 832 President Robert Ziegler and Secretary-Treasurer Jeff Traeger as well as the media, community activists, academics and the general public.



Walking in solidarity. UFCW members and labour community support striking CAW members.

On April 8, UFCW Local 832 members and staff joined the striking Canadian Auto Workers (CAW) brothers and sisters on the picket line at Bristol Aerospace. Winnipeg Labour Council president, Dave Sauer, along with Winnipeg North NDP candidate, Rebecca Blaikie, also

walked in solidarity with the picketing CAW Local 3005 members.

Some of the Local 832 members walking in solidarity were from Malteurop. They wanted to say thanks to the CAW members who walked their picket line during their recent 83-day strike.

The company is trying to push concessions on health and welfare benefits, pension, and a cost-of-living allowance. The CAW members are not only striking for themselves but for retired members, as these proposed changes would also affect their access to health and welfare benefits.



Sister Ellen Olfert receives Stanley Knowles Award at NDP Convention

It was the last convention before the fall provincial election. Over 550 NDP delegates from across Manitoba met at the Canad Inn, Polo Park in Winnipeg to consider resolutions, share ideas, and prepared for the fall election. As the Manitoba NDP seeks a continuous, fourth term with Premier Greg Selinger at the helm, the weekend was a chance to make sure delegates are energized for what lies ahead.

The Stanley Knowles award this year went to Ellen Olfert pictured above with MFL president, Kevin Rebeck, and Premier Selinger. The Stanley Knowles solidarity award is presented at each convention of the Manitoba NDP to a trade unionist who has shown a deep commitment to working people and the achievement of social justice through recognized contributions to the union movement and



UFCW Local 832 President Robert Ziegler.



Local 832 WCB advocate, Rob Hilliard, speaks on a resolution.

the Manitoba New Democratic Party. Ellen recently retired after 14 years of dedication to the SAFE Workers of Manitoba as its executive director. She was also re-elected as a vice-president of the NDP executive for Winnipeg.

**RETIRES'
CLUB!**

Bye, bye winter blues

Spring luncheon, golf tournament, casino trip and more.

Tired of being cooped up during the winter months? Remember the UFCW Local 832 Retirees' Club is holding one its annual meeting/luncheons on May 10.

Where: ANAF Legion
3584 Portage Avenue

Time: 12 noon

Cost: \$5 each for dues paying members and spouse; or \$8 each for non-members.

The cost includes a delicious hot meal (chicken cordon bleu, potatoes and vegetable), beverage and dessert. Here is your

chance to get out and visit with fellow retirees and hear about some of the upcoming events.

If you are planning to attend, make sure to call Carol at the union at 786-5055/1-888-832-9832 office by no later than May 3 to let her know. This is important as we need to know the number of people attending for the food preparation.

GOLF TOURNAMENT

The golf tournament will be held on June 15 at Shooters Family Golf Centre, 2731 Main Street, with a 9 A.M. shotgun start. The tournament will be restricted to 36 players who are 50 years of age or older. The cost is \$20

per person for dues paying members and spouse or \$30 for non-members. You get 18 holes of golf (cart rental available), lunch (smoky or burger, fries and beverage) and much more—course and door prizes, 50/50 draws. Fun included at no extra charge.

To register call Russ at 661-4168. Your entry must be received by May 31 and your registration is not complete until payment is received. You can mail in your payment to the attention of Carol at UFCW Local 832, 1412 Portage Avenue, Winnipeg, MB, R3G 0V5. Make cheque payable to UFCW Local 832 Retirees' Club.

Last Chance

Westfair to submit membership applications in timely manner.

The Westfair collective agreement states the company is to forward completed union membership applications to the union within 10 calendar days from the date of hire or re-hire of an employee. UFCW Local 832, among other things, uses these membership applications to ensure it can contact new members, provide them with information regarding the union, ensure seniority lists are accurate, and that the company is properly remitting dues to the union.

In the past, the union filed a grievance because the company failed to provide these membership applications on time. The union resolved the grievance before going to arbitration as the company promised to provide the applications in the timeframe outlined in the collective agreement.

