



# UNION

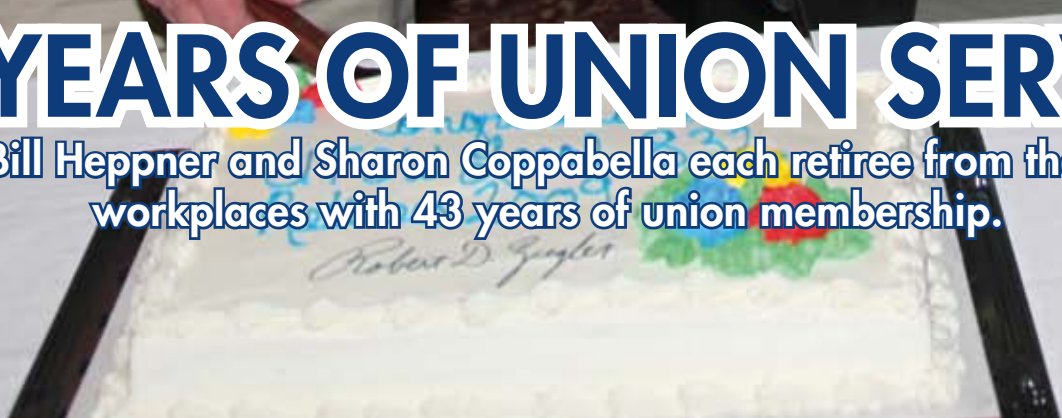
THE MEMBER NEWSLETTER FOR UFCW LOCAL 832

OCTOBER 2010



## 43 YEARS OF UNION SERVICE

Bill Heppner and Sharon Coppabella each retiree from their workplaces with 43 years of union membership.



# Manitoba votes

Cities across the province set to vote on October 27.

Winnipeg has been buzzing since the summer about the upcoming municipal election. It has been a long time since people have been this excited about a mayoral race and many key wards are up for grabs.

Incumbent mayor, Sam Katz, has a feisty opponent in former NDP member of Parliament, Judy Wasylycia-Leis. Judy has spent the summer meeting with citizens and holding a summit with business leaders to help establish a long-term plan for our city. While conservative critics have come out in droves to denounce her ideas. I, for one, am excited to hear her address important concerns like crime, safety and job creation. Any one of these topics alone will not make the city better, but a formulated plan and vision is what City Hall needs to address those concerns.

In Winnipeg, we have enjoyed a long-standing property freeze but at what cost? City services like our waste removal have been sold off and with it, good paying union jobs that our brothers and sisters at CUPE once enjoyed. When BFI took over our curbside trash, it was presented to the citizens as a necessary cost-saving measure; but after a few years, we are starting to see that this service is now costing us more than when the city ran it. Conservatives, like Sam Katz—whether he likes to admit he is one or not, believe that private enterprise can do the job cheaper and faster. Last spring he rolled out a plan to bring Veiloo, a French company, to handle our water treatment. Little information was provided to the citizens on the nine-page proposal other than it was going to cost roughly a billion dollars and our agreement would be for 30 years! Say what you will, but when you sign a mortgage for 20, 25 or 30 years on your home, it is not more than nine pages and you know exactly what you are agreeing too.

The Winnipeg Labour Council (WLC), headed by President Larry Pelzer, has been busy over the summer and has ramped up



its efforts for change at City Hall. The WLC has been active in past elections. It meets with candidates to hear about their views if elected to City Hall. The WLC believes we need more candidates in City Hall that are progressive and who are not afraid to stand up for working people of Winnipeg. I will even borrow the North End motto of putting “People before Profits”. It is something that has been lost over the years as the conservative group of city councillors push through agendas that don’t necessarily have the people’s best interest at heart.

Municipal elections have a low voter turn out, which is depressing considering the motions passed at City Hall have a direct affect on our daily lives. In 2006, voter turn out hovered around the mid 30 per cent range. I encourage every UFCW member across the province to take time to read about the candidates in your area and to learn where they stand. Don’t worry there will be lots of

information hitting your doorstep prior to the election. Candidates will also be knocking asking for your support. Don’t be afraid to ask them where they stand on issues that are important to you. Most of them will have websites, facebook pages and campaign offices where you can go for answers. It is your city, don’t let just a few decide on how its run. On October 27, make sure you get out and vote. It is your right and it is more important than you may think!

Listed below are the WLC’s endorsed candidates and the wards they represent. They have received the endorsement because they are willing to stand up for your concerns. Ask the tough questions and ensure that working people are properly represented at City Hall.

