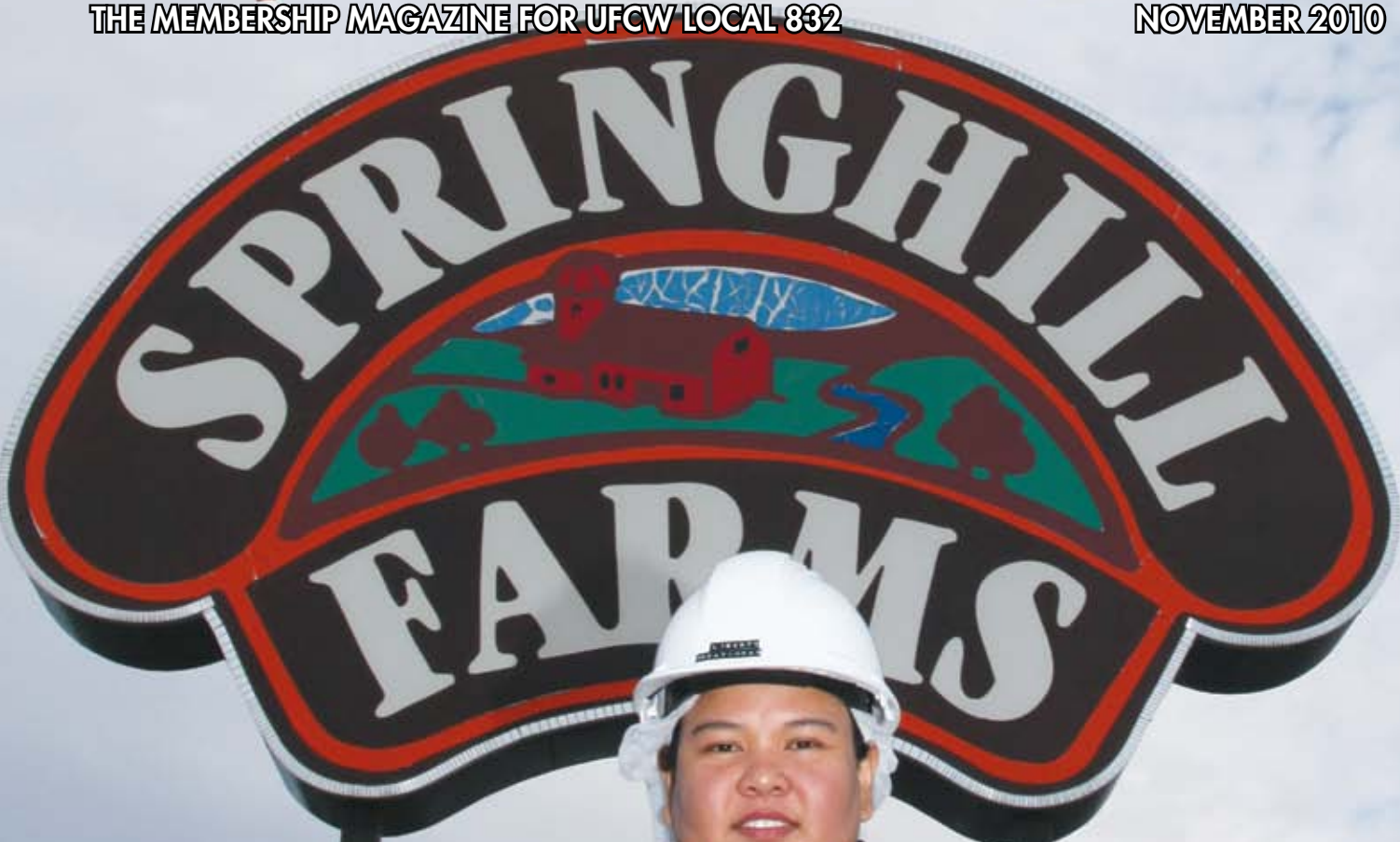




UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

NOVEMBER 2010



EMBRACING NEW CHALLENGES

Springhill Farms member
Liberty Macatimpag makes Neepawa home.

Walmart running out of excuses

Recent court rulings in Saskatchewan and Quebec should set a precedent.

On October 15, the Saskatchewan Court of Appeal upheld a decision to certify UFCW Local 1400 as the official bargaining agent for employees at the Walmart store in Weyburn, Saskatchewan.

It has been a long battle for the workers and the union fighting with the multi-national company since it was first organized in 2004. In 2008, the union was granted bargaining rights only to have Walmart challenge the ruling in a lower court in 2009.

After five years of battling, UFCW Local 1400 now has another challenge ahead of them, bargaining a first contract in a province where labour laws have been turned upside down over the past few years under the Saskatchewan party.

UFCW Local 1400 President Norm Neault claimed that, "This is a victory for workers' rights and the principle that no company is above the law. Walmart has done everything it could to prevent the workers from getting a collective agreement. It has even prevented us from communicating with the workers at the store. But, the time for stalling is over. Let's get back to the bargaining table and start talking."

The announcement came on the heels of the Quebec Superior Court upholding an arbitrator's decision that Walmart had acted illegally when it closed a store in Jonquiere, Quebec shortly after workers there joined the UFCW.

