



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

SEPTEMBER 2010



UFCW CELEBRATES EAL GRADUATION IN BRANDON

CCWIPP implements new changes

Recently you should have received a notice from the Canadian Commercial Workers Industry Pension Plan (CCWIPP) talking about some of the changes to the plan. In an effort to help you better understand them, I sent out a document that clarified those changes from what I understood.

I can understand your frustration. Pension plans across North America have been hit due to the downturn in the economy, along with lower than expected returns. Because of this, many pension plans have had to make drastic changes on how they operate. CCWIPP is no different. It is safe to say that many pension plans are in a state of turmoil. Like CCWIPP, most pension plans are addressing these concerns to ensure members will have a pension plan when they are ready to retire.

One of the areas I have stressed to the members I have spoken with, that there is no change to what you have earned to-date for active members. While this is a difficult time for CCWIPP, I am confident that the trustees and their advisors are making the necessary changes that will allow CCWIPP to grow and recover from this downturn.

The document sent to the members explains the need for more contributions to their respective plans. In most cases, it is either half of their current contribution level or a maximum of 40 cents per hour. In our larger groups such as Westfair and Safeway, we had bargained 35 cents an hour into a "stabilization fund". These members will need an additional 5 cents an hour. In other units, the amount ranges from 10 to 40 cents per hour depending on what their current benefit is.



future contributions. In addition, your pension will pay you for your entire lifetime.

While these are major changes, the trustees made them to save the plan. The trustees are trying to minimize the effect on retirees and active employees. As I stated in our mail out, this information is based on my understanding of the changes and if you have any questions you should contact the pension plan directly for further information. I will continue to keep you informed as more information is given to me. Members should be aware that the pension plan is receiving a lot of inquiries lately because of the changes so make sure you leave your name and number and they

will return your call as soon as possible.

If you did not receive the information package that was mailed to you in August, please contact your union representative and one will be sent to you.



Only two of our units were unable to secure stabilization funding. The union is working with those employers to make sure that it is addressed and that the members will be able to maintain the 85 per cent of future contributions.

In speaking with the membership, the union reps have stressed three main concerns that the members need to know. The pension that you have earned to date will not be affected. The change will apply to

In solidarity,

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

Robert D. Ziegler
President
UFCW Local 832



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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

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Brandon, MB

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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

Lucerne bread members ratify new deal

Wages and pension contributions rising.

Following a sluggish start to negotiations, UFCW Local 832 members working at the Lucerne bread plant in Winnipeg voted “yes” to give the negotiating committee a strike mandate. This kick-started negotiations and pushed both sides to come to an agreement.

On July 25, the members at the bread plant ratified a new three-year deal by 92 per cent. As of date of ratification, members obtained a lump sum payment and will receive a 25-cent per hour wage increase in years two and three of the agreement. The new deal also includes a boost to the health and welfare benefits and improvements to the contract language. The union negotiating committee successfully acquired a significant 40-cent per hour increase to each member’s pension plan.

“This was a tough contract to negotiate that began back in November 2009,” said UFCW Local 832 negotiator Beatrice Bruske. “The membership gave the committee a strong strike mandate, which gave us the leverage we needed to get the deal done”.

The new collective agreement will expire in February 2013.



Lucerne Bread plant members Ken Haines and Ken Mchmes count the ballots at the ratification vote.

Golf tournament raises \$30,000

On August 18, the fifth annual UFCW Local 832 charity golf tournament was held at The Links at Quarry Oaks. It was the third year in a row that the local partnered with the Health Sciences Centre Foundation to help raise money for their GD-6 Ward. Over 110 golfers enjoyed the perfect weather for a round of golf while raising money for two important causes.

This year we were fortunate to have new hole sponsors, Bacardi Rum serving samples of Mojitos and Manitoba Pork serving up “Pork on a Bun”.

The winner of this year’s tournament was the SUN-GRO team of Bruce Leochko, Vern Jorgenson, Greg Crognali and Tim Rosentreter.

The event raised \$30,000 that will be split between the two charities. The UFCW Local 832 golf tournament has now raised over \$55,000 for the Health Sciences Centre Foundation GD-6 ward.



Tournament winners, Sun-Gro Horticulture



No evidence ••• No reprimand

Granny's Poultry rescinds written warning after union files grievance.

At the beginning of this year, UFCW Local 832 member, Anita Bazin, submitted an accident report to Granny's Poultry as she was hit by a turkey in the neck and shoulder while at work.

However, on January 22, the employer issued her a written reprimand alleging Ms Bazin put forward a false accident report. Granny's further stated it had videotape evidence and witnesses to prove it.

