



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JANUARY 2010

50 YEARS OF UNION MEMBERSHIP

**Lucerne Bread Plant member
Norm Dube is recognized for
length of service**

HAPPY NEW YEAR AND A LOOK FORWARD TO 2010

I hope that all of the members of Local 832 enjoyed their holidays with family and friends. It is an important time of the year to visit with those who you normally don't have an opportunity to see as often as you would like.

It is a time of year that we look to the year that past and reflect and at the same time look forward to the future. We were successful in negotiating our big agreements last year and we still have numerous important contracts coming up in 2010. Secretary-Treasurer Jeff Traeger is busy with the negotiations at Springhill Farms and we have Grace Hospital and Lucerne bread plant early in the New Year.

While the economy in Manitoba has been near the top of the list compared to other provinces, we are not out of the woods yet, as companies continue to make up for lost ground from the recession. I am confident that Manitoba will continue to lead in economic growth due to our diversity of various markets within the province.

The local will be holding a health and safety conference in March. If you look at the back page of this magazine, there is information on registering to this year's conference. Education plays a vital role for our health and safety activists and Local 832 strives to provide our members the best opportunities to educate themselves and help protect themselves and fellow members in their workplaces.



With the economic downturn, the focus of some of my articles this year was in regards to pension plans. We have faced uncertain economic times and unheard of financial fall-outs. Our pension plan, that many UFCW members are part of, the Canadian Commercial Workers Industry Pension Plan (CCWIPP) will receive information on how the board of directors will work at bringing the plan back to positive solvency. It was a difficult year for nearly 80 per cent of all Canadian pension plans, some which faced worse circumstances than CCWIPP has.

This year we will be introducing the members who live in Neepawa to our new training centre. With the rising need for English as an additional language (EAL) training in that region, we have worked with employers and provincial government to expand our training. The new training centre will also become our home for mem-

bers in the region who want to utilize our income tax service, which will be starting up in February. I am very proud of the progress we have made over the last number of years. Our training centre has become the leader in EAL training in the province. Our high school programs in Winnipeg continue to grow as well under the direction of Training Centre Director Heather Grant-Jury.

I hope you look forward to 2010 as much as I do. I believe we live in a great province with more potential of growth and development. Our union is growing with both new members seeking union representation and the expansion of our existing companies.

2010 will be an exciting year for the local and I'm thankful to represent the members of Local 832 and work with you this upcoming year.

In solidarity,

A handwritten signature in cursive script that reads "Robert D. Ziegler".

Robert D. Ziegler,
President, UFCW Local 832



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WINNIPEG

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Winnipeg, MB R3G OV5
786-5055 / 1-888-UFCW-832

BRANDON

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

THOMPSON

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

TRAINING CENTRES

880 Portage Avenue
Winnipeg, MB R3G OP1
775-8329 / 1-877-775-8329

530 Richmond Avenue E.
Brandon, MB

244 Hamilton Street
Neepawa, MB

President

Robert D. Ziegler

Secretary-Treasurer

Jeff Traeger

E-mail: ufcw@ufcw832.com

Website: www.ufcw832.com

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Blair Hudson, Mary Johnson, Jerry Kies, Darcel Lecocq, Wendy Lundy, Harry Mesman

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



WHERE YOUR DUES GO

Breakdown of the 2010 budget.

In 2009, the local kept its promise of doing more with less. For the third year in a row, there will be no dues increase for the majority of our members.

Secretary-Treasurer Jeff Traeger has kept the finances in check and they are looking better than ever before.

Listed below is a breakdown of how your union dues are allocated within the local.

Arbitration 4.67%

This category covers grievances and other legal matters of the local. This percentage also reflects the two in-house lawyers and staff associated with the legal department and independent counsel when needed.

Automobiles 3.47%

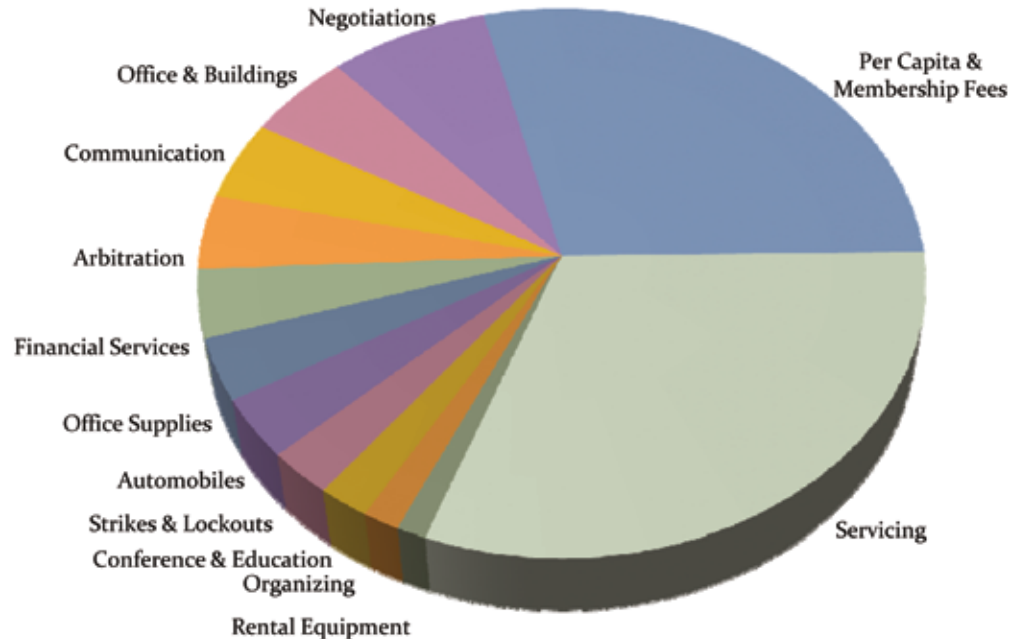
A car allowance is provided to Local 832 staff who travel extensively in servicing the membership. In shopping for the best deals, we have been able to maintain this expenditure through better lease agreements.