Meanwhile, UFCW Canada members at a Walmart in Gatineau, Quebec recently achieved a first contract. UFCW Canada members, at a store in Saint-Hyacinthe, Quebec, also have a contract in place.

As Walmart continues to lose in courtrooms and in front of labour boards, it is becoming more apparent that while the union has acted in good faith, the com-



laws of North America. Instead of spending time and resources trying to deny or delay workers' rights, they should concentrate on the reason for their existence – running their stores.

Walmart's actions in North America and around the world have led to a Global Alliance of Unions to address the issue of workers' rights. UNI Global Union is a federation of 20 million workers who are members of 900 unions from around the world. They are working on trying to ensure basic rights for Walmart workers in countries around the world. More details should be announced shortly.

Sam Walton, before his death said he looked forward to dealing with unions in his stores. Current Walmart executives should realize that if they accept unions and work with their employees, it can benefit everyone. Whether they want to believe it or not. In Manitoba we will organize a Walmart. It might not be today or tomorrow, but we will. We will help those workers receive better

benefits, have more money and the protection they deserve when they go to work. It is only a matter of time.



pany has tried everything it can to keep UFCW away from representing workers at Walmart.

What I don't understand about Walmart is their refusal to respect the laws of Canada and the United States. Walmart is unionized in Argentina, Brazil and Chile. I do not want to mislead you into thinking everything is rosy but Walmart does deal with the union in those countries.

In Canada citizens have the right to belong to a union and exercise their right without interference from their employer. While Walmart accepts and deals with the union in Argentina, Brazil and Chile, they seem to refuse to do that in North America.

Walmart should wake up and respect the

In solidarity,

A handwritten signature in blue ink that reads 'Robert D. Ziegler'.

Robert D. Ziegler
President
UFCW Local 832



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Resource Personnel: Guy Sylvestre

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Education and Training: Heather Grant-Jury

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Springhill Farms member embraces new challenges

Liberty Macatimpag and husband have made Neepawa home.

When Liberty Macatimpag arrived in Manitoba in June 2009, she was excited about the opportunities of a life in Canada. It was her first industrial job and coming to a new country, without the support of family or friends, was intimidating, but she was up for the challenge.

Liberty was used to uprooting her life. When she was 18; she moved to Cambodia for two years and then returned to the Philippines for another three years only to go back to Cambodia for another four more years. Her background is interesting with education in hotel and restaurant management, financial planning and meat processing. She was busy working in a bank in Cambodia and volunteering for the Don Bosco Catholic Church. She taught the children there the importance of food safety and sanitation. With the encouragement of a family friend, she contacted the hiring agency in the Philippines about coming to Canada to work in Neepawa at Springhill Farms.

Her husband, Jovic, a seafarer left for work in May 2009. In July of this year, they

reunited in Neepawa when Jovic joined her there after applying for an open work permit. "It was lonely and the work was hard," said Liberty. "Thankfully because my sister has a business visa, she could visit me often."

With her varied background and understanding of English many of the Filipino workers who were not as fluent in English as Liberty, were often going to her for advice. "She inadvertently became a spokesperson for many of the workers," said Local 832 union representative Wendy Lundy. "She wants to help, and the workers trust her. She's not shy and will ask questions until she gets an answer."

It is that determination that caused her to be nominated as a member of the Springhill Farm Trust. "We work hard and we want to know what our money is going for," said Liberty, who was eager to put her financial training to good use here.



While some cultures in other parts of the world have negative feelings towards unions, Liberty's father and uncle were both union presidents, and she understands the role they play. "Here, I see the union protecting the workers and trying to create a co-operative effort for the good of the employees. This is why I wanted to get involved."

Liberty and her husband Jovic have embraced Neepawa as home. In December of last year, they bought a house. Jovic also works at Springhill Farms in the loading department.

Granny's Hatchery members have first contract

Labour board imposes first contract for members.

It is in the Labour Relations Act, although, not often used, that when both sides fail to come to a first collective agreement, either side can call in the Manitoba Labour Board and have them impose a contract. That was the case for the members at Granny's Hatchery, the small group of members who joined the union this past year.

The members understand the company they work for and the difficulties the union has had with them at the Granny's plant in Blumenort. Instead of dragging out bargaining, the members instructed Secretary-Treasurer Jeff Traeger to get a first contract put in place so they can be in a better position to bargain next year when it expires.

"These workers didn't want to waste time.

They understand the process and realized bargaining with Granny's was going to be difficult. They set realistic goals believing we might be headed for first contract arbitration. Now that we have a collective agreement to start from, they will have more leverage next year," stated Traeger.

Hatchery members received a three per cent increase retroactive to January 1, and a further 2.4 per cent wage increase effective October 4. They will also have a health and welfare plan that the employer will pay 85 per cent of the premiums.

Job evaluations will be taking place over the next three months where additional wage improvements could occur. Members will



Hatchery members, Fred Babiak, Guy Popiel and Wayne Borkofsky hear the details of their agreement.

also have an enhanced vacation entitlement based on seniority, and part-time employees will receive a vacation pay allowance of up to 12 per cent of their previous year's earnings based on their seniority.