After speaking with Ms Bazin, the union filed a grievance on her behalf. Throughout the grievance procedure, the union made numerous requests to the employer for the videotape evidence and witness statements, proving the accident report was false, to no avail. Therefore, the union referred the file to arbitration and a hearing date was scheduled for June 15.



Garry Bergeron
Legal Counsel

Debra Malmquist
Legal Counsel

Prior to the arbitration date, Granny's contacted the union and agreed to remove the written reprimand from the member's file, as it was unable to locate the videotape evidence or the witness statements.

Westfair backs down on transfer denial

Grievance = happy member = successful conclusion.

A long-term courtesy clerk at Westfair Foods applied for a transfer into a deli vacancy at the same store that he worked. The company turned down the transfer stating, amongst other things, that it would be too costly to transfer him and in any event it had the final say on whether an employee would get a transfer or not. UFCW Local 832 argued that the company might have the right to deny a transfer; however, its decision must be a fair and reasonable consideration and needs to deal with each issue on a case-by-case basis. The union further stated there is language in the collective agreement that supports its position. Specifically, "19.19 (a) Part-time employees who have worked in excess of one (1) year's service in a department may be granted a transfer to another department. The Company will be fair and reasonable in considering requests for a transfer. ...

(c) Employees who are granted a transfer will be placed on the wage scale that corresponds to their current class hours. In no event will the employee's wages be reduced."

And, "B-17(4) Courtesy Clerks will be given preference when the Company has an opening in either General Merchandise Clerk or Service Clerk provided they have worked in the position of Courtesy Clerk one thousand (1000) hours or more. They shall carry with them their career hours."

It seemed the grievor was in a 'catch 22' situation. Because he had been a loyal and long-serving employee, he had accumulated more class hours than most of the courtesy clerks, which would normally give him first crack at transfers into openings in other departments. However, because this would place him too high up on the wage scale, as per 19.19 (c) and Appendix B-17(4), the

company was not allowing him to transfer. Because of this, the company would probably never have granted the grievor a transfer while other part-time employees with less seniority would have been allowed the opportunity to move.

The union alleged that the company's interpretation of the collective agreement language was not, in any way, fair and reasonable. In fact, Westfair was trying to make a mockery of the transfer language, especially as it pertains to courtesy clerks.

The union decided to forward the matter to arbitration. As is often the case, the parties involved reached a settlement a few days prior to the scheduled arbitration hearing. Westfair agreed to transfer the grievor immediately and placed him on the appropriate wage scale, which corresponded to his accumulated class hours. Grievance = happy member = successful conclusion.

Who is asking for my WCB file?

Speak to your union rep if you need assistance.

UFCW members should know that if he or she has a workplace injury and the Workers Compensation Board (WCB) establishes a file about them, it is confidential. Law does not permit WCB to let anybody else have the file or anything in it unless one of the following two things happens:

- 1) The injured worker voluntarily signs a document that requests WCB to release the information; or
- 2) You or your employer decides to appeal a WCB decision.

There are good reasons for this law. WCB files contain personal medical information that others are not entitled to have. You should never voluntarily sign any document that allows your employer to get your personal medical information. Many employers like to control their employees' lives as much as possible and some of them will ask you to sign something that allows them to get medical information from your doctor or from WCB. We have written previous articles about the importance of not signing documents like this. If your employer asks you to sign anything that allows them to get information from your doctor or from WCB, you should not sign it without checking with your union rep first.

Some employers are getting very aggressive in fighting their own employees who are unfortunate enough to be injured at work. If you are a member who works at Superstore, Extra Foods or Granny's Poultry and you had a workplace injury, you probably know what I am talking about. These employers are routinely fighting their own employees whenever they get hurt at work. It is bad enough when a member suffers a workplace injury but if they work for one of these employers, then they will suffer more

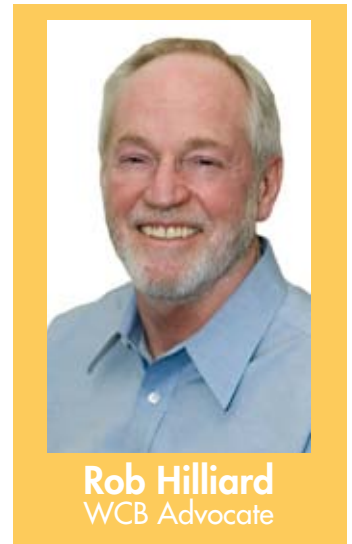
while their own employer makes their life even more difficult for them with WCB.