For a while, Westfair did improve and forwarded the membership applications to the union in a timely fashion. Unfortunately, the situation became increasingly serious again as the company was not providing the union with the membership applications anywhere near the specified limit. The union once again filed a grievance on the matter, and this time set a date for an expedited arbitration hearing to deal with the issue.

A week prior to the arbitration hearing, Westfair contacted the union and offered a with prejudice settlement. The company agreed that it would adhere to the contract and promised to provide the applications in a timely manner. The company further agreed to meet with the union to outline a new process it will use to ensure that the union membership applications are delivered to the union as per the collective agreement. On this basis, the parties adjourned the grievance 'sine die'. This means if the situation is not corrected or the company continues to submit the membership appli-

cations late, the union will go directly to arbitration.

The union advised the company it will be monitoring the situation carefully and will not hesitate to expedite the matter to arbitration if the new method does not work or if the company fails to submit the applications on time.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Grievance ironed out at Canadian Linen

Workers to receive monies for omitted earnings.

Late in 2010, the union discovered that Canadian Linen & Uniform Service was improperly calculating vacation pay entitlement for its workers. When calculating vacation pay, the company, in addition to excluding overtime from the member's earnings, was omitting vacation paid in the previous year.

This was incorrect and in violation of the existing collective agreement. Therefore, the union filed a policy grievance. In the union's opinion, when calculating a member's vacation entitlement, any vacation paid in the previous year should be included as earnings.

In fact, during the last round of negotiations with Canadian Linen, the parties agreed to amend Article 16 Vacations. Article 16 partially reads that vacation will be calculated based on the years of service with the company in each vacation year at the rate of the applicable percentage—4, 6, 8 or 10—but would exclude overtime.

After discussions and going through the grievance procedure, the union sent the matter to arbitration. A hearing date was set for March 24. However, shortly before the hearing, the company agreed with the union's interpretation of Article 16. The company agreed that the inclusion of the previous year's vacation pay will be part of earnings for the purposes of calculating the present year's vacation pay.

Because of the union filing a grievance, the company signed off on Minutes of Settlement that ensures Canadian Linen will correct its error for the present vacation year (effective March 1, 2011) and subsequent years. This will result in payments to approximately 70 employees ranging in amounts of between \$20 to over \$300, minus deductions.

If you work at Canadian Linen and have not received monies owed resulting from this grievance, contact your union rep, Kim Ferris at 786-5055 or toll-free 1-888-832-9832.

Hard work and determination pay off

Safeway member received grade 12 diploma through union training centre.

It was not until Robert Grant, a Safeway member at the St. Vital store received a phone call that he had been turned down for a job at another company because he lacked a grade 12 diploma, that he realized he should have finished high school years ago. It was a wake-up call that he needed to get.

"I never want to have a phone call like that again," said Robert at this past year's policy conference to UFCW members.

Robert credits his time at the UFCW Local 832 Training Centre as an awakening. He speaks highly of his instructors and former classmates for their 'positive encouragement'. "We would work together before a test, or proofread each other's work. We all had the same goal and worked together for it."

Robert was a valedictorian for his graduating



Robert Grant, Safeway member, and grade 12 graduate.

class in 2010 and has been mentor of sorts for his nephew who is also going through the program. "I tell everyone I can about how exciting this training centre is. From Ans Norman who is in charge of the Grade 12 program to the instructors, they all go that extra mile."

Now with a diploma in hand, Robert has become hooked on learning. He wants

Helping members achieve educational goals

Over \$45,000 in scholarships available.

Are you continuing your post-secondary education? If so, don't forget to apply for a scholarship to help you reach your education goals.

Once a year, the UFCW Training Centre and Local 832 award more than \$30,000 in general scholarships to members. Each general scholarship is worth \$500. These awards are funded through the UFCW Education and Training Trust Fund (ETTF), which is comprised of employer contributions negotiated during collective bargaining.

To be eligible for one of these \$500 scholarships you must work for an employer that contributes into the ETTF. You can check your collective agreement to see if you qualify or call the training centre.

If you are interested in receiving a general scholarship, you must have your application in by June 30.