## Fort Rouge- East Fort Garry

JENNY GERBASI

**St. Boniface**

DAN VANDAL

**Mynarski**

ROSS EADIE

**Elmwood**

SHANEEN ROBINSON

## St. James-Brooklands

DEANNE CROTHERS

**St. Norbert**

LOUISE MAY

**St. Charles**

LLOYD FINLAY

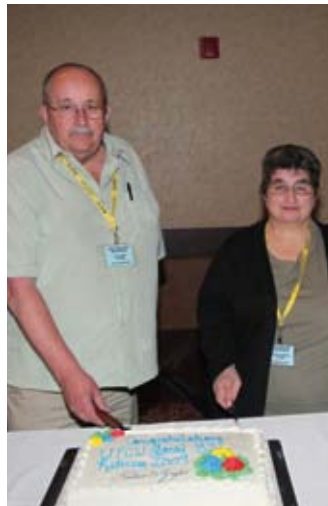
## Daniel McIntyre

KEITH BELLAMY

In solidarity,

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

Jeff Traeger  
Secretary-Treasurer  
UFCW Local 832



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**Winnipeg**  
1412 Portage Avenue  
Winnipeg, MB R3G 0V5  
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 0P1  
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](mailto:ufcw@ufcw832.com)

**Website:** [www.ufcw832.com](http://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

# Training future leaders of UFCW

Gimli site of 2010 Youth Internship Program.

Since the birth of The National Youth Internship Program (YIP), it has become one of the most popular programs offered by UFCW Canada. YIP is a unique training program taught by young members for young members. Young people are the future of unions, over 40 per cent of UFCW members are under the age of 30.

UFCW is committed to providing young activists with new skills and hands-on experience that is essential to both the union and the participants. The week-long session included classes on:

- Shop steward training
- Collective bargaining
- Organizing
- Health and safety laws
- Labour history
- Labour economics
- Political action
- globalization
- Anti-oppression analysis
- UFCW Canada 101
- Unions in the community

This year, UFCW Canada held one of its YIP conferences in Gimli for delegates from Manitoba and Saskatchewan.



Local 832 sponsored five members to attend — Sean Allen (Westfair #1505), Gabriel Bako (Safeway #791), Charlene Hudson (Granny's Poultry), Caitlin Letkeman (Sobeys Burrows), and Colt Vigfusson (Ukrainian Farmer's Co-Op). It was unanimous that they all had a great time and enjoyed build-

*“My favourite part of the internship was meeting the other participants and facilitators and listening to their experiences as stewards, etc. as well as hearing their perspectives on issues regarding the union, their workplaces, and on life in general. This is a great program for young people who want to learn more about unions, as well as their role as a member and the importance of being involved.”*

- Caitlin Letkeman

*“YIP was an incredible experience! With today's ever-changing labour workforce, it is important that workers of today realize youth are tomorrow's labour workforce, labour activists, and politicians. Having attended this conference, I definitely would like to be able to join with other youths throughout the local to create stronger youth solidarity.”*

— Gabriel Bako

*“Two of the workshops I found most interesting were what a shop steward's role is and learning about globalization. What I took away from this program was how everything important that we use is made in third world countries and shipped here for us to make the profit.”*

— Charlene Hudson



Sean Allen, at one of the workshops.



Some of the delegates participating in class.



Colt Vigfusson receiving his certificate.

## YOUTH OF TODAY

ing new friendships and solidarity with the other participants.

The UFCW Canada Youth Internship Program runs annually. Young members who are interested in participating in the future should notify their union rep.

# General membership meetings continue this month

## Vote on merger of Locals 227W and 832.

The executives of both locals have unanimously voted in favour of merging and are asking the members for their support.

One of the items on the agenda at the general membership meetings is the proposed merger with UFCW Local 227W. Local 832 members will discuss the merger and will then vote on it.

Local 227W currently represents 22 members, who work at the Malteurop malting plant on Dugald Road. UFCW Local 832 is the existing bargaining agent for the administration group at the plant, which includes about five people.

Meeting Dates		
<b>October 18</b>		
Dauphin	Dauphin Inn	6:30 p.m.
<b>October 19</b>		
Swan River	Super 8	6:30 p.m.
<b>October 20</b>		
The Pas	Wescana Inn	6:30 p.m.
<b>October 21</b>		
Flin Flon	Prospector Inn	8 p.m.
<b>October 25</b>		
Thompson	UFCW Office	6:30 p.m.

*Please make every effort to attend the meeting closest to your area.*

## Safeway members vote 98 per cent in favour of protecting pension.

Votes held across the province to divert 5 cents per hour into pension.

UFCW Local 832 members working at Canada Safeway stores across the province voted 98 per cent in favour of diverting five cents per hour of their wages into their pension plan.

Pension plans in Canada have been severely hit from the 2008 stock market meltdown, where the average return in 2008 was a negative 18.1 per cent. In 2009, CCWIPP posted a positive return of 17.4 per cent, but there is still more ground that needs to be made because of the previous years returns.

During the last round of bargaining with Safeway the members obtained an additional 35 cents per hour into a "pension stabilization fund". Under the pension restructuring, the Safeway members would need to contribute 40 cents per hour to protect their pension. The members understood the need of the increase and voted overwhelmingly in favour of diverting the 5 cents.

The union has been working with other companies who didn't participate in the

CCWIPP stabilization plan and some of those members have voted in favour of diverting up to 40 cents per hour into their pension plans.