These employers have hired contractors who will get on the phone to WCB as soon as one of their employees is injured at work. They often try to convince WCB that the claim should not be accepted. If the claim is accepted, then they argue that the injury is not too severe and the injured worker should come back to work immediately even if it is on modified job duties. They are much less concerned about the well-being of the injured worker than they are about making sure that their WCB claim does not cost them too much. It seldom occurs to them that trying to reduce the number of workplace accidents is the best way to reduce their overall costs. Instead, they invest most of their time and energy fighting against injured workers after they get hurt.

You need to know that whenever your employer or one of their contractors wants you to sign a document that gives them information about your health; they will probably be using this information to oppose your WCB claim and to make your life more unpleasant. Don't do it.

There is one other situation when your employer can get your WCB file. That can occur if you or your employer appeals a WCB decision. If that happens then both parties to the appeal, you and your employer, are permitted to get a copy of your WCB file. This is done because both parties need to have all the significant information about the case in order to participate in the appeal. However if there is

WORKERS COMPENSATION



medical information in your file that has nothing to do with your workplace injury, then you can request that information be removed from your file before your employer gets a copy. For example, if a member is pregnant and they have a workplace injury, then any medical information about the pregnancy will be removed from the file before your employer gets a copy.

You should also contact the union for assistance so that you can get help opposing your employer's appeal.

To sum up, your WCB file contains personal information and nobody else is permitted to have it unless you voluntarily allow him or her to have it or if there is an appeal. If you get a letter from WCB, advising you that your employer has requested a copy of your file, then there will probably be a WCB appeal. In this instance, you cannot prevent your employer from getting your file, except for any medical information not related to your workplace injury. However, if you get a letter, a form or some other document from your employer or their contractor asking you to sign it so they can get your WCB file, then you are not required to sign it and you shouldn't.

It is your information. Don't give it away so that your employer can fight your WCB claim.

WCB files contain personal medical information that others are not entitled to have.

We're ready to go

Registration for general courses begins September 9.

I hope everyone enjoyed a safe and happy summer. As the leaves begin to turn, we start to think about a whole new session of training classes. This fall I hope you will take advantage of the many programs and services available to you at your Training Centre.

We offer a wide range of courses and services to meet your needs and I am sure you will see something that interests you. You can take a course for general interest, personal growth or health and wellness. Or, you can come and talk to us about how to better prepare yourself for future employment challenges or working towards your grade 12 high school diploma.

For shop stewards, we have added a new workshop to our program, called Money Skills, which will start this fall. The centre will pilot the workshop with our women stewards in late September and then offer it to all stewards in 2011. It will provide practical tips and options on everyday financial issues like household budgeting, dealing with credit and financial institutions and achieving our financial goals.

If you are a shop steward and want more information on this workshop, or any other course, speak to your union representative.

Registration begins for general session courses on Thursday, September 9. I wish good luck to all of you who decide to enhance your current skills or learn something new.

"Education's purpose is to replace an empty mind with an open one."

Malcolm Forbes

If you don't see what you are looking for, call Wanda McGorum, program co-ordinator, or me at 775-8329 or toll-free 1-877-775-8329.

EDUCATION & TRAINING



Heather Grant-Jury
UFCW Education
Director

Mature student diploma program

We've helped hundreds obtain it, we can help you too.

The UFCW training centres, in partnership with the Winnipeg Technical College and in Brandon the Assiniboine Community College, offers members an adult high school credit program that the province, universities, community colleges and employers recognize.

If you want to work towards your high school diploma or need your grade 12 to meet job requirements enrol today. The training centre has helped hundreds of members obtain their high school diploma and this program may be able to help you too. For information on taking individual courses or working towards your entire diploma, call Ans Norman in Winnipeg at 775-8329 or toll-free 1-877-775-8329.

Training centre notes and nods...

- Congratulations to all 2010 scholarship recipients. The union has awarded almost \$800,000 in scholarships to help members further their post secondary education.
- If you have been laid off from your job or are just looking for a change in your career path, our Career Transition Services may be able to help you. Call Shirley Lamboo at 775-8329 or toll-free 1-877-775-8329.
- Check out the fall general session schedule on page 9 to see if there is a course that interests you. Registration begins September 9.
- Have a course idea, call Wanda McGorum at the Winnipeg office 775-8329 (toll-free 1-877-775-8329) to let her know.
- *The Training Centre builds skills for the future.*



Education director, Heather Grant-Jury, congratulating the recent grads.