Communications 5.01%

Staff and the production costs of the UNION magazine, website, and other informational items for the local fall under this category. This department plays a vital role in keeping the membership up-to-date on union news, issues and current events.

Conferences and Education 2.05%

The costs of the annual conferences hosted by the local (e.g. activists and women's) falls under this section, as well as all the training for members and staff.



Financial Services 4.25%

This percentage includes the local's income tax service, bank charges, honorarium and staff that work in this department.

Negotiations 6.24%

The cost of staff negotiators and bargaining committee members, legal costs and expenses incurred through the bargaining process fall under this category.

Strikes and Lockouts 2.63%

Contributions to the strike fund are included in this category. Should the need arise, picket pay and other costs associated with a strike are drawn from this section.

Offices/Buildings 5.16%

This covers rent, utilities, property taxes, insurance and maintenance of union offices in Winnipeg, Brandon and Thompson.

Office Supplies 3.68%

Includes office supplies, postage, couriers, paper, pens, etc. for all three offices.

Organizing 1.36%

This pays for a full-time organizer, legal fees, lost time for the organizing team, advertising and other expenses. Organizing is a vital part of the union.

Per Capita and Other Membership Fees 28.19%

The local has to pay membership costs to the UFCW Canada Council, UFCW International, Manitoba Federation of Labour and other labour groups.

Rental Equipment 1.63%

This section covers rental of photocopiers for the three offices, postage meters and maintenance and repairs for the equipment.

Servicing 31.67%

Salaries and expenses for all of the union representatives and their support staff fall under this section. This is the largest single portion of the union budget and it demonstrates the local's commitment to servicing and protecting the union membership.

LUCERNE BREAD PLANT EMPLOYEE CELEBRATES 50 YEARS AS 832 MEMBER

Might retire in the spring, but not too sure.

A lot has changed in 50 years. The cost of a new car was around \$2000, a loaf of bread was 20 cents and Canada has had ten different prime ministers. For UFCW Local 832 member Norm Dube one thing that hasn't changed is where he works.

Norm has worked at the Lucerne bread plant for 50 years. He started when he was only 19 when it was called Fairfax Foods. Over the years, the plant has had different owners, McDonalds Consolidated, Empress Foods and now Lucerne Foods, which is owned by Safeway.

Norm is not one to have a fuss made over him, he reminds you of one of the characters from Grumpy Old Men, but under his gruff exterior is someone with a keen memory and great stories that he enjoys sharing.

The union wanted to celebrate his membership with the local and put together a special gift for Norm that they presented to him on December 4 during a special luncheon, which President Robert Ziegler attended. "I was hired in 1976 at the bread plant and I remember working with Norm. I think he had a few laughs at the mistakes I was making when I first started," said Ziegler.

1976 was a memorable year for both Norm and Robert as the company locked out the members, which lasted for six months. It was during the reminiscing of this time that Robert and Norm talked about some of the things that happened during the lock out. "No one crossed the picket lines," stated Ziegler. "They had a lot of scabs after three months of the strike, but none of the members crossed,"



said Norm. "I think the only reason why we were playing hardball at the table was because of the plant manager at the time and how he dealt with us and our holiday requests. He would tell us when we could take our holidays and that was it, no questions asked."

Over the last 50 years, Norm has seen many changes in the facility. When he started, it was all hands on — no automation. Every loaf was touched by hand; it was all manually done back then. Now pretty much everything is automated.

When Norm was 35, he went to the unemployment office just to see what other jobs were out there. "I get there one day and the guy looks at me and says, aren't you a little old to be changing jobs? Well I told him where to go in a hurry," Norm laughed.

For most of his service at the plant, Norm worked as a "wrapper" until a position opened up in receiving that allows him to have holidays and weekends off. "When that position was posted I snatched it up PDQ," stated Norm. It's clear he would have the seniority for it.

Asked when he will be retiring, Norm paused and said he is thinking the month of May looks good, "but if they offer me enough money I may stay longer," he joked.

When Norm does finally retire, he is looking forward to spending more time with his five grandchildren and his two daughters who live in Winnipeg.

NEWS FROM THE NORTH

ACTIVISTS DONATE TO STEELWORKERS IN SUDBURY

At our recent activists social in Thompson, the shop stewards and health and safety committee members decided they would like to raise money for the striking Steelworkers in Sudbury, Ontario. The Steelworkers have been on strike against Vale Inco in Sudbury since July 13, 2009. Vale Inco is the same employer that employs approximately 1,100 Steelworkers at the Thompson mine.

Through a silent auction and a 50/50 draw, the activists raised over \$500 for the picketing Sudbury Vale Inco employees.

President of the Steelworkers local in Thompson, Murray Nychyporuk, thanked the local for the donation and ensured that the money would go to needy families in Sudbury. He advised the union that the strike has been going on for more than five months and there seems to be no end in sight. He said the two

main issues are that the company wants to change the pension plan and wants to remove a huge percentage of the production bonus.

The pension plan is a defined benefit pension plan, which means that employees know exactly how much their pension will be when they retire. Vale Inco wants to change it to a defined contribution plan, which means that the amount of money that is placed into the pension plan is defined but the actual benefit is not calculated until you are ready to retire. Meaning, you do not know what your actual pension will be until you retire.

As far as the production bonus, in the past the company simply based the bonus on the price of the minerals and the profit that the



Union rep Blair Hudson, presenting the cheque to Murray Nychyporuk, president of the Steelworkers local in Thompson.

company made. Now, the company wants to put a cap on the production bonus that the employees would receive. The bonus is potentially a huge part of the employees' wages.

Local 832 President Robert Ziegler said, "I'm pleased with our activists in the north and thanks to the members who made a donation to help our brothers and sisters in Ontario."

TRAINING COURSES HELD IN NORTHERN MANITOBA

On November 30, 2009, Andrew Dolhy, certified ergonomist, instructed the workplace safety and health committee members on ergonomics at the Thompson union office. The course dealt with ergonomic hazards and their association with musculoskeletal injuries. To understand better job conditions and demands, a lot of time was spent on how the back, neck, shoulder and hands work and how committee members can take corrective action when they have assessed a problem.