"It's unfortunate that we had to go to the members and ask them to divert some of their wages into their pension, but members understand the need to fund their pension. CCWIPP suffered losses like virtually all other pension plans in Canada. Thankfully, the members who are currently working and those who have already retired will maintain what they have earned to-date," stated UFCW Local 832 President Robert Ziegler.

The increase was necessary as Financial Services Commission of Ontario, where the plan is registered, ordered the pension trustees to make changes to its funding. The



*UFCW Local 832 president Robert Ziegler discusses the changes to CCWIPP.*

Canadian Commercial Workers Industry Pension Plan, (CCWIPP) recently notified the union and its members of the need for more contributions.

# Newest shop stewards assisting members

Welcome to the newest UFCW Local 832 shop stewards who are committing their time to assist their co-workers. Stewards play a key role in the local's success and are

usually the first person members go to when they have an issue at work. The union is dedicated to its stewards and provides them with the best possible training.

## Town of Virden

Kevin Barkley  
Matthew Monahan

## Security Services

Matthew Hicks, G4S  
Chris Langtry, Garda

## Mound Milk

Trevor Morrow

## Canada Safeway

Jackie Boyd, Store 359  
Elizabeth Larosa, Store 359  
Joshua Perkins, Store 359

## MLCF-Brandon

Dwaine Nicholson, Packaging  
Gerard Quewezance, Hog Cut  
Dennis Schultz, Ham Boning

## Westfair

Darryl Delagua, Store 1509  
Sylvia Aeichele, Store 1515  
Britta Albrecht, Store 1515  
Donna Chisamore,  
Store 1515  
Matthew Vandervoort,  
Store 1515

## Epic Opportunities

Amy Chegus

## The Fairmont Winnipeg

Lizarose Angala

## Dauphin Co-op

Darrel Hrycay

## Thanks, Penny, you will be missed

Long-time Leaf Rapids Health Centre union activist retires.

In 1980 Penny Howlett and her husband, Tom, moved from Flat Bay East, Newfoundland, in search of work. "Like many people in Leaf Rapids, I moved here to earn some money," said Penny. "I expected to stay for only about six months to year — that was over 30 years ago."

Penny began working at the Leaf Rapids Health Centre and became a union activist almost from her first day of work. She sat on the UFCW Local 832 advisory board and on the workplace health and safety committee for many years. Penny was also a shop steward for over 25 years.

However, finding a place to live was not as easy as finding a job. Penny and Tom ended up buying a house and after one year in Leaf Rapids, they fell in love with the town and decided to stay. "I was enjoying my job and my union activities so deciding to make Leaf Rapids home was just a natural step."

In another insightful move, Penny, Tom, and one of Penny's former co-worker, Georgie Ryan and her husband built a log cabin at Eden Lake, which is north of Leaf Rapids. Penny remembers, "The two families spent

many happy weekends at the cabin — lots of laughs and good memories."

Then in 2002, the mine closed and a majority of Penny's friends moved away, many of them taking their homes with them. "Like I said it was home now so we stayed," said Penny. "I was still active with my union activities and still working at the health centre." But, this was also the year the Howletts decided they would retire in southern Manitoba. So in 2005, they moved their house to Winnipeg Beach. Over the last number of years, they have been getting their home ready for their retirement.

They can now make those dreams come true. Penny officially retired from the Leaf Rapids Health Centre in July. Blair Hudson, the union rep for northern Manitoba said, "I will really miss Penny. She is the type of person that is always in a good mood and was always the first one to pitch in if there was a problem in the workplace."



Union rep, Blair Hudson, presenting Penny with a watch and plaque as a small token of appreciation for her years of service. Also pictured are co-workers Doreen Matthews and Dustin Brust, shop steward.

Blair added, "She will be truly missed by her co-workers not only for her friendly ways but for all the ways that she assisted them over the past 30 years."

Thank you, Penny, and we wish you and Tom the best. Enjoy your retirement at Winnipeg Beach.

# 'He says, she says'

Westfair employee reinstated after union files grievance.

A five-year employee working the night shift at Westfair Foods got into an argument with his supervisor during one of his shifts.

The fact that the supervisor and the employee got into an argument was never in dispute, however, what happened after that is when the story took a different fork in the road for the individuals involved. The problem from a proof standpoint was there were no witnesses to the incident and in essence had turned into the proverbial 'he said-she said' situation.

The supervisor alleged that the employee got frustrated and upset because of the argument and decided to quit his job. According to the supervisor, the grievor told him he was quitting and then simply walked out the door.

The grievor on the other hand told a different story. He said that after the dispute, his supervisor told him that he was fired. The supervisor also demanded that he clean out his locker and then proceeded to escort the grievor out of the building.

After speaking with the member, the union filed a grievance on his behalf alleging, amongst other things, that the company terminated the employee without just cause and without proper union representation at the time of the firing.