Union activists Fall 2010 training schedule

Shop Stewards	
Winnipeg Workshops	
September 8 and 9	Communication Skills
September 22	Stop Bullying
September 29 and 30	Money Skills Pilot
October 6 and 7	New Steward
October 13 and 14	Note Taking
October 20	Taking Control of Stress
October 27 and 28	Cultural Comfort
November 3 and 4	Political Action
November 17 and 18	Dignity at Work
December 1 and 2	Public Speaking
December 6 and 7	Labour History
December 8 and 9	Collective Bargaining
Brandon Workshops	
September 15 and 16	Dignity at Work
September 27 and 28	Note Taking
October 20 and 21	Political Action
November 1 and 2	Communication Skills
November 22 and 23	Aboriginal Awareness
December 15 and 16	Cultural Comfort
Northern Workshops - TBA	
Health & Safety	
Winnipeg Workshops	
September 27 and 28	Level 1
October 18 and 19	Intro to WCB
November 29 and 30	Violence/Stress Prevention
December 13 and 14	Ergonomics
Brandon Workshops	
September 23 and 24	Intro to WCB
October 25 and 26	Level 1
November 17 and 18	Ergonomics
December 13 and 14	Violence/Stress Prevention
Northern Workshops - TBA	

If you are a shop steward or a member of the health and safety committee at your workplace and you are interested in any of the above workshops, let your union representative know as soon as possible.

Registration begins Thursday, September 9

It's as easy as ABC.

Have you checked out the 2010 fall general session schedule on the next page? Besides the courses back by popular demand, there are also a few new classes being offered this fall. If you find something you like, register today, as classes can fill up fast.

To register simply:

- Log on to ufcw832.com. Click on the Training Centre tab and follow the instructions, or,
- Call 775-8329 or from outside of Winnipeg 1-877-775-8329 and have your course information handy.

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.



UFCW
TRAINING CENTRE

2010 fall general session schedule

Course Name	Registration Fee	Start Date	Day and Time	End Date
WINNIPEG				
Basic EAL	No Fee	Sep 18	Sat 9 a.m. to noon	Dec 11
Beginner EAL	No Fee	Sep 18	Sat 9 a.m. to noon	Dec 11
Intermediate EAL	No Fee	Sep 18	Sat 9 a.m. to noon	Dec 11
Pilates Essentials	\$15* / \$30**	Sep 27	Mon 6 to 7 p.m.	Dec 13
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
BRANDON				
Class 2 EAL Pre-Intermediate	No Fee	Sep 18 & Sep 23	Sat 8:30 to 11:30 a.m. & Thu 6 to 9 p.m.	Dec 11 & 16
Class 3 EAL Basic/Beginner	No Fee	Sep 18 & Sep 22	Sat 8:30 to 11:30 a.m. & Wed 6 to 9 p.m.	Dec 11 & 15
Class 4 EAL Intermediate	No Fee	Sep 18 & Sep 24	Sat 12:30 to 3:30 p.m. & Fri 11 a.m. to 2 p.m.	Dec 11 & 17
Class 5 EAL High Beginner	No Fee	Sep 18 & Sep 20	Sat 12:30 to 3:30 p.m. & Mon 9 a.m. to noon	Dec 11 & 13
Class 6 EAL -Beginner	No Fee	Sep 18	Sat 4:30 to 7:30 p.m.	Dec 11
Class 7 EAL-Basic/ Beginner	No Fee	Sep 18	Sat 4:30 to 7:30 p.m.	Dec 11
<i>Students may take Class 6 or 7 alone or with any other weekday slot that is appropriate to their level</i>				
Open Lab	No Fee	Sep 18	Sat 11:30 a.m. to 4:30 p.m.	Dec 11
Canadian Cooking Class	\$25* / \$50**	Sep 9	Thu 6 to 9 p.m.	Nov 18
Spanish Level 1	\$15* / \$30**	Sep 29	Wed 6 to 9 p.m.	Dec 1
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
NEEPAWA				
EAL Neepawa	No Fee	Sep 20	Mon 6 to 9 p.m.	Dec 13
EAL Minnedosa-Level TBA	No Fee	Sep 14	Tue 5:30 to 8:30 p.m.	Dec 7
EAL Neepawa-Level TBA	No Fee	Sep 21	Tue 6 to 9 p.m.	Dec 7
EAL Neepawa-Spouses-Beginner	No Fee	Sep 21	Tue 12:30 to 3:30 p.m.	Dec 14
EAL Neepawa Level TBA	No Fee	Sep 22	Wed 6 to 9 p.m.	Dec 15
EAL Neepawa Level TBA	No Fee	Sep 23	Thu 6 to 9 p.m.	Dec 16
EAL Neepawa-Spouses-Intermediate	No Fee	Sep 23	Thu 12:30 to 3:30 p.m.	Dec 16
Computers	No Fee	Sep 25	Sat 12:30 to 3:30 p.m.	Dec 11
Emergency First Aid	\$35* / \$40**	Nov 6	Sat 9 a.m. to 4 p.m.	Nov 6
*Education & Training Trust Fund member				
**Education & Training Trust Fund non-member				

NEW

NEW

NEW

NEW

Maple Leaf Foods paid out over \$19,000 to members

Agreement upholds 48 hours notice of shift cancellation.