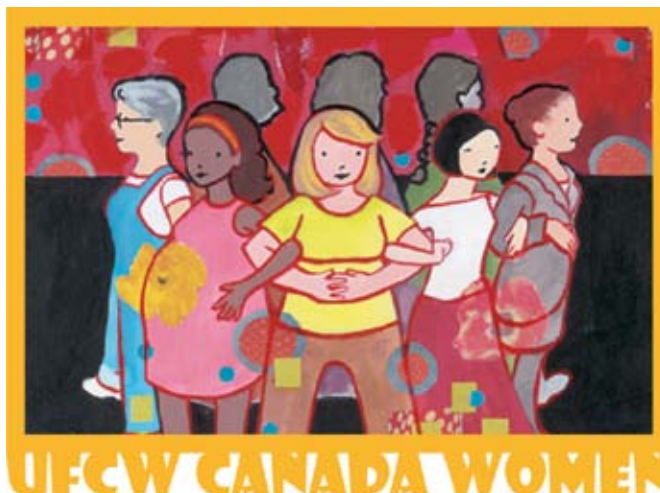
UFCW Canada Women's Advisory Committee

Opening doors for union women.

To provide women members with tools to help them become engaged in their workplace, union, and in their own communities, the UFCW Canada National Council Women's Advisory Committee advises the locals on issues of primary concern to the women membership. Local 832 believes that having women in leadership positions in the workplace and in the union is the best way to ensure women's interests are protected.

The mission of the Women's Advisory Committee is:

- to help find solutions to some of the challenges facing working women and their families;



- to focus on UFCW Canada women organizing other working women, and to encourage their involvement in growing the membership;

- to provide the UFCW Canada National Council with strategies and tools to empower women at all levels; and to develop training, mentorship and education to promote greater participation of women in the decision making bodies of our union;
- to work closely with the other National Council committees regarding women's issues; and
- to suggest collective agreement language that contributes to the advancement of the current issues of women.

Anyone interested in finding out more about women activities within UFCW Local 832 or the UFCW Canada women's network, should contact union representative Mary Johnson. You can reach her at,

Congratulations!

Marie Buchan executive assistant to the president.

At the local's executive board meeting in September, Marie Buchan assumed another role with the union. She was appointed executive assistant to the president, joining Beatrice Bruske in the ranks of this position.

"Marie has proven during her eight years with the local that she has the ability and has demonstrated repeatedly that she is prepared to take on new challenges," said President Ziegler. "She is one of the most organized people I know."



Marie is a former union member from St. Boniface Hospital and Canada Safeway. She started out as a relief union rep and helped UFCW with special projects. Then in March 2003, the local hired Marie as a full-time union representative.

Right from the start, she showed great leadership and determination. Marie will continue to service all of her current units. She is looking forward to facing her new responsibilities and her desire to help the members is unyielding.

PHONE

786-5055

TOLL-FREE

1-888-832-9832

E-MAIL

mary.johnson@ufcw832.com

FAX

(204) 786-3175

Mary will add your name to the list and send you information that the local sends out to persons who have expressed interest in women's issues.

You can also obtain information about women's focuses by accessing the local's website at www.ufcw832.com or UFCW Canada's website at www.ufcw.ca.

If you want to read more about the UFCW Canada Women's Network, you can go to www.ufcw.org/womens.

Women opening doors for other union women!

Dunn-Rite driver receives four-day suspension

Union's involvement results in reduced discipline.

At Dunn-Rite Foods, the company posts its phone number on its delivery trucks. A few months ago, the company called a long-term driver into a discipline meeting and handed him a four-day suspension for erratic driving. Dunn-Rite advised the member that on the day in question, it had received several phone calls from the public complaining about his driving.

The member, in response to the company's allegations, indicated that he did remember a minor incident that may have precipitated the complaints but did not believe that he had actually engaged in any improper driving. The company, nevertheless, took the position that the complaints were valid and suspended the driver for four days. When the driver contacted his union rep,

the union decided to file a grievance, stating that amongst other things, the four-day suspension was too lengthy considering all the circumstances.

A few weeks prior to the arbitration date, the union's legal department contacted the company's lawyer requesting copies of all relevant documentation, including any complaints. The union also advised the company's lawyer that if this matter proceeded to arbitration, it would demand to cross-examine any person from the public who had made a complaint. It was within the union's legal rights to do so.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

Shortly thereafter, Dunn-Rite offered to reduce the suspension to a two-day suspension. The union, as well as the grievor, were agreeable to the offer and accepted it. Thus, the grievor's work record now only reflects a two-day suspension contrary to a four-day suspension.

Maple Leaf member vs. member

Balance of probabilities falls on the company.

A member from the Brandon Maple Leaf plant received a one-day suspension because of a complaint the company received from another member. The complainant alleged that the member had gotten into an argument with her and during the confrontation the member had physically grabbed her.

When management met with the grievor, the grievor said she did have a discussion with the fellow employee, and it may have been a little heated, but pointed out they both had participated in this discussion and that at no time did she physically touch the complainant.

Once this issue came to the union's attention, it inves-

tigated the matter further and could not ascertain which of the stories was more credible. This was a basic "he said, she said" situation. As a result, the union did not believe that the company, on the balance of probabilities, could prove that the allegations against the grievor were true.

Therefore, as the company has the onus of proof to establish that the discipline was justified, the union filed a grievance and referred the matter to arbitration.