"This was a very timely course, as two health and safety committee members were unable to attend because of recent surgery due to work-related injuries," said northern union rep Blair Hudson. One member, who works as a health care aide, recently had back surgery because of heavy lifting at her work, while the second committee member, who works in clerical, recently had carpal tunnel surgery — again directly related to the repetitive nature of her work."



On December 8, the union conducted a stress management course in Dauphin. In attendance at this course were shop stewards from Flin Flon, Swan River, Thompson and Dauphin. UFCW Training Centre staff, Shirley Lamboo, travelled from Winnipeg, to instruct the course. Pictured are some of the attendees.

Shyla McLean, from the Flin Flon Co-op, successfully completed all of the courses required for her level 1 shop steward diploma, with the completion of this course. Congratulations to Shyla. Margaret Cockle, from the Thompson Hospital, said, "The course was very informative. I feel I learned a lot of new techniques to not only assist me in helping my co-workers but with stress issues in general."

The union thanks all of the activists who attended these courses for their dedication. Many of the attendees had to travel hundreds of kilometres to attend these courses.

WELCOME TO THE NEWEST SHOP STEWARDS

A shop steward plays a very important role to the local. They are the eyes and ears of the union at your workplace and are usually the first person that a member will go to for answers or assistance.

UFCW Local 832 is committed to its shop stewards and provides them the very best

training possible and courses are available throughout the year. As well, your union rep is available to you for help. As well, each year the local hosts a shop stewards conference where the activists are educated and informed of the local's activities.

Being a shop steward can be a demanding job, but one that is very rewarding. If

you are interested in becoming a shop steward, speak to your full-time union representative. Check out the union activists training schedule on page 10.

The local welcomes the newest shop stewards who are assisting their co-workers. Congratulations to all of the people listed below.

WESTFAIR

Diane Alexander - Superstore 1516

THOMPSON GENERAL HOSPITAL

Patricia Pasichnyk

DAUPHIN CONSUMER CO-OP

Chantelle Perih

SPRINGHILL FARMS

Faron Douglas

TOWN OF VIRDEN

Mike Hunter

BUNGE FOODS

Dan Perrin
Robert Shwaluk

CANADA SAFEWAY

Douglas Doerksen - Store 720
Connie Lambou - Store 717

MAPLE LEAF CONSUMER FOODS-LAGIMODIERE

Nick Bernshine
Adam Caron
Frederick Falkenham
Lyle Goring
Sandy McGillivray
Lori Owen

IMPACT/INVICTA

Michelle Payette

AVION SERVICES CORP

Shaun Smith

GRANNY'S POULTRY

Danielle Michaud
Jennifer Sawatzky

VANTAGE FOODS

Jonathan Ochoa
Joanne Peters

IGA-MAPLES

Roberta Hoogervorst
Scott Pesce

MANITOBA NURSE'S UNION

Daniel Kushneryk

KROWN PRODUCE

Jagpal Pannu

INSPYRE SOLUTIONS

James Soloway

FEDERATED CO-OP

Jason Hawkins
Frank Wall

NORTHERN MEATS

Manuel Correia

ACL INTERLAKE BRANCH

Sylvia Kepp

LUCERNE BREAD PLANT

David McNeil

HOPE CENTRE

Fred Ali - Thames

HOLIDAY INN HOTEL & SUITES DOWNTOWN

Jacqueline Michaud

ARAMARK

Christin Lachance - CFB 17th Wing

TRAINING CENTRES

880 Portage Avenue
Winnipeg, MB

530 Richmond Avenue E.
Brandon, MB

244 Hamilton Street
Neepawa, MB

IT'S ALMOST TAX SEASON

Good time to start organizing your income tax slips.

Next month the UFCW Local 832 income tax service will open for its 22nd year. This is a good time to start organizing your income tax slips such as rent receipts, daycare receipts, medical expenses or any house renovation expenses. Having all of your receipts together and totalled makes it easier for the accountant and keeps better records for you.



Accountant George Combiadakos back at it.

Tax Credits for this Year Include

- Home Renovation — A non-refundable credit of up to \$1,350 for renovations performed between January 27, 2009 and February 1, 2010. This is a new benefit this year and includes anything considered a renovation and improvement such as painting, light fixtures, furnace or a new deck.
- First Time Homebuyer — A non-refundable tax credit of \$750, if you purchased a qualifying home after February 27, 2009.
- Children Fitness — A non-refundable tax credit of up to \$75 per child (total all receipts for each child).
- Public Transit — A non-refundable tax credit of 15 per cent of money

spent on weekly and monthly bus passes (total all passes purchased for 2009).

- Tradesperson Tool Expense — Deduct up to \$500 of tools purchased during the year (total all receipts).
- Pension Income Splitting — You can split up to 50 per cent of your eligible pension income with your spouse or common-law partner.
- Medical Expenses — Includes prescriptions, glasses, dental, health plan premiums, and travel for medical appointments if you live more than 40 km from the place of appointment. Total all of your prescriptions receipts or obtain a summary of your prescriptions from your pharmacist.

These are a few of the taxable benefits for this

year's tax season.

Watch for full details and locations of the offices in the February issue of UNION magazine or visit the union's website at:

www.ufcw832.com

RETIRES' CORNER!

Happy New Year from the UFCW Local 832 Retirees'

Club executive board. Pictured to the right is your 2010 executive board.

Get ready as plans for another great year are underway. The executive board has already started to prepare for the two luncheons and the golf tournament. If you have any ideas for different activities or events you would like the retirees' club to try, give either Lila Hornby (837-3554) or Joan Dudas (204-422-6670) a call to let them know.

Are you interested in Pilates, learning CPR or keyboarding, as a dues paying member of

PLANS FOR 2010 ARE UNDERWAY



the retirees' club you are eligible to take any of the courses offered at the UFCW training centre at the member rate. For a complete list of the courses available during this winter and spring, go to page 11.

Watch for upcoming events in the next issue of UNION.

Remember to call in your ideas, as we want to make it your club.