As a UFCW member, you may also apply for both the UFCW Canada Scholarship and the UFCW International Scholarship. These scholarships are awarded to UFCW members or their dependents annually.

The eligibility rules and online application for the \$8,000 UFCW International Scholarship are available at www.ufcw.org/scholarship. The deadline for submitting this scholarship is June 3, 2011.

UFCW Canada Scholarships are available at www.ufcw.ca/scholarship. The deadline for submitting this scholarship is September 30, 2011.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education Director

to continue his education, although he is in no hurry to quit his job at the St. Vital store. "I had such a positive experience that I am looking at attending the University of Winnipeg next year. I may never change my job, but as my instructor said, it would be a waste for me not to go."

Graduation almost here!

Around 40 members receiving their diplomas.

This year's graduation ceremony in Winnipeg takes place at the UFCW Training Centre on Thursday, June 23, and in Brandon on Saturday, June 25, at McDiarmid Drive Alliance Church.

Congratulations to all the graduates. They have all worked very hard. The union and training centre are looking forward to recognizing their efforts in June. Watch for a full graduation report in the UNION July issue.

If you want information on getting your high school diploma, call Ans Norman at the Training Centre at 480-8116 or 775-8329 or 1-877-775-8325.

Thank you

UFCW Local 832 commits to improving the effectiveness of the committees.

This month, UFCW Local 832 President Robert Ziegler, Secretary-Treasurer Jeff Traeger and I, as well as the rest of the staff, would like to recognize the efforts and dedication of the workplace safety and health union committee members at our workplaces.

Thank you were the first two words that came to mind. These committee members put in a lot of hours and hard work to make your workplaces safe and to improve your quality of life at work. They play a very important role to the union and are usually the first contact when a member has a health or safety

concern at their place of work. These committee members are held in high esteem here at our office and at their workplace. They are a vital piece of the puzzle in ensuring that health and safety concerns get addressed and dealt with.

UFCW 832 made a commitment to better its presence in health and safety and part of that mission is to work more closely with the committees to improve their effectiveness. The union has a long list of ideas in order to

accomplish this and understands that some of these ideas will need to be suited to your particular job. It is one goal but with over 120 union agreements, over 200 individual units, and presently over 390 committee members all with different needs.

We have a great task ahead of us but by working together our goal of improving the effectiveness of our health and safety committees will be reached.

Committees are more effective through training, education, and communication. As an initiative, the union has scheduled a health and safety conference for March 2012

Topics for Discussion

- Are we effective as a committee?"
- What are the emergency response policies, violence policies, etc.?"
- What does the new harassment policy mean to us?"

and plans to have all union workplace health and safety committees at full complement. UNION magazine will be used as a tool to also help educate and communicate. A new section called

"In the Corner Report" will appear periodically, which will feature issues that arise at some of the stores and units. There will also be "Topics for Discussion" that deal with items to be discussed at meetings, such as,

In the Corner Report

GRANNY'S POULTRY

1. Discussions between the company and the union are still ongoing regarding the air quality issue and accident investigations done by non-committee members.

WESTFAIR

1. The company has still not replied to the union on the Bisphenol A issue.
2. **Big win at 1512:** Shirley Diakowich and her crew have been arguing the height of the check stands for months. With the help of the Workplace Safety and Health Division, this matter has been resolved. The company is correcting the check stands.

BCHRC-THOMPSON

1. Second needle stick injury reported at this unit. The union requests BRHA to immediately review situation.

HEALTH & SAFETY



Guy Sylvestre
Health and Safety Resource Rep

"Are we effective as a committee?"; "What are the emergency response policies?", and "What does the new harassment policy mean to us?"

If you are interested in becoming more active in your union or would like to sit on the health and safety committee at your workplace, contact your union representative or me, Guy Sylvestre, at 786-5055 or 1-888-832-9832.

In closing, if you spot a health or safety concern at your workplace, do not hesitate to contact the union or speak to a health and safety committee member.

Safety is something you learn from the start —being accident free is doing your part. -Author Unknown

Good work! SAFEWAY

The company has committed to no longer using Bisphenol A tapes at the tills once existing supply is depleted.