In the latter part of last year, Maple Leaf Foods at its Lagimodiere plant was cancelling shifts without giving the members the minimum 48 hours notice as required under the union contract.

In particular, the union received numerous calls from members working on the ham boning line regarding their shifts for December 9 and 16. The union also received many calls from members in the curing department for their shifts cancelled on December 11 and 18.

While investigating as to why the company cancelled these shifts, the union discovered that the company had in fact violated the collective bargaining agreement, specifically article 5.09 (3) and, therefore, filed a policy grievance.

The agreement does allow the company to change the schedule without notice but only in the event of emergencies such as snowstorm, flood, or breakdown of machinery. In all other cases, it must be by mutual

Maple Leaf Foods paid out over \$19,000 as settlement for violating the collective agreement!

agreement between the company and the employee and at least 48 hours' notice of change must be given or four hours' additional pay at straight time in lieu of notice. In these instances, the company failed to provide proper notice.

On January 14, the union met with the company to try to resolve this grievance. After some discussion, Maple Leaf Foods agreed that it had not notified the employees affected within the minimum 48 hours required.

Because the union filed the policy grievance, the company was forced to compensate about 191 employees for the cancelled shifts.

In total Maple Leaf Foods paid out over \$19,000 as settlement for violating the collective agreement and not providing the members with sufficient notice of shift cancellation.

Remember, your negotiated union agreement protects you. If you feel your employer is infringing on your rights and privileges, contact your union rep immediately.

Members are number one, numero uno, Номер один, 1号, 넘버원

Union translates agreements for Maple Leaf Brandon and Springhill Farms.

With the ever-changing diversity of the union members, the union's goal is to give the best possible service and is constantly looking for new ways to achieve just that. One way is to make sure the members understand their rights and privileges, and more specifically their union agreement.

As the number of non-English speaking members grows, the union made the decision to translate the collective agreements for the units in which the majority of these members work. Two of the agreements just recently translated into other languages are Maple Leaf Fresh Foods Brandon plant and Springhill Farms. The Maple Leaf Fresh Foods Brandon agreement is available in four different languages—English, Spanish, Ukrainian and Mandarin, while the Springhill Farms agreement is available in three—English, Ukrainian and Korean. Both Maple Leaf and Springhill Farms shared the cost of translating their contracts

with the union.

Members at the Maple Leaf Brandon plant should already be enjoying reading their agreement in the language most comfortable to them. At press time, the union was waiting for the Springhill Farms agreement to be delivered from the printers. As soon as they arrive, they will be mailed to the members.

“Having all our members understand their negotiated benefits is important. The agreement is in place to protect them at their work,” said UFCW Local 832 president Robert Ziegler.



All for one, but not one for all

WRHA insists on separate bargaining table for the pharmacy department at the Grace Hospital.

As reported, in the June issue of UNION, the Winnipeg Regional Health Authority (WRHA) requested a separate bargaining table for the members working in the pharmacy department at the Grace Hospital. The local had invited the WRHA to the bargaining table to negotiate at the same time as the other departments, but it refused.

After already a long delay and with the WRHA still dragging its feet, the union applied to the Manitoba Labour Board (MLB) for a government appointed conciliation officer to assist in these negotiations. The department of labour appointed Shannon Pilon, who was able to secure five bargaining dates from WRHA; subsequently they cancelled the first one.

Finally, negotiations with the WRHA Pharmacy Program (Grace Hospital site) got underway on August 11 and 13 at the UFCW office. Eric Barnaby, Al Eros and Linda Carroll were present for the employer, and Michelle Masserey, Michelle Sadiua and Tony Nakazato represented the union.

Both sides have sizable proposal packages, which were exchanged at the August 11 meeting. The WRHA presented several concessions, including a lower start rate for undergraduates, vacation to be taken only in blocks of five days, no pay for scheduled hours if you are sent home due to lack of work. It also proposed the deletion of article 7.15, which ensures members are paid for a full shift if he or she arrives within one hour of the start time on a call in. In addition, they are proposing significant non-monetary changes that would affect the service members receive from the union. For example, they want to delete all reference to the union representative visiting the hospital to ensure the collective agreement is being



UFCW Local 832 negotiator Michelle Masserey with Grace Hospital pharmacy technician Michelle Sadiua prepare before meeting with the company.

enforced, rewrite the grievance and arbitration procedures to make it more lengthy, and delete language ensuring the union receives seniority, classification and rate of pay information when needed. All of this and more is because they need to “standardize” collective agreement language in the region and within the pharmacy program.