LABOUR SUPPORTING THE COMMUNITY

Local 832 women's committee attends MFL Event.

Two days before Canada's Day of Remembrance and Action on Violence Against Women on December 4, the Manitoba Federation of Labour (MFL) women's committee held an Empowerment Fair. This event brought together various organizations dedicated to improving the lives of women and helping them to make positive changes in their lives and communities. Members of UFCW Local 832 women's committee participated in this event and found it to be very enlightening and enriching.



Local 832 members at the Empowerment Fair, Debbie Jones (seated on the left) and Charlotte Cameron.

The fair held a memorial service to commemorate the women killed in the Montreal Massacre 20 years ago, as well as Manitoban women who died violently in 2009. Manitoba's minister responsible for the status of women and persons with disabilities, Jennifer Howard, spoke about the impact the incident had on her and her friends as she was in university in 1989.

MFL President Kevin Rebeck talked about how violence against women is still an issue today that government needs to address. He also urged those in attendance to persuade their MLAs to support the long gun registry.

On December 7, numerous people showed up at the Legislative Building to observe Canada's Day of Remembrance and Action on Violence Against Women. This day marked the 20th anniversary of when 14 young women were killed at Ecole Polytechnique in Montreal. These women were killed for no reason other than that they

were women. The service held on December 7 was in their memory and in memory of women who were senselessly murdered in Manitoba this past year.

Speakers included the Honourable Jennifer Howard, Karen Busby from the faculty of law at the University of Manitoba, and Leanne Ogloza from Osborne House. Jennifer focused on the efforts of the Manitoba government to address violence against women within the federal justice laws while Karen spoke of recent legal challenges. Leanne brought the entire audience to tears as she shared her personal story of pain and moving forward beyond abuse. Her parents and daughter were present to provide support.

There has been change in the past twenty years but there is still much to be done. By talking about violence and abuse in our homes, we can ensure the behaviour becomes more and more unacceptable.

"The local is committed in the fight to stop violence against women," said Local 832 President Robert Ziegler. "By supporting each other and working together we can eliminate discrimination and convey dignity and equality for all women."

LOCAL 832 WOMEN'S CONFERENCE

Scheduled April 25 and 26.

Mark your calendars, the UFCW Local 832 Women's Conference is scheduled for April 25 and 26. Watch for more details in the February issue of UNION.

MORE TRAINING FOR MEMBERS

An additional training centre opens in Neepawa.

I hope you all enjoyed a safe, happy and relaxing holiday season.

The year begins with exciting news — we have opened a new training centre in Neepawa located at 244 Hamilton Street. This is our third training centre in Manitoba and it is great news for members living and working in Neepawa and the surrounding areas. A training centre right in Neepawa will allow us to meet the growing training needs of our members better.



In Winnipeg and Brandon our training centres continue to offer a wide range of services to meet your needs. Give us a call if you want more information about one-on-one literacy tutoring, our grade 12 program or career transition service. Look at our 2010 winter/spring training schedules on the following pages. Make this the year you start working towards your educational goals and register for something that interests you. Our number in Winnipeg is 775-8329 or toll-free outside of Winnipeg at 1-877-775-8329. You can also get more information or register for courses on-line by going to www.ufcw832.com and clicking on the training centre tab.

I also want to remind everyone about our bursary program for work-related training. Thirty bursaries of up to \$300 each are awarded annually to trust fund members in good standing on a first come, first serve basis. For more information, please call the Winnipeg training centre.

Good luck to everyone who decides to register for a course this year. And please, whether you live in Brandon, Neepawa, Thompson or Winnipeg, if you have an idea for a course or want more information on any of our programs, let us know. You can call our program co-ordinator Wanda McGorum or me at 775-8329 or toll-free 1-877-775-8329.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education Director

UNION ACTIVISTS TRAINING SCHEDULE

We are pleased to offer the following union activists workshops. If you are interested in participating in any of these, speak with your union rep.

SHOP STEWARD

Winnipeg

- Jan. 20 & 21 Communication Skills
- Jan. 27 & 28 Aboriginal Awareness
- Feb. 3 & 4 Dignity at Work
- Mar. 24 Taking Control of Stress
- Apr. 14 & 15 Labour History
- Apr. 28 & 29 Public Speaking
- May 5 & 6 New Steward
- May 12 & 13 Communication Skills
- Jun. 2 & 3 Effective Steward
- Jun. 9 & 10 Dignity at Work
- Jun. 16 Taking Control of Stress

Brandon

- Jan. 20 & 21 New Steward
- Feb. 10 & 11 Effective Steward
- Mar. 24 & 25 Communication Skills
- Apr. 14 & 15 Dignity at Work
- Apr. 28 Taking Control of Stress

- May 26 & 27 Collective Bargaining
- Jun. 16 Stop Bullying

Thompson

- Mar. 3 & 4 Communication Skills

HEALTH & SAFETY

Winnipeg

- Jan. 25 & 26 Level 1
- Feb. 8 & 9 Intro to WCB
- Mar. 1 & 2 Ergonomics
- Apr. 12 & 13 Violence/Stress
- May 3 & 4 Intro to WCB
- May 31 & Jun. 1 Level 1
- Jun. 7 WHMIS

Brandon

- Jan. 18 & 19 Intro to WCB
- Feb. 1 & 2 Level 1
- Feb. 16 & 17 Violence/Stress
- Mar. 29 & 30 Ergonomics
- Apr. 26 WHMIS

Thompson

- Workshops to be announced.