A few days prior to the arbitration, the company advised the union it was removing the discipline from the grievor's file and paying her back all monies lost because of the suspension.



What or who the heck is **WORKERS COMPENSATION** Windley-Eli?

It doesn't sound good.

Is it a slimy thing you do not want on the bottom of your shoe? Like 'don't step in the Windley-Eli'. Is it some kind of rhyming fairy tale character? Like, 'the Windley-Eli ate my green eggs and ham.' Is it some kind of twisting, slippery ride at a fairground? You know, get on the Windley-Eli and get the scare of your life.

No, it is actually none of the above. Although there are a few UFCW members who might think these definitions have some characteristics that are not far off the mark.

If you are a member who works at Superstore or Extra Foods and you have had a workplace injury, you may have encountered Windley-Eli. If you are a member who works anywhere else, you will not likely encounter them and you are better off for it.

Windley-Eli is a company, based in Ontario that Westfair/Loblaws has hired to reduce the corporation's costs for WCB claims all across Canada. Windley-Eli does this by:

1. Opposing your WCB claim if you are injured at work,
2. Arguing with WCB, if your claim is accepted, that your injury is not serious and you should return to work immediately,
3. Arguing with WCB, if your claim is accepted, that your medical restrictions, if your doctor established them, are not necessary and you should return to your regular job rather than work at the modified duties job that your doctor thinks you should be working at;
4. Opposing your WCB appeals; and
5. Appealing WCB decisions that provide benefits to UFCW members.

What you need to recognize is that Windley-Eli is not on your side and they may make your life a lot more difficult.

When a member is hurt at work, the union usually doesn't know about it for several weeks and probably not at all, if

WCB accepts the claim and pays out wage loss benefits. When there are no problems with WCB, members usually do not contact us.

On the other hand, however, Windley-Eli does know about workplace accidents right away because the store manager is required to send them a report every time one of its employees is hurt at work. The company also asks the store manager if there are any witnesses to the accident and if there are any, to try to interview them before WCB or anybody else gets a chance to contact them. It also asks about the hobbies of the injured worker, if there has been any previous accident history, and generally tries to gather as much information as it can that could help them fight your WCB claim or to reduce your WCB benefits.

Windley-Eli has developed a nine-page reporting form that store management is required to fill out and send to them. The union has learned that many injured workers at Westfair are being interviewed and are being asked to fill out some of these forms. Be careful, the company will use this information to fight against your WCB claim. You should not fill out these forms. In fact, the union has filed a grievance against the use of these forms. UFCW is demanding that they be withdrawn. If you have an accident at work and store management wants to interview you about the accident, you should insist that you have union representation for this meeting. **If the company gives you a form to fill out, speak to your union rep before you fill anything out.** You are not required to give information to your employer that could be used against you.

If you are an employee of Westfair, and you have been sitting at home recovering from a workplace injury, without any wages, wondering why it was taking WCB so long



Rob Hilliard
WCB Advocate

to make a decision about your claim, it is probably because of Windley-Eli. Windley-Eli has probably already been in touch with WCB doing everything it can to make it difficult for WCB to accept your claim.

Westfair members, you need to be aware that your employer has invested a lot of money to oppose your WCB claims. Don't help them do their dirty work by volunteering information to management. It is bad enough that you were injured at work. It is doubly bad when your employer hires a company to prevent you from getting WCB benefits.

TO CONTACT A UNION REPRESENTATIVE

WINNIPEG
786-5055
1-888-832-9832

BRANDON
727-7131
1-800-552-1193

THOMPSON
778-7108
1-800-290-2608

I thought it was just me

Money skills workshop a real eye-opener.



Participants at the September workshop.

I thought it was just me. It is nice to know I am not alone. That was the feeling almost all the participants expressed at the Money Skills for Women workshop that ran in Winnipeg at the end of September.

Earlier this year I told you about this new course. It is designed to provide practical tips and options on everyday financial issues like household budgeting, dealing with credit

and financial institutions and achieving your monetary goals.

At the start of this two-day workshop, the instructor encouraged participants to have a general discussion around household and personal finances and budgets. Overwhelmingly, the participants discovered that while it may appear 'everyone else' always seems to manage their finances better

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

or have more money than they do — that was clearly not the case. Members quickly realized that, for the most part 'everyone else' was in the same situation as they were — doing the best they can with what they have, but not doing all they can to make their money work for them. This course gives you direction and provides the tools you need to better manage your money and make your money work best for you.

One participant summed it up quite nicely by saying, "One of the most important things I learned was to pay myself first. It never even occurred to me, I was important enough to be on the list of things needing to be paid, never mind that I should be at the top of the list. This workshop was a real eye-opener. It will help me to prepare a realistic budget that I can follow, and I know it will make a difference for me and my family."

All of us can be better with our money, providing that we know how. With that in mind, note that the training centre will be offering this course to all members in 2011. You can watch for details in an upcoming issue of UNION.

Saving time, while helping the community

Baskets filled with holiday goods and more.

It is a busy time of the year, and the training centre wants to save you some time as well as raise money for charity. With the holidays just around the corner, the staff has put together two Christmas baskets containing everything you will need for your holiday dinner and more. The baskets contain items such as a turkey, stuffing, cranberry sauce, potpourri and a decorative Santa.