WESTFAIR

Introduction of injury reporting system available via e-mail. See last month's article in UNION magazine, page 11.



UFCW Local 832 members working at Maple Leaf Lagimodiere attend a proposal meeting on April 17.



UFCW Local 832 President Robert Ziegler

Local prepares for Maple Leaf negotiations

Obey Now, Grieve Later

Insubordination could result in discipline.

On average, a worker spends about 36 hours a week on the job. This means you spend over seven hours of your day with co-workers and managers. It is not uncommon that you might not agree with what your supervisor said.

What you need to consider is that under the collective agreement the employer has the 'right to manage'. For example, management has the right to direct and control working operations, to require employees to observe employer rules and regulations, to hire, to layoff, to assign employees working hours, to transfer, to promote, and to demote. But, in doing so, the employer must act reasonably, fairly, in good faith and cannot violate any articles contained in the collective agreement.

For instance, if you have received training on a specific piece of equipment and your manager asks you to fill in for a co-worker, who is sick, and you refuse; it could result in a discipline for insubordination. If your supervisor asks you to assist in another department, and you get angry and leave the building, it could result in a discipline for absent without leave.

The union wants to advise you that a

good rule of thumb to use is 'obey now, grieve later'. If you believe a company request is a violation of the agreement, contact your union rep at the end of your shift to report the situation. The matter will be investigated, and the union will file a grievance on your behalf if warranted.

However, you do have the right to refuse work you think is unsafe. In this case, you must follow the steps legislated under the Workplace Safety and Health Act. Workers in Manitoba have three health and safety rights guaranteed to them by law.

- Right to Know
- Right to Participate
- Right to Refuse

Both union and non-union workers are protected by health and safety legislation.

Remember, the union is here to help you—don't be disciplined for insubordination. Know your contract and if you think your rights have been violated, call your union representative.

Union Office Numbers

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

While the expiry date on the current collective agreement is not until December 31, 2011, the local has started preparing for a new contract for members at the Maple Leaf Lagimodiere plant in Winnipeg. UFCW Local 832 President Robert Ziegler and Secretary-Treasurer Jeff Traeger met with the shop stewards on April 4 to discuss ideas and look at areas of improvement in the collective agreement. From that meeting, a list of items was presented to the membership at a proposal meeting on April 17. Members then had a chance to make further suggestions and talk about what they would like in their agreement.

President Ziegler explained to the members that he is trying to secure dates with the company to start negotiations prior to the summer, when dates become more difficult to arrange due to vacations. He expressed to the membership that it is the intent of the negotiating committee to have a new agreement ratified before the current one expires, or exercise your right to strike if one is not reached.

The negotiating committee for the union will be President Ziegler and Secretary-Treasurer Traeger along with chief shop steward Frank Kirouac and assistant chief shop steward Rose Batenchuk. The remaining spots will be made of members in various departments. Updates on negotiations will be sent to members and online at www.ufcw832.com

Big SMILES in St. Malo as facility grows

Big changes are occurring at EPIC de St. Malo/Smile of St. Malo this year as a new residential building will be built. The new 3400 square foot residence will have state-of-the-art equipment to assist the staff to provide safer services to residents with higher needs. The new residence will create three to four full-time and one or two part-time positions. The residence will be located at 7 St. Hilaire Street in St. Malo.

Along with the new residence come changes to its day program. Changes will also be



taking place over the summer and into the fall. With more rural municipalities signing up SMILE of St. Malo to manage their recycling programs, an expansion is underway to ensure they have the appropriate space to expand this type of work. Upgrades at the facility will speed up the process of sorting, bailing and shipping of recyclables. The

upgrades will also increase the safety of those performing the duties. Along with the recycling program, the centre also has contracts for sewing, packaging, and woodworking.

The St. Malo facility began operating in 1974, when its first day program was introduced. The first residential care facility opened up in 1975.

Epic Opportunity members ratify two-year deal

The 34 UFCW Local 832 members working for Epic Opportunities (formerly Hope Centre) in Winnipeg voted April 18 to ratify a new two-year collective agreement.