The union committee does not intend to agree to any of these concessions. “We are at the bargaining table to improve the collective agreement, not make it worse”, said union negotiator Michelle Masserey.

At the August 13 meeting the committees did agree to several housekeeping, editorial and non-monetary items. The committees also met on August 20, but at press time, no updates were available. Pharmacists and pharmacy techs can go to the union’s website at ufcw832.com for up-to-the-minute news on negotiations.

Over 15,000 and rising

110 new members from FASD Life’s Journey join the union.

The newest members to join UFCW Local 832 work at FASD Life’s Journey. FASD is an organization that offers support to individuals affected by Fetal Alcohol Spectrum Disorder. The approximately 110 new bargaining unit employees work as outreach and support personnel, as well as mentors.

In July, the Manitoba Labour Board (MLB) certified Local 832 as the bargaining agent for these individuals. Union president Robert Ziegler appointed Heather Dezan as lead

negotiator for this unit and Ron Allard as the servicing representative.

Members working at FASD will be meeting with Heather to discuss proposals for their first collective agreement. Besides their negotiated benefits that they will receive, FASD members are entitled to special offers from numerous merchants and service. Some of the discounts and services offered include:

- Income tax preparation at unbelievable cost
- Mortgage consulting services

- Discount off chiropractic care and wellness planning
 - Preferred pricing on new and used vehicles
 - Special interest rates on a UFCW MasterCard
 - Discount on electronics
- and much more. For a complete list of the membership discounts, go to www.ufcw832.com/discounts.

Welcome to the largest private sector union in Manitoba. Your negotiator and representative will keep you up-to-date on the union’s progress.

Ongoing dispute comes to an end

Votes unsealed, count brings victory. Avion members become part of bargaining unit.

In November 2007, Avion Services Corporation purchased Intelicom Security and thus the differences of opinion begin. At the time of the purchase, Intelicom employed approximately 40 employees who were members of UFCW Local 832. As is the case in most contract language, the new owner, Avion, inherits the existing collective agreement and it is busy as usual.

Unfortunately, the Intelicom agreement expired on December 31, 2007, just one month after the purchase. Simple enough—bargaining a new agreement—right? Well . . . on January 24, 2008, negotiations commenced between Avion and the union. A memorandum of agreement was reached on July 17, 2008 and the members (formerly Intelicom members) ratified the changes later that month. The term of the new contract is January 1, 2008 to December 31, 2010.

Early on in the negotiations, the parties reached an agreement on the union's proposal to amend article 1.01, which defines the nature of the bargaining unit. As such, the union applied to the Manitoba Labour Board (MLB) to amend the original certificate from Intelicom to Avion. The MLB contacted Avion for its response on the amended application, to which Avion replied it consented. On March 5, 2008, the Board issued a new certificate.

Here is where the dispute really begins. At the time that the MLB issued the new certificate, there were other non-unionized employees at Avion working in the City of Winnipeg. When the union made the application to the labour board to amend article 1.01, it was unaware of the existence of these other employees and, therefore, took the position that these non-unionized employees should

be included in the bargaining unit. Avion took the position that the new certificate did not apply to these individuals. The matter proceeded to arbitration, as neither party waived from its position.

The arbitrator ruled that he did not have the jurisdiction to expand the bargaining unit and the matter should be referred to the labour board. The union made an application to the MLB to amend the existing certificate requesting that the non-unionized employees working for Avion as security guards and mobile officers be placed in the bargaining unit. The Board ordered a vote to take place, as the number of unionized and non-unionized employees at Avion was almost equal. The members would vote as to whether or not they wanted to be represented by Local 832.

On June 14, the vote took place, however, Avion contested, among other things, the right of the site supervisors to vote claiming they should not be part of the bargaining unit as they were not security guards. The company argued this, despite the fact that site supervisors had been in the bargaining unit and defined as security guards since 1993. As a result, the MLB ordered the ballot box sealed and set a hearing date for August 11 and 12. On August 10, the company decided to drop its objection to the site supervisors voting. As a result, the Board ordered the ballot box unsealed and votes counted on August 12.

At last, dates set

Bargaining for new collective agreement with Garda begins this month.



(left to right) Jack Wood, Debbie Jones, union rep Harry Mesman and executive assistant to the president Bea Bruske.

After a long delay, bargaining for a new collective agreement covering the security guards working for Garda Security Corporation begins this month.