Next time you are at the Winnipeg Training Centre, come by the office and buy a ticket for your chance to win one of our fundraising baskets. The draw takes place December 14, and all proceeds goes to the United Way of Winnipeg.



"I have enough money to last me the rest of my life, unless I buy something".

- Jackie Mason, American Comedian

General session courses

EFA and CPR training offered this month.

General session classes this month include Emergency First Aid (EFA) at the Neepawa training centre on Saturday, November 6, from 9 a.m. to 4 p.m. The cost is \$35 for Education and Training Trust Fund (ETTF) members and \$40 for non-members.

CPR training is scheduled for Saturday, November 13, at the Winnipeg training centre from 9 a.m. to 4 p.m. The cost for this class is \$21 for members of the ETTF or non-members pay \$26.

It is not too late to register for English as additional language classes. To register or for more information, you can call the training centre at 775-8329 or toll-free at 1-877-775-8329.

Training centre notes and nods...

Check out revamped website.

- The training centre is closed for Remembrance Day on Thursday, November 11.
- The shop steward conference is set for March 17-19, 2011. Activists should watch for more info in January/February.
- Let us know if you have an idea for a course.
- Please support the United Way campaign.
- Check out our newly revamped website at www.ufcw832.com and click on the UFCW Training Centre tab on the left hand of the page.
- Career transition services available through the training centre. Call Shirley Lamboo at 775-8329 or if you live outside of Winnipeg 1-877-775-8329.
- The training centre builds skills for the Future.

**RETIRES'
CORNER!**

UFCW Local 832 Retirees' Club inaugurate scholarships

Two \$500 grants available to child or grandchild of club member.

The UFCW Local 832 Retirees' Club has established two \$500 scholarships — the Cyrus Lister Memorial Scholarship, in acknowledgement of Brother Lister, who passed away from breast cancer in 2008, and the Denis Allard Tribute Scholarship, in honour of retired long-serving union representative and activist.

To be eligible you must be a child or grandchild of a Local 832 retired member and registered to attend a post-secondary institute (college, university or trade school) for the academic years 2010 and 2011. An approximate 500-word essay about your parent/grandparent's association with UFCW Local 832 must accompany your official application. For example, union positions held — shop steward, health and safety committee, negotiating committee, how being a union member improved their workplace, wages, benefits, etc. Make

sure to include the name of your parent/grandparent, place of employment and retirement date.

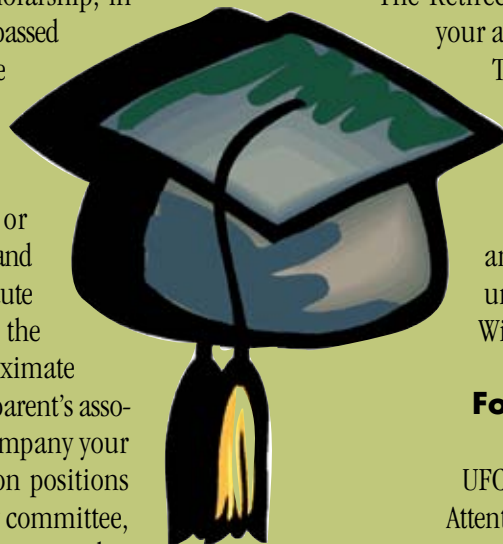
The Retirees' Scholarship Committee must receive your application by no later than November 15.

The committee will then select two winners who each will receive a \$500 education scholarship presented to them in February 2011.

For more information or to request an application form, call Carmen at the union office 786-5055 or from outside of Winnipeg toll-free at 1-888-832-9832.

Forward your complete application to:

UFCW Local 832 Retirees' Club
Attention: Scholarship Committee
1412 Portage Avenue
Winnipeg, MB R3G 0V5



Granny's unsympathetic to grandmother's call for help

Two members receive discipline for helping loved one.

Negotiations resume at Granny's

Meeting held in September and October.

After a long break, negotiations between Granny's Poultry and UFCW Local 832 finally resumed. The union negotiating committee met with the company on three different days in September and executive assistant to the president and lead negotiator Bea Bruske said, "These meetings were very productive and the committees accomplished more in those three days than we had in the past several months since negotiations began in the spring."

During the September meetings, the parties agreed to a significant number of non-monetary proposals and set additional negotiation dates for October 14, 15, 18, 19, 20 and 21. As we go to press, the outcome of the last few days of bargaining was not available. However, the union is encouraged by the tone of this round of negotiations that an agreement will be reached. It will keep members informed of progress made. Members can also go to the union's website at www.ufcw832.com for the latest news on negotiations.

Granny's is Manitoba's largest poultry processing plant. The collective bargaining agreement for the approximate 490 union members working at Granny's in Blumenort expired on March 31.

Earlier this year as a member was getting ready to go to work at Granny's Poultry, she received an urgent call from her grandmother saying that she had an accident at home and needed immediate help.

Not knowing exactly what she would find when she got to her grandmother's but knowing that her grandmother had fallen and needed help getting up, she thought it was best that she and her partner both go, especially since they only have one car. The member called the company's sick line and left a message that she and her partner, who is also a member at Granny's, would not be in for their shifts. She requested a family responsibility leave for both and left to attend to her ailing grandmother.