Furthermore, the union also took the position that even if the argument did occur between the supervisor and the grievor, the penalty imposed — the termination of the grievor's employment — was too severe a punishment. Especially considering the grievor's discipline record was unblemished to this point.

## GRIEVANCE NEWS



**Garry Bergeron**  
Legal Counsel



**Debra Malmquist**  
Legal Counsel

Westfair's position was simply that the supervisor stated that the grievor had quit, and therefore, was sticking to its guns and was not prepared to reinstate the grievor.

During the union's investigation into the matter, it concluded that the grievor's story was more plausible. In fact, during the investigation it discovered several inconsistencies in the supervisor's story. As a result, the union forwarded the grievance to the Manitoba Labour Board (MLB) for arbitration through the expedited arbitration process.

A few days prior to the arbitration hearing, the company reversed its stand and agreed to reinstate the grievor to his former position with Westfair.

## Fort La Bosse School Division pays up

Bus drivers received two to four per cent more in vacation pay.

Some time in June it came to the union's attention that Fort La Bosse School Division was not properly

applying the seniority provisions when calculating vacation pay for the bus drivers. Specifically, the employer was computing vacation pay by using the date employees obtained permanent status rather than their date of hire.

The collective agreement defines seniority as the length of continuous service since most recent date of hire by the employer. Therefore, on July 8, the union filed a policy grievance on behalf of the bus drivers claiming that "years of service" should be interpreted as the most recent date of hire.

After some discussion, the employer agreed to resolve the grievance and to use the employees most recent date of hire when calculating vacation pay. This resolve favourably affected 18 bus drivers. The majority of the drivers received a two per cent increase, with a few drivers receiving four per cent, in vacation pay retroactive to December 14, 2009, the date the agreement was signed.

Your negotiated benefits are in place for your advantage. If they are not being adhered to, let your union rep know.



# Enforcement makes an impact

Clearly, a law is a rule enacted and imposed by penalties.

It is very strange how some governments in Canada approach workplace safety and health laws. Some employers seem to think that not enforcing the laws is the best way to improve workplace safety and health records. Governments like this often say things like, “We prefer to educate the parties so that they can make the necessary improvements” or “We prefer a client centred approach instead of forcing compliance.”

The current government in Ottawa likes this second approach (approximately 8% of the Canadian workforce is governed by federal legislation). They believe that employers and workers should be attracted to available programs rather than compelling them to obey the laws. In this way, employers and workers are more likely to implement improvements fully if they are already motivated to make improvements.

This is fine when employers and workers both want to make these improvements and, where this approach is effective, it should be utilized as much as possible. However, there are workplaces where employers and workers are not on the same page and there are many others where employers consistently demonstrate that they have other priorities. These workplaces are not attracted to the government programs and often these workplaces need them the most.

Is the federal government approach working? Not according to a recent study conducted by the Canadian Centre for Policy Alternatives (CCPA). Their study called *Success is No Accident: Declining Workplace Safety Among Federal Jurisdiction Employers* showed that many provinces have greatly improved their workplace health and safety records over the last five years but the federal record is going in the opposite direction. The disabling injury rate has declined an average of 25 per cent in the provinces during this time but the federal disabling injury rate has actually gone up by five per cent over the same period. Workers in the federal juris-

dition used to enjoy a superior health and safety record but now this record is much poorer and many provincial jurisdictions have caught up to, and even passed, the federal record of workplace accidents. This has happened despite the fact there are a higher percentage of workers in the federal sector who have office jobs. Yes, office jobs also have their risks but they are fewer than the risks that blue-collar workers face.

Alberta, the land of the lowest labour standards in Canada, and where government never changes is an example of where government prefers education to enforcement. Is their approach working? Not according to the Alberta Auditor General, whose April 14 report found that there were 63 employers employing over 31,000 full-time workers, who not only ignored the law, they also ignored government orders. In fact, inspectors made follow up visits to these employers and government orders that were in place for over a year were still ignored. And, guess what, there were no consequences for doing so. Plus, these same employers had a disabling injury rate that was three to four times the provincial average. It appears that crime pays in Alberta if you are an employer. However, if you are a worker you will be paying with your blood for the employer transgressions.

It is amazing to me that some people might actually believe that enforcing workplace safety and health laws is neither important nor effective. Do we approach any other laws in a similar way? Do governments tell people who cheat on their taxes that they will not have to face charges or a court appearance; instead they will be left alone until they voluntarily want to get involved in a government program.

If you are caught speeding on the highway, does the police officer offer a course to the offending driver instead of giving the driver a ticket with an accompanying fine? Why don't you try that one out the next time you are caught speeding. Just tell the

## HEALTH & SAFETY



nice officer that you would prefer to take a course rather than pay a fine and get points on your licence and let me know how that turns out.

The next time you hear a government spokesperson say things like, “We prefer education” or “We prefer a client centred approach” rather than laying charges for legislative violations, you should know that this is code for “We are going to do nothing.”

Laws are only effective when they are enforced. That's the way governments get compliance with their laws and the way they approach almost all the laws they pass. Workplace safety and health laws should be no different.