Members will receive a two per cent wage increase, retroactive to January 1, 2011 and a lump sum payment. Members who are past probation but with less than one year of service will receive \$100, those with one to five years of service will receive \$175, and those with five or more years will receive \$250 less statutory deductions.

Other improvements to the collective agreement included the use of a personal vehicle for performing work related functions is now strictly voluntary for all employees. Members with three years of service or more will see their employer RRSP matching go from 2.5 per cent to four per cent.

The new collective agreement will expire on December 31, 2012. Members should receive the new agreement within the next month.

Small but strong unit

ACL Virden members find their jobs rewarding.

The Association for Community Living (ACL) Virden is dedicated to assisting people with physical and developmental disabilities achieve an independent and productive life within the community. ACL Virden has four residential homes, a day service, and a secondhand store. A small but strong unionized workplace employs approximately 35 members who help clients in reaching this objective.

As one steward generalized the feeling, "Our job has its challenges but the rewards outweigh the trials. To see a client's face light up the first time he or she goes shopping is a great feeling."

It is nice to know that there are workplaces where individuals mean it when they say, "I love my job." Don't get the

wrong impression it was not always ideal. Since joining UFCW Local 832 in 1989, the union and management have worked together for the betterment of the staff and clients.

Linda McIntosh, shop steward, has worked at ACL for over 12 years. "To know that I have scheduled wage increases, health and welfare benefits, dental, and job security because of the union, makes it easier to come to work and give the clients 100 per cent of my time," she said. "It is a fulfilling journey for both the client and me. I have even learned a lot from these unique, inspirational individuals. I know we make a difference in each other's lives. To me, seeing the smile on a client's face that completed a simple task is what makes this so much more than just a job."

Fighting for the guards Union to meet with health and safety authorities.

Thanks to the efforts of a vibrant labour movement and successive NDP governments that have listened to the concerns of working people, Manitoba has some of the best health and safety legislation in the world. However, when that legislation was crafted it was aimed at workplaces whose employees are in one place and answerable only to the employer.

The security industry is not like that. Workers in the industry are scattered all over in a wide variety of environments. They might work inside or out, be mobile or stationary, work days, nights and/or weekends. They answer not only to their employer but also to the client who rarely knows or cares about the health and safety concerns of the security officer. It's not unusual, for example, for a security guard to work in an industrial environment where every employee wears a full array of personal protective equipment but the guard is left unprotected. For these reasons, Local 832 regularly

lobbies the government to remind them of these specific circumstances faced by our members.

Our latest effort will be a meeting on May 3 with the Department of Labour and representatives of the Workplace Safety and Health Division to discuss certain aspects of the legislation and why they need special application in the field of security. We are focusing on the following areas: working alone, first aid, workplace inspections and accident investigations, supervisor training, the right to know, bullying and harassment and violence in the workplace.

Many union members in security face hazards that far exceed what a worker in a standard workplace would encounter, and yet it can be argued that they are afforded less protection than those workers. UFCW Local 832 is determined to address that inequity, and the May 3 meeting is part of that effort. Watch for updates on this progress in future issues of UNION.

Understanding the new procedure Frequently Asked Questions (FAQ) on recent changes to the licencing system.

With the change to individually owned licences, the union has been fielding a number of questions from security members. Some want to know if this means that they are allowed to work for more than one security company and the answer is yes. Provided that they are licensed under *The Private Investigators and Security Guards Act of Manitoba*. While this was always an option, the fact that you are no longer reliant on the employer to obtain your licence means that the licence is portable. Once you obtain it, you can start with a second employer right away.

This has led to another question, and that is the payment of union dues if you are working for more than one employer who is unionized with UFCW Local 832. You will have dues deducted from both employers and the union will reimburse the lesser of the two. For example, if you are paying dues of \$13 bi-weekly with one employer and \$12 with another, you will receive a refund of \$12. This refund

is done on a quarterly basis.

Another FAQ is whether the requirements for criminal records and child abuse registry information have changed with the new legislation. They have not. You are still required to provide both and they are valid for three years from the date of issue. The same time period applies to the photo you have to provide unless you experience a significant change of appearance during the three-year period such as change in hair colour, growth or removal of facial hair.