2010 WINTER/SPRING GENERAL SESSION SCHEDULE

Course Name	Registration Fee	Start Date	Day and Time	End Date	# of Classes
Winnipeg					
Basic EAL	No Fee	Jan. 16	Sat. 9 a.m. to noon	Mar. 27	11
Beginner EAL	No Fee	Jan. 16	Sat. 9 a.m. to noon	Mar. 27	11
Intermediate EAL	No Fee	Jan. 16	Sat. 9 a.m. to noon	Mar. 27	11
Pronunciation/Writing Intermediate	No Fee	Jan. 25	Mon. 6 to 9 p.m.	Mar. 29	9
Pilates	\$15* / \$30**	Jan. 25	Mon. 6 to 7 p.m.	Jun. 14	18
Keyboarding Level 2	\$15* / \$30**	Feb. 2	Tue. 6 to 9 p.m.	Apr. 6	10
Word Level 1	\$15* / \$30**	Feb. 10	Wed. 6 to 9 p.m.	Mar. 17	6
Intro to Computers/Win	\$15* / \$30**	Mar. 1	Mon. 6 to 9 p.m.	Apr. 12	6
Parents Guide to Facebook, etc.	\$15* / \$30**	Mar. 6	Sat. 9 a.m. to 1 p.m.	Mar. 6	1
Emergency First Aid	\$35* / \$40**	Mar. 13	Sat. 9 a.m. to 4 p.m.	Mar. 13	1
Excel Level 1	\$15* / \$30**	Mar. 24	Wed. 6 to 9 p.m.	May 5	6
Basic EAL	No Fee	Apr. 10	Sat. 9 a.m. to noon	Jun. 19	10
Beginner EAL	No Fee	Apr. 10	Sat. 9 a.m. to noon	Jun. 19	10
Intermediate EAL	No Fee	Apr. 10	Sat. 9 a.m. to noon	Jun. 19	10
Pronunciation/Writing Intermediate	No Fee	Apr. 12	Mon. 6 to 9 p.m.	Jun. 14	9
CPR	\$21* / \$26**	Apr. 17	Sat. 9 a.m. to 4 p.m.	Apr. 17	1
Word Level 2	\$15* / \$30**	Apr. 26	Mon. 6 to 9 p.m.	Jun. 7	6
Excel Level 2	\$15* / \$30**	May 12	Wed. 6 to 9 p.m.	Jun. 16	6
Parents Guide to Facebook, etc.	\$15* / \$30**	May 29	Sat. 9 a.m. to 1 p.m.	May 29	1
Emergency First Aid	\$35* / \$40**	Jun. 5	Sat. 9 a.m. to 4 p.m.	Jun. 5	1
Brandon					
Spanish Level 2	\$15* / \$30**	Jan. 13	Wed. 6 to 9 p.m.	Mar. 17	10
EAL-Beginner	No Fee	Jan. 16	Sat. 8:30 to 11:30 a.m.	Mar. 27	10
EAL-Beginner	No Fee	Jan. 16	Sat. 8:30 to 11:30 a.m.	Mar. 27	10
EAL-Intermediate/Advanced	No Fee	Jan. 16	Sat. 12:30 to 3:30 p.m.	Mar. 27	10
EAL-Beginner	No Fee	Jan. 16	Sat. 12:30 to 3:30 p.m.	Mar. 27	10
EAL-Beginner	No Fee	Jan. 16	Sat. 4:30 to 7:30 p.m.	Mar. 27	10
EAL-Beginner	No Fee	Jan. 16	Sat. 4:30 to 7:30 p.m.	Mar. 27	10
Open Lab	No Fee	Jan. 16	Sat. 11:30 a.m. to 4:30 p.m.	Jun. 19	20
EAL-Beginner	No Fee	Jan. 20	Wed. 10 a.m. to 1 p.m.	Mar. 24	10
EAL-Pre-Intermediate	No Fee	Jan. 20	Wed. 10 a.m. to 1 p.m.	Mar. 24	10
EAL-Mixed Levels	No Fee	Jan. 20	Wed. 6 to 9 p.m.	Mar. 24	10
Canadian Cooking Class	\$25* / \$50**	Jan. 21	Thr. 10 a.m. to 1 p.m.	Mar. 25	10

Course Name	Registration Fee	Start Date	Day and Time	End Date	# of Classes
Open Lab	No Fee	Jan. 27	Wed. 5 to 8 p.m.	Mar. 31	10
CPR	\$21* / \$26**	Feb. 20	Sat. 9 a.m. to 4 p.m.	Feb. 20	1
Intro Computers/Windows	\$15* / \$30**	Mar. 20	Sat. 6 to 9 p.m.	May 1	6
Canadian Cooking Class	\$25* / \$50**	Apr. 8	Thr. 6 to 9 p.m.	Jun. 10	10
EAL-Beginner	No Fee	Apr. 10	Sat. 8:30 to 11:30 a.m.	Jun. 19	10
EAL-Beginner	No Fee	Apr. 10	Sat. 8:30 to 11:30 a.m.	Jun. 19	10
EAL-Intermediate/Advanced	No Fee	Apr. 10	Sat. 12:30 to 3:30 p.m.	Jun. 19	10
EAL-Beginner	No Fee	Apr. 10	Sat. 12:30 to 3:30 p.m.	Jun. 19	10
EAL-Beginner	No Fee	Apr. 10	Sat. 4:30 to 7:30 p.m.	Jun. 19	10
EAL-Pre-Intermediate	No Fee	Apr. 10	Sat. 4:30 to 7:30 p.m.	Jun. 19	10
EAL-Beginner	No Fee	Apr. 14	Wed. 10 a.m. to 1 p.m.	Jun. 16	10
EAL-Pre-Intermediate	No Fee	Apr. 14	Wed. 10 a.m. to 1 p.m.	Jun. 16	10
EAL - Mixed Levels	No Fee	Apr. 14	Wed. 6 to 9 p.m.	Jun. 16	10
Women's EAL & Settlement Group	No Fee	Apr. 19	Mon./Fri. 11 a.m. to 3 p.m.	Dec. 15	ongoing
Emergency First Aid	\$35* / \$40**	Apr. 24	Sat. 9 a.m. to 4 p.m.	Apr. 24	1
Neepawa					
EAL Neepawa	No Fee	Jan. 25	Mon. 6:30 to 8:30 p.m.	Jun. 21	19
EAL Minnedosa	No Fee	Jan. 26	Tue. 5:30 to 7:30 p.m.	Jun. 22	22
EAL Neepawa	No Fee	Jan. 26	Tue. 6:30 to 8:30 p.m.	Jun. 22	22
EAL Neepawa	No Fee	Jan. 27	Wed. 6:30 to 8:30 p.m.	Jun. 23	22
EAL Neepawa	No Fee	Jan. 28	Thr. 6:30 to 8:30 p.m.	Jun. 24	22
EAL for women Neepawa	No Fee	Jan. 26	Tue. 12:30 to 3:30 p.m.	Jun. 22	22
EAL for women Neepawa	No Fee	Jan. 28	Thr. 12:30 to 3:30 p.m.	Jun. 24	22
Computer Class	\$15* / \$30**	TBA			
* Education & Training Trust Fund members					
** Education & Training Trust Fund non-members					

TO REGISTER FOR ANY OF THE ABOVE CLASSES

- Log on to ufcw832.com. Click on the Training Centre page and follow the instructions,
- or**
- Call 775-8329 or toll free 1-877-775-8329 (please have your course information handy).