Sitting on the union negotiating committee will be Debbie Jones, Jack Wood and executive assistant to the president Bea Bruske, who will head negotiations against the company. In preparation for negotiations, the committee met in late July to finalize the list of proposals that the members want

addressed. Now, at last, the union and the company will be exchanging proposals this month. Dates to commence bargaining are set for September 14 and 15, with more dates scheduled in October.

Members at Garda have been without an agreement since June 30. Executive assistant to the president Bea Bruske said, "We know what the membership wants and we are looking forward to getting to the bargaining table."

The union will be sending out a negotiations update to members at Garda after the first set of negotiations is complete. Security guards can also go to the union's website at www.ufcw832.com to see how negotiations are progressing.

**The result: Union 37
Avion 2**

"It was a long, long journey for the members and we are very happy with the results," said UFCW Local 832 president Robert Ziegler. "We can now concentrate on representing these new members."

Who is checking?

It could mean money out of your pocket.

One of the most common concerns coming out of the stores these days is the amount of time members working in non front-end positions have to spend on the tills checking.

For example, when the line-ups were too long, management would call the odd produce clerk to assist at the till. Normally, that person would spend only about five minutes helping cash out a customer or two and would then return to his or her regular job. That dynamic seems to be changing and now more and more people are spending 15 to 45 minutes at a time on the tills. Some members claim that in their department alone, they accumulate almost 20 hours per week.

The union's concern is that those are hours that someone from the front-end department could have worked and 20 hours lost in the other employee's own home department. If this occurs in two departments in one store per week, that adds up to roughly one full-time position. Take that and times it by the number of stores, it adds up to quite a number of full-time positions. Right now, Safeway

does not see this as excessive, but the union does. The union looks at it as hours that you could be working but are losing because the company is not scheduling sufficient staff.

In order to try to regulate this matter, the union requires accurate information to present to the company. For this, the union needs your help. Any member who is not scheduled to work in the front-end department, but is asked by management to help cash out customers, should keep track of every minute he or she spends cashiering. Keep accurate records and provide this information to a shop steward or your union representative.

Once this information is received, the union will review it and cross-reference it with the till records to chart the exact number of hours non front-end employees spend as cashiers. The union will also review its findings with the company to resolve this concern for the members. Only by you diligently providing the union with this information can the union assist in ensuring you are not losing any money out of your pocket.

BPA study flags potential hazard

Union investigating latest reports through workplace health and safety committees.

You've heard about Bisphenol A (BPA) in the news, most recently when infant bottles were pulled off the shelves. Now scientists have found the chemical in all kinds of products including receipts from thermal paper.

BPA, Bisphenol A, is an industrial chemical used to make polycarbonate plastic and epoxy resins. Polycarbonate is most commonly used in items such as baby bottles, food containers, reusable water bottles and other food packaging applications. Epoxy resin is used in the protective lining for a variety of canned foods and beverage bottles.

Several years ago, concerns about BPA's toxicity and its potential exposure from the use of these items came to the forefront. Health Canada conducted regular testing to determine whether dietary exposure to BPA could pose a health risk to users.

Health Canada stated that, "... exposure to BPA through food packaging use is not

expected to pose a health risk to the general population, including newborns and infants." But they also said that due to the ambiguity in some animal studies regarding to the potential effects of low levels of BPA,



they took action and recommended the ban of importation and sales of polycarbonate baby bottles.

With the most recent findings, the union is also taking action as it is a concern if members are handling this controversial chemical.

As mentioned earlier, in US news, traces of BPA were found in cash register and

credit card receipts. This could potentially be putting members working in retail stores at risk of exposure to Bisphenol. In fact, in a recent study conducted in the US, 40 per cent of receipts collected from major retail and grocery stores and restaurants contained BPA.

The union is investigating the type of paper being used at the cash registers at Safeway, as well as the other retail units. It has also requested that this concern be put on the agenda for discussion at the workplace health and safety meetings. The company is working very closely with the union and willing to take action if necessary.

"We don't believe this is a huge issue to deal with, but it is more of a precaution and piece of mind for our members," said President Robert Ziegler.

The union will keep you updated and informed, but in the meantime, if you have any questions or concerns, you can speak to your union representative.

UFCW Local 832 summer events



Eliana Osorio with friends celebrate her EAL diploma.



UFCW president Robert Ziegler and Maple Leaf plant manager, Leo Collins, addressing the EAL graduates.



UFCW Family Picnic events for everyone.



Kang Fang (Michael) shows off his diploma.



Executive board member, Dean Rodwell and Secretary-Treasurer Jeff Traeger.