To their surprise, when they arrived for their next scheduled shifts, the company welcomed them with a written discipline for violating the collective agreement and being absent without authorization. Management said that under the contract "family responsibility leave" does not include grandparents.

Once the union received copies of the disciplines and the shop steward's report, it filed a grievance for unjust reprimand.

At a stage two meeting with the company, the union informed human resources that the grievors share one vehicle and reiterated that the grandmother had phoned and needed assistance getting up as she had fallen and required medical attention. This was the reason why both members could not attend their shift. The union further stated that the member looks after her grandmother on a regular basis as the grandmother lives alone in Winnipeg.

Granny's insisted that the two UFCW members had violated the collective agreement and that they took the leave for someone who is not a spouse, parent or child.

During this meeting, the union told Granny's that its position was in violation of the *Employment Standards Code*. Under the *Code*, sections 59.03 (1) b and 59.2 (1) a "grandparent" is included in expanded definition of family member.

The union stated that while the collective bargaining agreement at Granny's did not include "grandparent" in its family responsibility leave clause, the *Employment Standards Code* did and a collective agreement cannot override the *Employment Standards Code*, but can only enhance it.

Shortly after the stage two meeting, the company notified the union, in writing, that the written disciplines would be removed from the members' personnel files.

While you may not be concerned with a written warning and let it go, you should remember that it can be used against you in the future. For example, if the company is trying to make a case of progressive discipline for termination. All disciplinary actions remain in your personnel file for 12 months.

If you believe you have been unjustly disciplined, it is important that you speak to your shop steward or call your union representative immediately as there are strict timelines that must be followed for filing a grievance.

The bottom line is, if you have done nothing wrong, why should you accept a discipline?

Members at ACL Interlake vote 100%

New two-year agreement — seven per cent wage increase.

UFCW Local 832 members working at the Association for Community Living (ACL) Interlake voted unanimously in favour of a new two-year collective agreement on September 27. They received across-the-board 3.5 per cent wage increases immediately after ratification retroactive to May 3. Then on May 3, 2011, members will receive another 3.5 per cent hike to their wages.

Under the new contract, the employer must now pay 60 per cent of the health and welfare benefits and the members' costs decreased to 40 per cent. This benefit was previously at a 50/50 cost-shared

basis — a saving to the members of 10 per cent.

Long service premiums increased by at least 25 cents an hour and a new premium added for members with 20 or more years of service. The company must now use the employee's start date when calculating vacation credits, in contrast to the number of hours worked. Members will also receive a bonus week of vacation upon completing 20 years of service and every fifth year of service after that.

New wording in the contract ensures that the company cannot force employees to use their own vehicle for work, a shop

steward must be present at work performance meetings, if requested, and states how to establish seniority in cases of a tie — when more than one employee is hired on the same date.

"It is a good agreement, and the members supported their negotiating committee," said Local 832 President Robert Ziegler. "That support showed in the 100 per cent ratification."

UFCW members at ACL Interlake provide community, residential and employment support for individuals with developmental disabilities in Stonewall and area.

FASD Life's Journey enters negotiations

First collective agreement for the approximate 110 new union members.

As reported in the September issue of UNION, UFCW Local 832 became the certified bargaining agent for members working at FASD Life's Journey.

FASD is an organization that offers support to individuals affected by fetal alcohol spectrum disorder. There are approximately 110 union members who work as outreach, support personnel and mentors.

On September 27, the union held a successful proposal meeting to collect member feedback prior to commencing bargaining for their first contract.

"This is usually the first step to negotiating a good collective agreement that contains what the members want," said UFCW Local 832 union negotiator Heather Dezan. Joining Heather on the union negotiating committee is Jim Arnold, Dean Short and Lori Haber.

Negotiations with the employer began on October 28, with the parties exchanging proposals. At press time, no details of that meeting were available. The union will provide members with updates as negotiations ensue. Members at FASD Life's Journey can also reach Heather directly by:

- e-mail heather.dezan@ufcw832.com
- fax (204) 772-2474
- phone 786-5055 / toll-free 1-888-832-9832

Alternatively, members can go to the union's website at www.ufcw832.com for information on their negotiations or the union's latest news.

The full-time union representatives assigned to FASD are Ron Allard and Kim Ferris. If at anytime you have a question or concern regarding your workplace or your collective agreement, simply contact Kim or Ron. They will be more than happy to assist you and can be reached at:

UNION OFFICE

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Winnipeg, MB R3G 0V5

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786-5055
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kim.ferris@ufcw832.com

Social Networking Pitfalls

Work and play do not mix. Remember it may not be for your eyes only.

The world has become much smaller and less private with the increased usage of social networking sites like Facebook and MySpace. These sites allow people to interact with others from around the world and keep in touch with friends and family.

These types of sites are fun and a great way to pass the time, but they can also get you into serious trouble at work.



Many people have individuals on their friends' list that are from work — co-workers, supervisors, managers, or clients who may frequent your site. This means these people can see what you are doing on your profile pages and, of course, means they can share that information with people on their friends' list whom you may not know about or be able to see.