Note: Your registration is not complete until payment is received. Payment must be received before the class starts in order to hold your space in the course. If payment has not been received by the payment deadline, your space will be made available to someone else.

GRADE 12 DIPLOMA PROGRAM

Registration for Term 2 of the grade 12 mature student diploma program has started. Classes begin February 8.

Call Ans Norman at 775-8329 or toll-free 1-877-775-8329 to register or to find out complete details on the program.

THE THREE Rs TO WORKING IN A SAFE WORKPLACE

Manitoba's *Health and Safety Act and Regulations* provide workers with what is known as “the three Rs”. They are:

- The right to know,
- The right to participate, and
- The right to refuse.

Are these rights carried out in your workplace? Let's look at them and you can judge for yourself.

The Right to Know

This right stems from a section of the Act that requires employers to ensure that all workers are acquainted with any safety or health hazards that they may encounter while working. As well, in 1988 the Workplace Hazardous Materials Information System (WHMIS) was implemented in all Canadian workplaces. This requires the employer to provide information on the safe use of hazardous products in the workplace.

Exposure to these hazards can cause or contribute to many serious health problems such as effects on the nervous system, kidney or lung damage, sterility, cancer, burns and rashes. Some of them can also cause fires and explosions. If these substances are used by or near you in the workplace they must be identified, classified and labelled.

You should be provided with material safety data sheets (MSDS), training and education. The MSDS tells you about the risks associated with the product and what protective measures should be taken to guard against those risks. There is also a Regulation that requires that a prevention plan be developed that identifies and evaluates the health hazards of the products, determines how the product is used and creates an action plan to control the hazard.

The Right to Participate

This right is carried out through the joint health and safety committee. Worker representatives must make up at least half of the committee. The committee has according to the Act, “a continuing concern with respect to the safety and health of the workers in the workplace.”

The Act also spells out a number of duties that the committee must perform. These include hearing the complaints and concerns of workers, identifying risks and developing measures to protect workers from those risks.

The committee should be regularly inspecting the workplace, conducting assessments of the hazards and making recommendations for correction.

The Right to Refuse

This right is contained in the Act and gives the worker the ability to refuse to perform work where there is reasonable grounds to believe that the work is dangerous to the worker or any other person. When this right was first introduced employers were totally up in arms. They argued that workers would be irresponsible in carrying out this right. They said that every worker would abuse it with an axe to grind against the employer.

Of course, what they didn't say was that they were appalled at the notion of workers actually having some real power. They felt threatened. As quoted in Doug Smith's book “Consulted to Death”, the production manager at Canada Packers, at the time a UFCW meat packing plant, wrote the government in 1982 that it is “the role of management to manage and to accept

HEALTH & SAFETY



Rob Hilliard
Health and Safety
Director

responsibility for and remain accountable for their decisions.”

“What is the relevance,” he asked, “of giving the power to affect operations to individuals who have no responsibilities beyond their own specific tasks?” He also added “the vast majority of accidents are caused by workers.”

Despite this ‘the sky is falling’ reaction from employers, the right to refuse became law. Unfortunately, with rare exception it hasn't made much of a difference. The employers' fear of rampant abuse looks ridiculous now when what we really have is rampant under use. For a number of reasons – fear of reprisal likely being the main one – workers rarely invoke this strongest of the rights.

So, how do the three Rs stack up in your workplace?

If you have any questions or concerns with health and safety issues at your workplace, talk to a shop steward or contact your full-time union representative.

GRIEVANCE RESULTS IN OLD DUTCH MAKING A MOVE

GRIEVANCE NEWS

Member promoted into a preferred position.

In July of 2009 an employee of Old Dutch Foods applied for a maintenance position that was posted at the work site. Shortly thereafter, the company awarded the position to a fellow employee with less seniority.

The union grieved the issue claiming that the more senior candidate should have been awarded the position.

The company countered that the individual awarded the position may have had less seniority than the grievor; however, he was much more qualified than the grievor to perform the job in question. The union, therefore, forwarded the grievance to arbitration and a date was set to hear the matter in May of 2010.

In the interim the union and the company continued to discuss the issue and in late November, the company offered on a without prejudice basis to immediately place the grievor in a maintenance position commencing at the beginning of December. In exchange, the union would drop the grievance and cancel the arbitration. The union consulted with the grievor who accepted the deal. Because of the union filing a grievance and the grievor accepting the company's offer, the grievor started his new job in early December of 2009.



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

WE ARE CREATED EQUAL

Old Dutch revises attendance management policy.

In early summer of 2009 UFW Local 832 filed a policy grievance alleging Old Dutch, amongst other things was not managing its attendance and absenteeism policy in a fair and reasonable manner.

What was occurring, from the union's point of view, was that discipline for attendance issues was not being imposed on a fair and equal basis amongst all of the company's employees. Depending on where you worked in the plant or whom you were working for, again from the union's point of view, influenced greatly what type of discipline you would get, if any.

The union was adamant that the company must treat employees equally when discipline is being imposed.

As a result of the grievance, the company agreed to revise their attendance and absenteeism policy and carry out the program equally for all employees. Furthermore, the company also agreed only to apply the new policy on a go forward basis; therefore, employees' attendance records that existed prior to August 2009 would no longer apply for the purposes of the revised policy.