The actual licence remains valid for one year and, although the department of justice has committed to providing people notice prior to the expiration date, it is now **your responsibility** alone to renew it. Notification will be sent to the last known address so ensure that your employer (and the union, of course) is advised of any changes as it is their responsibility to notify the justice department.

Guards have also expressed a concern that the cost for licences will go up under the new rules, that is not the case. It is still \$25 for

both the temporary six month licence and the one year permanent one. There is, of course, no guarantee that the fee will not increase in the future but any attempt to do so would certainly be opposed by the union.

Some members have wondered if the changes have added additional training, or a requirement to renew the training and the answer is "no" on both counts. If you have completed the program, and passed your exam nothing will change in the immediate future. The union is lobbying for a second level of paid training that would include things like nonviolent crisis intervention and CPR training but this is still at the beginning stages.

If you have any other questions relating to the new regulations you should contact the program administrators directly at 945-2825/945-1242 or e-mail at pisg@gov.mb.ca If that doesn't work, your union rep, Harry Mesman, is always available to take your calls at 786-5055, 782-2449 or harry.mesman@ufcw832.com.

Who pays? Doctor's notes, weekly indemnity, WCB, and LTD forms.

Lately, the union has received several calls from Safeway members inquiring about the company's request for medical notes and who pays for them.

The collective agreement entitles you to sick leave, but it only applies for legitimate illnesses and for absences on your regularly scheduled workday. The company does have the right to ask an employee to provide a doctor's note verifying any absence due to sickness.

If management asks you to provide a doctor's certificate or to have a doctor fill out a special form, Safeway will cover the costs, unless the note is required due to the following:

1. You have been formally warned that your attendance record is unacceptable and you are required to provide a doctor's note for all future sick days.
2. The duration of your absence or the circumstance surrounding the absence needs verification.

Safeway is also responsible for any doctor's fees if the company requests you to take a physical examination.



However, if you are returning to work from a leave of absence, it is your responsibility to pay for the initial note indicating you are fit to return to work. As well, if you are going back to work with any accommodations or restrictions, it is your responsibility to cover the cost of the note from your physician that explains the nature and reasons for your

restrictions. Should management demand further medical information in either of these two cases, the company will pay for those additional fees.

Safeway is under no obligation to pay for the completion of forms that are required for benefits under weekly indemnity, long-term disability, or WCB. The benefit plan may cover these costs.

Remember, if you are sick you must notify the store manager or designate as early as possible before your shift or as soon as possible on the first day of absence. It is also a good idea to seek medical attention in case you are required to supply a doctor's note verifying your illness. You should also keep copies of all of your information.

If you have more questions or concerns, you can speak to a shop steward or contact your union representative.

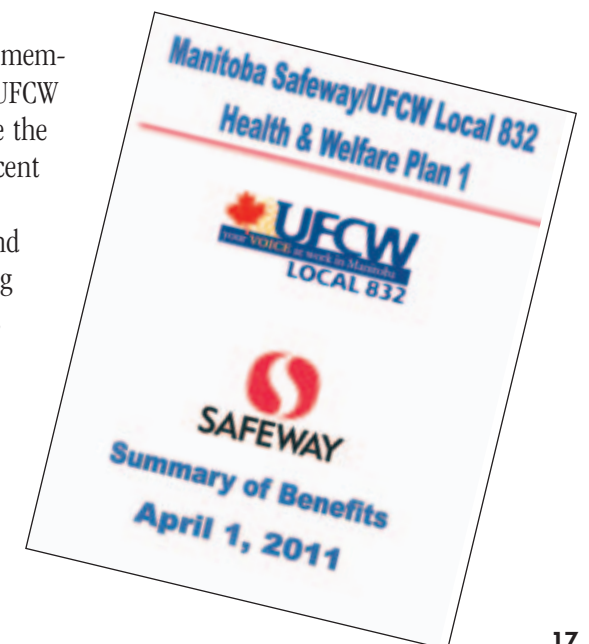
- Winnipeg**
786-5055/1-888-832-9832
- Brandon**
727-7131/1-800-552-1193
- Thompson**
778-7108/1-800-290-2608

New Safeway benefit plan booklet on its way Document available online and will be mailed out soon.