Local 832 believes that enforcement does make an impact. This is one reason why working closely with the in-store health and safety committee is very important. The union also places a high priority on training and offers various workshops to members on the health and safety committees. Working together, enforcing provincial laws and learning is the best ways to improve workplace safety and health.





# UFCW training centres making a difference

The Brandon centre busier than ever.

To better accommodate the training needs of the members, UFCW Local 832 opened its second training centre in Brandon at the beginning of 2009. Since then, it has been getting busier and busier. In the past few months, members have been attending shop steward and health & safety workshops, English as an additional language (EAL), cooking, computers and Grade 12 classes. One of our newer programs, the women's EAL class is gaining popularity as it provides on-site child care.

I think this program is one of the most rewarding classes we offer. It is for women whose first language is not English. We decided to offer this class at the beginning of last year in response to members needs. Specifically, concerns from members working at the Maple Leaf plant whose spouses were at home with the children. These women felt isolated — it was hard for them to communicate outside of the home. Because of the on-site daycare, the women can focus more easily on the class knowing their children are close by.

More than 20 women now attend this class. This class has been busy learning basic English and grammar, first aid and Canadian culture. They even planted and tended to a vegetable garden at the training centre.

“This is a unique course that combines English, outings and Canadian culture,”

says Alejandra Suderman, who has been teaching the group since its inception last year. “It is wonderful to see the ladies communicate with each other and become more confident expressing themselves.”

Agnes Feng, who has been assisting Alejandra over the summer, agrees and adds, “It's great to see ladies from different backgrounds get along so well. They love to share their own culture with others and learn from each other, which is very helpful for them as they integrate into Canadian society”.

This class is making a difference for members and their families living in the Westman area.

Good luck to everyone who has already registered for a course. For those of you still thinking about it, now is the time. Check out the course schedule on the next page or log-on to [ufcw832.com](http://ufcw832.com). Click on the training centre page then on the general session tab. Remember if you don't see something that interests you, call us.

Remember no matter where you live in Manitoba, if you have a course idea call Wanda McGorum, program co-ordinator, or me toll-free at 1-877-775-8329 or if you live in Winnipeg dial 775-8329.

UFCW Local 832 started with one centre and we are now the proud owners of three training centres — Winnipeg, Brandon and Neepawa.

## EDUCATION & TRAINING



**Heather Grant-Jury**  
UFCW Education Director



*Instructor Alejandra Suderman (left) and assistant Agnes Feng enjoy working together.*



*Tending the garden.*



*The women's EAL class. One of the newest programs being offered through the training centre.*



*Learning first aid.*

# 2010 fall/winter general session schedule

Course Name	Registration Fee	Start Date	Day and Time	End Date
<b>WINNIPEG</b>				
Conversation Circle	No Fee	Oct 2	Sat 12:30 to 3:30 p.m.	Dec 18
CPR	\$21* / \$26**	Oct 2	Sat 9 a.m. to 4 p.m.	Oct 2
Pronunciation/Writing-Basic-Beg.	No Fee	Oct 4	Mon 6 to 9 p.m.	Dec 13
Keyboarding Level 1	\$15* / \$30**	Oct 5	Tue 6 to 9 p.m.	Dec 7
Pronunciation/Writing-Intermediate	No Fee	Oct 13	Wed 6 to 9 p.m.	Dec 15
Emergency First Aid	\$35* / \$40**	Oct 16	Sat 9 a.m. to 4 p.m.	Oct 16
CPR	\$21* / \$26**	Nov 13	Sat 9 a.m. to 4 p.m.	Nov 13
Emergency First Aid	\$35* / \$40**	Dec 4	Sat 9 a.m. to 4 p.m.	Dec 4
<b>BRANDON</b>				
Emergency First Aid	\$35* / \$40**	Oct 23	Sat 9 a.m. to 4 p.m.	Oct 23
Excel Level 1	\$15* / \$30**	Oct 26	Tue 5:30 to 8:30 p.m.	Nov 30
<b>NEEPAWA</b>				
Emergency First Aid	\$35* / \$40**	Nov 6	Sat 9 a.m. to 4 p.m.	Nov 6
<i>**Education &amp; Training Trust Fund member</i>				
<i>**Education &amp; Training Trust Fund non-member</i>				

## Interested in emergency first aid?

Register today, classes fill up fast.

Are feeling the chill in the air and looking for something to do during these fall/winter months? Have you been thinking of taking a first aid course? Well here is your chance. To register for any of the general session courses listed above, simply:

- Log on to [ufcw832.com](http://ufcw832.com), click on the training centre tab and follow the step-by-step instructions, or
- Call us at 775-8329 if you live in Winnipeg or from outside of the city dial 1-877-775-8329. Have your course information handy when you call.

**Note:** Payment must be received prior to the beginning of your course. Your registration is not considered complete until your payment is made. If you have not paid by the due date, your space will be made available to someone else.