IKWE RESCINDS TERMINATION

Member reinstated with full compensation.

On February 23, 2009, IKWE terminated a unionized employee for absenteeism. Local 832 took the position that the termination was excessive, as the grievor had no previous discipline on file with regard to her attendance. Furthermore, the union said the discipline was null and void, as the employee was not given the opportunity to have a shop steward present in the meeting with the employer.

The grievance proceeded through the grievance procedure and the matter eventually referred to arbitration. Arbitration was scheduled for August 17 and 18, 2009, but prior to the hearings, IKWE agreed to rescind the grievor's termination.

The grievor returned to work with full compensation, benefits and seniority.

WESTFAIR SHOP STEWARD LOOKS TO HELP MEMBERS

Opens a massage and reflexology business in Steinbach and LaBroquerie area.

Westfair shop steward and former negotiating committee member Romanda Martens is happy with her new career move. She hasn't left her job at the Steinbach Superstore where she works in the cash office, but has opened up a new massage and reflexology business booking her appointments around her hours at the Superstore.

It has been a long road for Romanda to get to where she is now with her own business; she enrolled in the Massage Therapy course through Red River College, a three-year program that she completed while working at Superstore.

She came up with the business name Blue Water Dolphins Massage and Relaxation because of her fascination and love of dolphins. You won't find any dolphins at her country home located about five minutes outside of Steinbach, well at least not yet. "I'm still just getting started and would like to decorate the massage room to have a more aquatic feel," said Romanda.



Running it out of her home she is able to keep her overhead low and offer a great service to people living in the Steinbach and LaBroquerie area. "I just love working with people and making them feel better," said Romanda.

Romanda specializes in reflexology, light and deep tissue massage and therapeutic touch.

She is offering UFCW Local 832 members and their families an introductory price of \$20 for a one-hour massage. Receipts are available for members to submit for their benefit plans if they are covered.

You can visit Romanda's website at www.bluewaterdolphins.com or call her to book an appointment at (204) 326-5927.

FULL-TIME REQUESTS AFTER TRANSFERS

Members call wondering about their full-time requests once they have been transferred into another department.

Under new wording in the collective agreement, part-time members are allowed to transfer into a different department within the store without having to quit and reapply. Full-time positions, except assistant department supervisors, are awarded by classification by department in order of seniority, but you must have an application for full-time employment for the new department you transferred into on file with the company. If a full-time position comes up and you do not have a full-time request filled out for that department, even if you are the most senior part time employee, you will not be eligible for the position.

Full-time requests are available from your supervisor or store manager or through the union office.

DECLARATION OF AVAILABILITY

Four changes during a calendar year with one of them a set date in September.

The union often gets phone calls from members with questions about filling in the Declaration of Availability (DOA) correctly. There are numerous options and restrictions for members to consider when choosing how and when they want to fill in their DOAs.

Some changes were made to the wording of this section of the agreement during the last round of bargaining and there are a few

misconceptions when it comes to the different "rules" surrounding DOAs. In Article 19.15 (page 73) of the collective agreement, it deals with Declarations of Availability and the various scenarios. Take a few minutes to read this section so that you understand your rights.

If you still have questions regarding filling out your DOA or your options, speak to a shop steward or talk to your union rep.

FIRST COLLECTIVE AGREEMENT FOR BUS DRIVERS IN FORT LA BOSSE SCHOOL DIVISION

Wages to increase by at least six per cent.

At the beginning of 2009, the Manitoba Labour Board (MLB) certified UFCW Local 832 as the bargaining agent for the bus drivers in the Fort La Bosse School Division.



Fort La Bosse school division bargaining committee, Brian Hayward and Bonnie Ramsey taking a breather from negotiations.

Bargaining for a collective agreement for the bus drivers began almost immediately but the wheels were just spinning. After tough negotiations, the union applied to the MLB for assistance in reaching a first contract. With their assistance, the parties finally reached a tentative agreement on November 27. The deal was reached prior to the MLB first contract hearings, which were scheduled for November 30 and December 1, 2009.

On December 13, 2009, the newly organized members ratified their first collective agree-

ment. The contract is a three-year agreement, which expires June 30, 2011. It includes language that is very similar to that in our other Fort la Bosse agreements for custodians and support staff.

Wages for bus drivers will increase by a minimum of six per cent during the life of the agreement. At date of ratification, rates that were at minimum wage or \$10 to \$11 an

hour went up to \$11.25 or \$13. A wage increase of 1.5 per cent is scheduled for this month, plus another 1.5 per on September 1 and January 1, 2011. The same increases apply to all the other special allowances as well.

One of the biggest challenges the union bargaining committee faced was having the employer agree to include the driver trainer in the collective agreement. This new article outlines the driver trainer's duties and increased the hourly rate of by \$1.14 to \$16 an hour.

Members will now be able to enjoy more weeks of vacation sooner. Vacation pay and entitlement increased for all employees, including spare drivers, to three weeks after three years (was 5 years) and to five weeks after 13 years (was 18 years).

DAUPHIN CO-OP MEMBERS PREPARE FOR BARGAINING

Proposal meetings held last month.

Last month, the union held proposal meetings for the Dauphin Co-op. Their agreement does not expire until June but the members were eager to share their ideas on changes they want to see in a new agreement.

The Co-op has been expanding over the past few years to include a grocery store, two gas bars, an agro centre and a lumberyard in Dauphin. There is also an agro centre and lumberyard in Ste. Rose Du Lac, which is about 45 km from Dauphin.

Members at the meeting, some of whom are pictured to the right, voted on their negotiating committee. Representing

the members at the bargaining table is Daniel Bertrand (Ste. Rose Co-op), Murray McLean (Dauphin Co-op grocery department) and Ralph Zurba (Dauphin Co-op bakery department) along with union rep Blair Hudson and union negotiator Beatrice Bruske. Local 832 represents approximately 110 members at the Dauphin Co-op.