The Safeway health and welfare plans one and two are available online for members starting this month. Copies will also be mailed to the over 3,000 UFCW Local 832 members in the province. The updated documents will have the changes to your benefit plans from the 2009 negotiations, along with the recent changes in bargaining for Safeway gas bar members.

A highlight of the changes will be the "Retiree Benefits" for employees and dependents. Those who retire between the ages of 55 and 65, while completing 10 years of continuous service with the company will be entitled to medical, prescription drug, vision care and travel health benefits as outlined in the plan.

Should members have any questions regarding their benefits, they are asked to contact PBAS, the benefit plan administrator, directly at 982-4177 in Winnipeg or toll-free at 1-877-982-4177. As mentioned, you can also find the health and welfare plan one and two online at www.ufcw832.com. Or feel free to contact your full-time union representative.



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.

Union Members' Mortgage Planning Team

Your Union Members Mortgage Planning Team provides members of Union Savings affiliated labour organizations with the best available mortgage with no cost or obligation to the member. Saving union members time and money is their only goal. For more information phone toll-free 1-866-599-9799 or visit 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

UFCW MasterCard

Show your pride—carry the card! Build the MasterCard that is right for you. Four reward program options allow you to tailor the card to your needs. To apply or for information call 1-800-263-2263 or visit www.union-savings.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.

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.

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.

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:

- \$165 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.

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 Polo Park mall.

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

Your entertainment source!

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 they 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

www.kuriostudio.blogspot.com or phone Alix at 204-791-5734.

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 or call her (204) 944-7874. Earn Air Miles on your reservation.

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

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 for reservations

Bridgeview Bed & Breakfast

Begin your outdoor adventures at the Bridgeview Bed & Breakfast in Selkirk. Union members can enjoy a 5% discount during the snowmobile season. Call Louise at 204-482-7892 or www.bridgeviewretreat.com.

Dawn Foods

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

MEMBERSHIP DISCOUNTS

Hy-Wire Zip Adventures

Come and take the plunge, with a 150-foot drop, zipping across the trees in the scenic Pembina Valley. This is a 2-hour adventure on five different cables ranging from 500 to 1,000 feet. There are also hiking trails and five un-serviced campsites available. Hy-Wire is offering UFCW members 10% off the regular price for zipping along on this extreme adventure. To book your expedition or to find out more about zip lining or the hiking trails and campsites, go to Hy-Wire's website at www.hywirezipline.ca or e-mail hywireziplineadventures@hotmail.com.

Phoenix Real Estate

Call Jennifer Okaluk at 771-0981 and receive:

- \$150 cash back on the completed sale of a home or condo
- Up to 20% off legal fees
- Access to the best mortgage rates.

Gerry Gordon's Mazda

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
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 - Complementary gas card with every purchase
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Receive 5% better than the current price on furniture, mattresses and accessories. Receive 3% better than the current price on appliances and electronics. Cannot be used with 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
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Members receive up to 40% off all General Paint Manufactured product, 20% off on special order wallcoverings and 20-30% off non-General Paint manufactured products and supplies.

BRANDON:

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WINNIPEG:

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1094 Nairn Avenue 982-6330
1-140 Meadowood Drive 982-6320

FOR ALL MEMBERSHIP DISCOUNTS VISIT:
www.ufcw832.com/discounts

W **MAY** 2011 **APRIL 28 - MAY 29** **WORKS FESTIVAL**

HISTORY HAS A LONG-RANGE PERSPECTIVE. IT ULTIMATELY PASSES STERN JUDGEMENT ON TYRANTS AND VINDICATES THOSE WHO FOUGHT, SUFFERED, WERE IMPRISONED AND DIED FOR HUMAN FREEDOM, AGAINST POLITICAL AND ECONOMIC OPPRESSION AND SLAVERY.



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For further information contact the Workers Organizing Resource Centre 947-2220

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