## Training Centre Notes and Nods...

- If you are interested in EAL classes call today, registration is ongoing.
- The training centre will be closed for Thanksgiving on Monday, October 11.
- Please support the United Way campaign in your workplace.
- The Training Centre Builds Skills for the Future.



# Additional money coming your way!

Lump sum payments, wage increases and minimum wage gap increases scheduled this month.

## LUMP SUM PAYMENTS

As per your union negotiated benefits on October 3, top rated and over-scaled employees will receive a lump sum payment.

The amount of money you will receive is based on the average hours worked in 2009 divided by 52 minus the number of weeks of vacation entitlement. If you are a top rated or over-scaled employee, your lump sum payment will be between \$1,500 and \$225, depending on your averaged hours worked in the previous year. The table below shows the amount of money you should receive:

<b>Full-time status</b>	<b>\$1,500</b>
<b>Averaged 24+ hours in the previous year</b>	<b>\$1,125</b>
<b>Averaged 16+ hours in the previous year</b>	<b>\$ 750</b>
<b>Averaged 8+ hours in the previous year</b>	<b>\$ 550</b>
<b>Averaged 4+ hours in the previous year</b>	<b>\$ 225</b>

## OFF SCALE WAGE INCREASES

Members still on the wage progression scale will receive a 30-cent per hour wage increase, unless his or her corresponding wage rate in the new wage grid is greater. You will continue up the scale, until you reach your next progression, at which time you will be eligible for another increase.

For example, a service clerk at 4,700 hours earning \$12.15 per hour will increase to \$12.45 (a 30-cent increase), but their rate of pay will go to \$12.60 once they reach 5,001 hours.

## MINIMUM WAGE GAP

Another bonus in your collective agreement is that in the event that the provincial minimum wage goes up during the life of the agreement, so will the employees wage rates if need be.

In the last round of negotiations, the union negotiated language that provides for the start rate for all Superstores and Extra Foods stores in Manitoba to be 25 cents above the minimum wage rate. This means some members are going to see their wage increase on October 1.

For example, if you are at \$9.40 per hour you will jump to \$9.75 per hour. However, if your new rate is \$9.75 you are not eligible for the 30-cent off scale increase as this will be the new start rate.

If you are not sure what your rate of pay should be or if you do not receive your lump sum payment or wage increase, contact your union representative.

## New Dress Code

Change effective October 10.

Superstores in Manitoba, as well in Alberta, Saskatchewan, Whitehorse and Thunder Bay, are changing to a new dress code this month.

Westfair informed the union that effective October 10; members working in Superstores will now wear a company-supplied vest with a pressed white collared shirt underneath (short or long sleeves). White polo shirts are allowed. The exception to this new dress code is employees who work in departments such as Joe, Optical and Meat. If you are not sure if the new dress code will affect you, check with your supervisor. Management plans to start distributing the vests and new name badges on October 2.

The company will supply 'anytime' employees with two vests, while restricted employees will only receive one. Local 832 is not in agreement with the company's decision to supply only the vests and believes that it should also supply the mandatory white shirts.

Therefore, the union filed a policy grievance on this matter and it will keep you updated as it proceeds through the grievance procedure.

If you have any questions or concerns regarding the new dress code, contact your full-time union representative. To reach your representative call:

### WINNIPEG OFFICE

786-5055 or 1-888-832-9832

### BRANDON OFFICE

727-7131 or 1-800-552-1193

## Negotiations at Shoppers slow-moving

Assistance needed – strike vote taken – conciliator appointed.



Members casting their vote at  
August 29 meeting.

UFCW Local 832 members at Shoppers Drug Mart (Sonal Bachu Pharmacy) in Kildonan Place have been without a contract since February 1. The union began preparing for negotiations back in December 2009 and held proposal meetings for the members to bring forward their suggestions on what they would like to see changed in their new agreement.

After several attempts to try to set negotiation dates with the company, finally on April 19 the committees met and exchanged proposals. Negotiations began and the pace was set early on. More bargaining took place in May and June with some progress made on language items, but the parties were still far apart on all of the monetary issues.

On August 26, members working at Shoppers voted in favour of strike action if a new deal was not reached. The union, in an effort to arrive at a new contract, also applied to the Manitoba Labour Board to appoint a conciliation officer. The parties met with the conciliator on September 16, with further negotiation dates scheduled for October 4 and 5.

The union is optimistic that with the assistance of the conciliation officer, the members working at Shoppers will have a new collective agreement soon. Heather Dezan, union negotiator, will update the members of any further progress after the October 5 meeting date or you can go to the union's website at [www.ufcw832.com](http://www.ufcw832.com).

## Members at IMI face uncertainty

The union assisting laid off employees.

Back in late July, management at Integrating Messaging Inc/ Answer Net (IMI) advised the union that layoffs would be coming in the near future. The company stated that available work has become less and less and the realization came that layoffs were inevitable.