Recently, some employers have disciplined and even terminated employees from their employment for social networking at work. Therefore, the union wants to remind you that people you many

not know can see what is on your profile. This can include such things as:

- A picture of you in uniform unwinding and having a beer after work. Even if it is on your own time, remember companies have rules about the use of your uniform and crests that identify your employer.
- You might have had a bad day and posted a negative comment about your workplace. Remember there are other people who have access to these comments.
- A comment you have made about an incident at work. Most things that happen at work are not to be disclosed. Management could discipline you for breach of confidentiality.

Another pitfall that could get you in trouble is accessing these sites during working hours. Entries on your wall and profile are dated and time stamped. What this means is that if it is 0200, and you are supposed to be working, but instead you are posting on your Facebook, it is considered theft of service and theft of time — you are supposed to be working for the company, not playing. This includes you posting from the site computer, your personal computer that you took to work or from your phone.

Remember, your electronic history does not disappear and because these sites are publicly accessible, your employer can use this information against you. The union does not condone time theft and cautions you to conduct yourself accordingly while at work.

If you have any comments or concerns regarding this article, speak to your union representative.

Through rain or snow

Guard uniforms include rain gear and parkas.

What's the weather like outside today? Will I need a parka and a toque? Don't worry as per your collective agreement, besides your company uniform, your employer must also provide additional uniform articles when needed such as head wear, parkas and rain gear.

With the winter months approaching, it is important to ensure you have these special items in place. Under the terms of the agreement, the company must have parkas, in appropriate sizes, available at all sites by October 1.

Modifying your uniform without the permission of your employer, may lead to disciplinary action. Each employer assigns pieces of uniforms or requires that you wear a certain style and colour of uniform at all times while on duty and those are the only items that you should

be wearing. Your basic uniform includes:

- one patrol/blazer,
- three pairs of pants, two for part-time employees,
- five shirts, three for part-timers, and
- one tie.

The union is currently negotiating the addition of sweaters to this list.

The Manitoba Government Justice Department approves all uniforms and there are rules in place on how security officers must be identified with crests and markings. Violation of these rules can lead to fines to both the employer and the officer. Compliance officers from the Justice Department who visit sites to ensure there are no violations.

If you have a question, or concern regarding what is appropriate or is not appropriate to wear, speak to a steward or call your union representative.

WINNIPEG OFFICE

786-5055 / 1-888-832-9832

THOMPSON OFFICE

778-7108 / 1-800-290-2608

Planning a winter getaway?

Vacation schedules go into circulation next month.

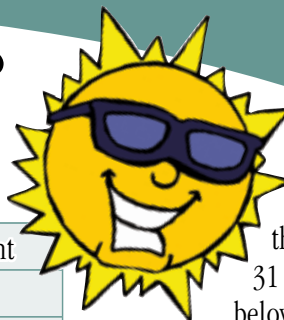
If you are planning a winter getaway during the months of January to April, it is best to get your written request in now and mark it on the vacation schedule posted at your store. As per your union agreement, the company must have the vacation schedules available by December 15 of each year and post the finalized vacation schedules by March 1.

Vacation entitlement for full-time employees is based on years of continuous service

as follows:

Years of Service	Entitlement
One and more	2 weeks
Three and more	3 weeks
Eight and more	4 weeks
13 and more	5 weeks
18 and more	6 weeks

Part-time employees' vacation entitlement is based on years of continuous service with



the company to December 31 of each year as outlined below:

Years of Service	Entitlement
less than three	4%
Three and more	6%
Eight and more	8%
13 and more	10%
18 and more	12%
23 and more	14%

Full-time employees must use up their 2010 vacation entitlement by March 31, 2011. If you are a part-time employee, Safeway will disburse your vacation pay during the month of February. It is important to remember that in vacation related matters, full-time employees are senior to part-time employees.

For detailed specifics, or to confirm your vacation benefits, go to section 11 of the union agreement on pages 47 to 54. If you have any questions or concerns, you can also call your union representative at any time for help.

Westman Safeway Members "Link to Pink"

Reaching women with a message of hope and prevention.



Members, Cathy McCallum (far left) and Pat Vreeman (far right) with store manager, Cal Edgar and other volunteers

October was breast cancer awareness month. During this month, for the past several years the Westman Breast and Women's Cancer Network has collaborated with Canada Safeway in its "Link to Pink" campaign. This initiative uses volunteers to disperse pink carnations along with information about early detection and support available to women throughout the Brandon area.

With the help of Safeway store 604 and union members, Cathy McCallum and Pat Vreeman, approximately 2,500 women were 'pinked' this year. Each one received a carnation with a message of hope and prevention. "The campaign was a great success and this cause is dear to the union as it lost union rep, Cyrus Lister to breast cancer a few years ago," said Brandon union representative Ray Berthelette.

WINNIPEG OFFICE

1412 Portage Avenue
R3G 0V5
786-5055
1-888-832-9832

BRANDON OFFICE

1 - 759 1st Street
R7A 2X5
727-7131
1-800-552-1193

THOMPSON OFFICE

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

Gillam Co-op negotiations in holding pattern

Current agreement will expire on December 31.

On October 5, northern union rep Blair Hudson conducted a proposal meeting for members working at the Gillam Co-op. During the meeting, a number of proposals were added to the list, which had been developed over the last three years as issues arose regarding changes and/or improvements to the collective agreement.