832 President Robert Ziegler works the BBQ.

RETIRES' Corner!

There are still a few seats left on the bus for the casino trip to Thief River Falls. The cost is \$109 for a member of the UFCW Local 832 Retirees' Club or \$119 for a non-member.

If you are interested in trying your luck this is your last chance to jump on the bus. Just call Dynasty Tours at 757-2144 or 1-866-278-8468 before September 7 and let them know you want to join the UFCW Local 832 group. Or you can call Lila at 837-3554 or Joan at (204) 422-6670.

The bus leaves from the Safeway parking lot at McPhillips and Jefferson on

Last chance to jump on the bus

Fall luncheon meeting set for October 12.

September 8 and returns there on September 10 at approximately 9 p.m. You will be allowed to leave your car there if need be.

Fall Luncheon Meeting Date Set

The fall luncheon is scheduled for October 12, at the ANAF hall, 3584 Portage Avenue at noon. Where else can you go and get a hot lunch, including dessert and beverage, for the low cost of \$5 (retirees' club members) or \$8 (for non-members). Besides the delicious lunch, you get to socialize with colleagues, listen to an informative speaker and possibly even win a door prize or the 50/50 draw.

Don't forget to mark your calendar and check for your invitation in the mail in the coming weeks.

Remember, as a dues-paying member of the retirees' club you are eligible to take any of the general session courses offered at the training centre at the discounted price.

Check out the fall schedule in this issue on page 12 to see if anything peaks your interest.

The club is always looking for new activities, so if you have any suggestions bring them with you to the luncheon in October and share your ideas with the executive board.

Locals 227W and 832 look to merge

General membership meetings set this month — vote required.

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

The union has scheduled a series of general membership meetings for this month. One of the items on the agenda is the proposed merger with UFCW Local 227W. Local 832 members will discuss the merger and will then vote on it. Check the correlating table for the meeting nearest you.

The 22 malting plant employees have already voted in favour of merging with Local 832.

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

September 8		
Gillam	Aurora Gardens	6:30 p.m.
September 9		
Virden	Jay's Inn	10:30 a.m., 4:30 p.m. and 6:15 p.m.
September 14		
Brandon	UFCW Office	11 a.m. and 7 p.m.
Gimli	Viking Inn	2:30 and 4:30 p.m.
Leaf Rapids	Council Chambers	12 noon
Lynn Lake	The Bronx	6:30 p.m.
Winnipeg	Training Centre	7 p.m.
September 15		
Neepawa	Training Centre	12 noon and 4:30 p.m.
Whitemouth	Whitemouth Rec Centre	3 and 5 p.m.
September 16		
Carman	Tid Bit Restaurant	12 p.m.
Fischer Branch	Fischer Branch CC	6 p.m.
Selkirk	Selkirk Inn (Smitty's)	7 p.m.
Stonewall	Chicken Chef	1 and 5 p.m.
Winkler	Day's Inn	6:30 p.m.
September 17		
Portage La Prairie	Canad Inn	12 noon and 5 p.m.
St. Malo	Chicken Chef	2 and 4 p.m.
September 28		
Sprague	Border Shell Station	4 p.m.
Steinbach	Days Inn	10 a.m. and 7 p.m.
October 18		
Dauphin	Dauphin Inn	6:30 p.m.
October 19		
Swan River	Super 8	6:30 p.m.
October 20		
The Pas	Wescana Inn	6:30 p.m.
October 21		
Flin Flon	Prospector Inn	8 p.m.
October 25		
Thompson	UFCW Office	6:30 p.m.

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

UFCW LOCAL 832 IS LOOKING FOR YOUR INPUT TO MAKE ITS NEEPAWA TRAINING CENTRE BETTER:

The UFCW Local 832 Training Centre in Neepawa opened earlier this year. It is located at 244 Hamilton Street and it is there to help you with your training needs.

We would like to know:

- Are you interested in taking classes to improve your English skills?
- Are you interested in taking classes to get a high school certificate?
- When is the best time for you to come to a class?
- What other training would you like to take?

There is a sign up sheet with Marian Hijkoop, settlement services co-ordinator, with the Neepawa & Area Immigrant Settlement Services. Marian is in the Springhill Farms plant Mondays and Wednesdays of each week. Additional sign up sheets are at the main reception desk in the office.

Their goal is to offer courses that are of interest to you.

For more information on the training centre, any of its program and services, or to give them your course idea, call toll-free at 1-877-775-8329 or go online at www.ufcw832.com and click on the training centre tab.

The UFCW Training Centre "*Builds Skills for the Future*". It is there for you and we hope you take advantage of all it has to offer.



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