The union met with members to discuss what they could expect and what options may be available to them for the future in the event they do receive a lay off notice. On August 31, came the first wave of layoff notices. In total, to date over 40 operators have been given notice.

A reminder, the UFCW training centre has invaluable services, which have helped hundreds of members who have faced layoffs. The career transition service helps guide individuals who are laid off or looking for a change. It does this through a number of different ways. It will provide assistance applying for employment insurance, needs assessment, referral to training programs, resume writing, job search techniques and interview skills.

If you want to take advantage of this service, call Shirley today at 775-8329 or 1-877-775-8329 to book your appointment.

## HEY, FAIRMONT, OVERTIME IS OVERTIME

Language in the collective agreement is clear.

A member working at The Fairmont Winnipeg hotel was asked to help in another department. Because of this, he worked more than eight hours that day. When he received his paycheque, he noticed that payroll had not paid him overtime for that day.

He spoke to management and he was informed that because he had accumulated those hours in two different departments it was not considered overtime. **This is false and a violation of the collective agreement!** Unfortunately, the member did not notify the union immediately and when he finally did bring it to the union's attention, it was too late to file a grievance.

The union contract clearly reads that all time worked in excess of eight hours in any one day or in excess of forty hours in any one week is paid at overtime rates. It does not matter if you work four hours in banquets and six hours in guest services, you still receive overtime pay.

If the company paid you incorrectly or you know a violation of the agreement occurred, call your union rep, Ron Allard, immediately so the union can file a grievance. You can reach Ron at 786-5055 or toll-free 1-888-832-9832.

# Municipal elections boost profits for local companies

With the upcoming municipal elections held on October 27, members working at a variety of unionized workplaces in Winnipeg have been reaping the rewards. Elections are very image based; candidates work hard on raising funds so they can put together information brochures on their platform and reasons on why you should vote for them. Three UFCW Local 832 companies have seen an influx of work.

**Adwest Promotions**, a small but busy company located at 1985 Logan Avenue known as the ‘place-to-go’ for election lawn signs. They have been in operation since 1982 and always look forward to an election regardless of it being municipal, provincial or federal. “We always keep busy during this time, it’s none stop,” stated Adwest’s owner, Piara Sharma. “This year we thought we would hire some extra help so I placed an ad in the newspaper in July planning ahead.”

Could Adwest be the key to a victory for mayoral candidate Judy Wasylycia-Leis? They have been producing her lawn signs over the years for her provincial time in politics and her federal time, could they be three times lucky? Time will tell on that one.



Kwik Kopy owner Clarke Norman with press operator Andrey Sigurnjak looking at a Judy brochure that they produced.

**Kwik Kopy Printing** located at 940 Elgin Street has also kept busy producing brochures and flyers for candidates. Clarke Norman, who took over the business a few years ago, has seen a shift over the last few years — when one or two colour would be the standard. Now candidates want everything in full-colour. “It’s now the standard, if you don’t have full-colour brochures, you’re not going to be noticed,” said Norman.

In addition, the newest company of the three that has been making in-roads is **Hitek Print Management**, located on Regent Avenue.

Owner, Miles Moorhouse, who has been handling printing needs for both union and non-union clients has focused on meeting clients’ requests with quick turnarounds for the candidates. “A lot can happen during a campaign and changes to brochures can occur quickly,” said Moorhouse. “We have worked hard to ensure that we meet the tight deadlines that we are faced with.

Sometimes, we help a candidate by running a small amount on our high-speed copier to get the candidate started, while the rest of the job is printed on an off-set press,” said Moorhouse.

While all these companies are union shops, that doesn’t stop candidates from other political affiliations from using their services.

As people sometimes despise election time, it can boost the bottom line for companies like these that look forward to elections. Now that the province has fixed elections along with the municipal ones, a federal election could be a nice Christmas present for the members in terms of overtime or extra shifts, or a spring bonus should Prime Minister Stephen Harper call one. Either way, these companies will be ready.

## Saving my benefits is crucial

Members at Premier Hort say yes to diverting money into their pension plan.

Members at Premier Horticulture know the importance of maintaining their pension plan benefits as high as possible.

In the past several months, members of The Canadian Commercial Workers Industry Pension (CCWIPP) have been bombarded with information about recent changes to the plan and on how the changes will effect their retirement.

As most of you know, pension plans across the country took big hits due to the downturn in the economy and lower than average returns. CCWIPP is addressing these concerns to ensure members have a pension plan when they are ready to retire. In an effort to boost the plan, CCWIPP, like many other pension plans, has implemented changes on how it operates.

One way was to increase the current contribution level for members. At Premier Hort, the increase required to this is 40 cents per hour. The union met with the company to ask them to increase its member contribution into CCWIPP, however, the company declined.

Therefore, on August 29, members working at Premier voted in favour of diverting 40 cents of their wages into CCWIPP. Most of the members were displeased that their employer had said no, but they recognize that saving their pension benefits is crucial.

# Newly retired members honoured

Retirees busy planning what's next.