Clearly the members want to see a significant number of improvements in their new contract. One of the most important concerns for the workers is substantially more pay, both at the start rate and at the top rate. The employees also want additional benefits and recognition because they live in such a remote, isolated community in northern Manitoba.

Following the proposal meeting, the union contacted the Co-op to schedule dates for negotiations. The Co-op advised the

union it would not be able to give any dates until after October 18, as that is when the company will have its new manager. As we go to press, no dates have been confirmed.

By the time you receive this issue of UNION, you may already have received an update on your negotiations, but if not, the union will advise you by letter as to when negotiations for the Co-op will begin and also how the committees are proceeding at the bargaining table. Leading negotiations is union rep Blair Hudson with other committee members, Missy Daigneault and Dennis Nelson.

If you have any questions about your negotiations, call Blair directly at 1-800-290-2608. The current collective agreement expires on December 31.

There is strength in numbers

Better wages and benefits.

Studies have repeatedly shown that the higher the percentage of unionized workers in a specific industry,

the more elevated the average level of wages and benefits in that industry will be. Non-union workers receive lower wages

and benefits and tend to hold down the improvements that a union can negotiate for workers in competing companies.

If you know of someone who works where there is no union, talk to them about the benefits you receive as a UFCW Local 832 member. Let them know that most unionized members enjoy:

- Regular pay increases
- Employer paid benefits
- Increased vacation time
- Paid sick time
- A grievance procedure
- A voice in their workplace
- Respect and dignity

If they are interested in receiving better wages, benefits and working conditions, tell them to call Sonia Taylor at the union office, 786-5055 or if they live outside of Winnipeg 1-888-832-9832.

She will provide them with information about how to turn their workplace into a union shop and talk to them about the benefits of joining Local 832.

Our Apologies

Sharon Capparelli retires with 43 years of service.

Last month in UNION, we referred to Sharon Capparelli as Sharon Coppabella and our sincere apologies go to Sharon for this error.

Below is a picture of retired union members Sharon Capparelli, from Canadian

Linen, and Jim Heppner, from Sysco Foods, along with President Robert Ziegler (far left) and Secretary-Treasurer Jeff Traeger (far right).

Again, the union would like to apologize to Sharon for the misprint.



Saving you money!

As a member of UFCW Local 832, you are entitled to excellent discounts on numerous goods and services. The key to obtaining these discounts is showing your union membership card. Below is a list of some of the special offers available to you.

It is a good idea to call ahead to ensure that you and the benefit provider understand the terms of the transaction, so there are no misunderstandings on what discount/service you will be receiving.

First Affinity Financial Corporation

First Affinity is a mortgage consulting service that ensures members obtain the best rates and complete guidance in all aspects of obtaining or renewing a mortgage—at no cost. For more information phone toll-free 1-866-599-9799 or visit www.unionsavings.ca.

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.

Autopac Write-offs

If Autopac says your car or truck is a write-off, call Brad Pallen at 284-5664. An insurance arbitrator for over 30 years, Brad will make sure you receive your vehicle's actual cash value and give you free consultation as to what your options are. If arbitration is required, you pay only \$250 in arbitration costs—a savings of \$50.

Kang's Taekwondo Academy

Two months Taekwondo memberships & uniform for one \$99.

Phone 947-0261. Locations:

- 435 Cumberland Street, Winnipeg
- Notre Dame De Parish, 1282A Dawson Road, Lorette

The Fairmont/The Velvet Glove

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

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

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

Eyewear

WINNIPEG

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

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

BRANDON

20% off regular price on all prescription eyewear.

Scotia Optical

(727-3661) 708 - 10th Street.

THOMPSON

25% off regular price on all prescription eyewear.

City Vision Opticians (677-2020) Thompson Plaza.

Wilder, Wilder & Langtry

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

Natural Wellness Chiropractic Centre

Receive 30% off chiropractic care and wellness plans offered by Dr. Robert Stitt, D.C.. He is skilled at helping you with work-related injuries, headaches, neck and back pain and herniated discs. Call (204) 783-1880 to book your assessment. Their office is located at 912 Portage Avenue in Winnipeg.

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

A swimmer wearing a black swim cap and goggles is swimming in a pool, with water splashing around their head.

GET IN SHAPE IN 2011

MEMBERS SAVE BIG ON MEMBERSHIP DISCOUNTS.

**Passes are effective January 15, 2011,
and are available in either a 6-month
or a 1-year plan.**

**You can choose between:
6-month facility pass \$143
12-month facility pass \$249**

**6-month combo pass \$191
12-month combo pass \$371**

**A Facility Pass allows you to use weight rooms,
track, pool and sauna.**

**A Combo Pass allows you to use the weight
rooms, track, pool, sauna, and selected fitness
classes at no additional charge.**

**Passes are valid at any City of Winnipeg Pool, Fort
Rouge Leisure Centre, Freight House Gym or Peguis
Trail Health and Fitness Centre.**



**To Order Your Pass:
download form at
www.ufcw832.com/recpass
or call 786-5055.**

**Send form and cheque made out to
UFCW Local 832 by December 22.**

**Passes will be activated on January 15,
2011.**

**Limit two passes per member.
No refunds or exchanges.
Please try before you buy.**

**All forms can be mailed or
dropped off with payment to:
UFCW Local 832
1412 Portage Avenue
R3G 0V5**