GENERAL MILLS MEMBER TO CARRY OLYMPIC TORCH

Company offers Doriann George a once-in-a-lifetime opportunity.

Usually when you are called to the plant manager's office, your first thought is, "what did I do wrong?" For Doriann George, a lead hand at General Mills it was a pleasant surprise. Plant manager Greg Guinan informed her that he had an extraordinary opportunity and wondered if she would be interested in participating. Management at the General Mills plant in Winnipeg had selected Doriann to be its representative to carry the Olympic torch.

With General Mills being a prominent Olympic sponsor they are given 10 torch relay positions throughout Canada. When the Winnipeg plant was notified it had the opportunity to select someone from their plant to represent them it didn't take long for Doriann's name to come up. "We looked at everyone here, and Doriann has 28 years with the company going back to when it was a sole proprietorship. She's a lead hand and a really great person," said Guinan.

When she informed her husband about being selected he was quite excited. "When I told my husband about it he was basically jumping off the walls. He's a big time Olympic guy so he was really excited. He surprised me one day when I got home from work saying that they are going to join us out there to cheer me on," said Doriann.

General Mills will be flying Doriann to Calgary where she will then travel by car to her destination in Golden, British Columbia. Participants in the Olympic relay have the opportunity to purchase their torch as a keepsake; General Mills have been gracious enough to purchase the torch for Doriann.

Doriann's family will be driving out to cheer her on in January. Those wanting to watch Doriann on her torch run can do so

by visiting CTV's website on January 22 at 9:25 a.m. when she will take her turn on the relay route. You can visit the website at www.ctvolympics.ca

Pictured here is General Mills plant manager Greg Guinan with Olympic torchbearer and General Mills lead hand, Doriann George.

Watch her carry the torch on January 22 at 9:25 a.m. on the CTV Olympic website.



CANADIAN LINEN MEMBERS ARE SMILING

Dental coverage now available for eligible employees.

Members at Canadian Linen ratified a new four-year deal in June and one of the recent benefits contained the new contract is dental benefits. This plan is company paid and provides you with the best possible dental care such as 100 per cent of eligible basic dental services (examination, polishing scaling, fillings, etc), 90 per cent of eligible major dental services (crowns, root canals, dentures, etc), and 60 per cent of orthodontic services.

Some members have already taken advantage of their new negotiated benefit, but the plan is still waiting for registration forms from some of the employees at Canadian Linen. If you have not yet submitted your registration form to the plan, there are

forms available at your workplace or ask your union representative for one.

If you submitted your registration form, but have not yet received your dental card, call the MFCW Dental Plan at 982-6024 (toll-free 1-800-952-9932) or contact your union rep Kim Ferris at 786-5055 (toll-free 1-888-832-9832) to let them know.

The union negotiates these benefits so that you can enhance your life and the life of your dependents.

To find out if you are eligible for dental coverage or if you have any questions regarding this benefit, call the dental plan directly.

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 Polo Park Mall.

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 www.bridgeviewretreat.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.

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.

Catch-A-Tan

Receive a 20% off any hydro massage therapy. Packages are transferable to family members. 6-1502 Rosser Avenue, Brandon, Call 727-8266.

Gerry Gordon's Mazda

UFCW Local 832 Members receive:

- Preferred pricing on new and used vehicles.
 - First 4 oil and filter changes FREE
 - Complementary Gas Card with every purchase
 - 15% off all parts, extended warranties, body work 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 Tayler at 589-7507 or e-mail rtayler@sdssecurity.com.

- 10% off installation of a home security system

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.

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

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.

Visions Electronics

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

Winnipeg

- 1680 Pembina Highway
- 1130 St. James Street
- 1510 Regent Avenue

Brandon

- 1120 Highland Avenue

Eye Outfitters

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

Advanced Massage & Laser Therapy Clinic

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

UFCW MasterCard

Show your pride—carry the card! Build the MasterCard that is right for you—with rates starting as low as 12.9%. To apply or for information call 1-800-263-2263 or visit www.unionsavings.ca.

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.

Law Protector Plan

Law Protector Plan is a legal assistance plan specially designed to help UFCW members get the legal service they need - easily and affordable with negotiated savings on legal services of up to 60%. Call 1-866-660-6628 or visit www.unionsavings.ca/lpi.shtml for a list of all the services offered.

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.

CDT Production Group Inc.

At CDT Production Group receive 10% off Video Production and 15% off Photography. 955-1356 or e-mail cdtgroup@shaw.ca Your entertainment source! Proudly serving Manitoba since 1987.

The Fairmont/The Velvet Glove

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

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

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

Eyewear Winnipeg

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

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

Brandon

20% off regular price on all prescription eyewear.
Scotia Optical (727-3661) 708 - 10th Street.

Thompson

25% off regular price on all prescription eyewear.
City Vision Opticians (677-2020) Thompson Plaza.

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.

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 unserviced 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.

ALL MEMBERSHIP DISCOUNTS ARE LISTED
ON THE UNION WEBSITE
www.ufcw832.com/discounts

HEALTH & SAFETY CONFERENCE 2010



March 18, 19, 20

Back to Basics Workshops

1. Workshop 1 Level 1, ABCs-A

This workshop is ideal for NEW committee members to begin the Circle of Safety. *Credit**

2. Level 1, ABCs-B

Second section for above workshop.
*Credit**

3. Effective Committees

This workshop is a "must attend" for committee members who find themselves busy reacting.

4. Strategic Approach to Dealing with Management

This workshop will concentrate on using the 9 steps of Engineering Controls.

5. Workers Compensation Basics

This workshop will present the guide to working with the Workers Compensation Board that has proven successful throughout Manitoba. **Credit*

6. Pandemic 101

What is a Pandemic? How does it spread? Is there anything we can do to prevent it?

7. Cultural Comfort**

Recognizing the problems that newcomers face is important in today's diverse workplace. ****Limit of 10 registrations ONLY**

**Committee members who complete the ABCs or WCB basics workshops will receive credit towards the Health & Safety Diploma.*

***Members will be notified by mail in the first week of January.
You can register on-line at www.ufcw832.com**



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