**O**n September 15, Local 832 held its annual UFCW Retirement Dinner in honour of 28 members who called it a career and retired in 2009. Twenty-three retirees attended the celebration, which was held at the Canad Inn Polo Park.

Two of the longest serving members in attendance, both with 43 years - Bill Heppner, from SYSCO Foods, and Sharon Coppabella, from Canadian – received special recognition from the union. Local President Robert Ziegler thanked all of the retirees for their dedication and years of service. “We would not be where we are today, if it was not for most of you. You are the reason we are a strong and proud union today.”

Also at hand, to express gratitude to the newly retired members was Secretary-Treasurer Jeff Traeger, who concurred with President Ziegler's comments.

Most of the retirees did not really have many plans for their retirement, but were busy planning different activities. There was no rest on the minds for these honourees. Retirees automatically become non-dues paying members of the UFCW Local 832 Retirees'



*President Ziegler, Sharon Coppabella, Bill Heppner and Secretary-Treasurer Traeger at retirement dinner.*

Club and can watch for information from the club in the mail. See article below for the latest news and events from the club.

## RETIREES' Corner!

### There is a winner among us

Casino trip a fun, wonderful success.

**L**ast month the buses left for the Seven Clans Casino in Thief River Falls, Minnesota.

This was the second trip initiated by the UFCW Local 832 Retirees' Club. Whether you got lucky at the casino, purchased a nice bottle of perfume, or won a bingo prize on the bus, it was a great time. “We were all winners,” said retirees' club executive board member Joan Dudas.

The next event on the retirees' calendar is the fall luncheon meeting, which is set for October 12. Once again, it will be held at the ANAF hall, 3584 Portage Avenue beginning at noon. This is a good opportunity to get out and socialize with friends and other retirees. For the \$5 (retirees' club members), \$8 for non-members, you get a hot lunch, including beverage and dessert. As usual, there will be door prizes and 50/50 draws to be won.

If you are not a member of the UFCW Local 832 Retirees' Club, but would like more information on how to become a member, call Carmen at 786-5055 or toll-free 1-888-832-9832. For the low cost of \$12 per year you will receive 11 issues of the UNION magazine, be eligible for the cut-rate price for all club activities (luncheons, golf, trips) and entitled to all the money-saving discounts and special services available to union members.



*On the bus raring to go! (picture by Armand Tesoro)*



*Taking a break enjoying the food and company. (picture by Armand Tesoro)*

# 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 40% off all General Paint Manufactured product, 20% off on special order wallcoverings and 20-30% off non-General Paint manufactured products and supplies.

**Brandon:** 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 (near Safeway).

## 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 visit the website [www.bridgeviewretreat.com](http://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.

## 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

## Autopac Write-offs

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

## 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 Ross-er Avenue - Brandon. Phone 727-1213 or 727-1305. Present your union card prior to being invoiced.

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

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- Health & Safety Level 1 Part 2
- Heat & Cold Stress
- Hours of Work
- Internet 101
- Intro to the Food & Retail Sector
- Intro to the Union & Stewardship
- Introduction to Canadian Politics
- Labour History Part 1
- Labour History Part 2
- Lockout
- Microsoft Excel 2007 - Advanced
- Microsoft Excel 2007 - Basic
- Microsoft Powerpoint
- Microsoft Windows Vista - Basic
- Microsoft Word 2007 - Advanced
- Microsoft Word 2007 - Basic
- Multiple Chemical Sensitivity
- Stress in the Workplace
- Work Design
- Work Organization
- Workplace Violence
- Emergency Preparedness & Pandemic Response Plans - **NEW**
- Dust & Fiber Hazards - **NEW**
- Hand Tools - **NEW**
- WHMIS for Workers - **NEW**
- Microsoft Outlook - **NEW**
- Applying Ergonomics to Prevent Musculoskeletal Injuries - **NEW**
- Ergonomics in Retail Grocery Stores - **NEW**
- Personal Protective Equipment - **NEW**
- Machine Guarding - **NEW**
- Intro to HACCP - **NEW**

## October English Courses

- ABCs of Computing
- Developing Sales Skills
- Ergonomics: Injuries, Risk Factors & Design Principles
- Health & Safety Level I Part 1
- Internet 101
- Intro to the Food & Retail Sector
- Intro to the Union & Stewardship
- Introduction to Canadian Politics
- Labour History Part 1
- Lockout
- Microsoft Excel 2007 - Advanced
- Microsoft Excel 2007 - Basic
- Microsoft Powerpoint
- Microsoft Windows Vista - Basics
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- Applying Ergonomics to Prevent Musculoskeletal Injuries
- Ergonomics in Retail Grocery Stores
- Personal Protective Equipment
- Machine Guarding
- Intro to HACCP
- Safe Food Handling - **NEW**
- Conveyor Systems - **NEW**
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- Electrical Hazards - **NEW**

To register, or for more information go to

<http://webCampus.ufcw.ca>  
[webCampusadmin@ufcw.ca](mailto:webCampusadmin@ufcw.ca)

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