

Winnipeg School Bus Drivers On Strike!



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

SEPTEMBER/OCTOBER 2020

2020
TELEPHONE TOWN HALL

GENERAL MEMBERSHIP MEETINGS

**Tuesday,
November 10**

**Join the meeting by phone!
It's easy – we'll call and invite you in!**

If you don't receive a call by 7:10 p.m. on the day of the meeting, call 1-877-229-8493 and enter ID Code: 112418 to join the meeting.

The President's Report, Secretary-Treasurer's Report and the minutes will be online before the meeting for you to review.

UFCW832.com/GMM



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UNION OFFICES

Winnipeg

1412 Portage Avenue
Winnipeg, MB R3G 0V5
204-786-5055
1-888-UFCW-832

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-727-7131
1-800-552-1193

Neepawa

342 Mountain Avenue
Neepawa, MB R0J 1H0
204-717-8318

TRAINING CENTRES

Winnipeg

880 Portage Avenue
Winnipeg, MB R3G 0P1
204-775-8329
1-877-775-8329

Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
204-726-8337
1-800-552-1193

IMPORTANT NUMBERS

**Jointly Trusted Health and Welfare
Plans (PBAS):** 204-982-6070

CCWIP: 1-800-387-3181

MFCW Dental Plan: 1-800-952-9932



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Jeff Traeger
President

Our Number 1 Priority

In one way or another, COVID-19 has had an effect on each and every human being on this planet. Many of us who have been fortunate enough not to contract the virus or not even to know anyone who has, have nonetheless found ourselves living with increased fear and anxiety. Our lives have changed profoundly and our way of life may never be the same.

For others who have had themselves or a loved one affected, the impact is much greater. At the time this article was written, 97 UFCW Local 832 members had tested positive for COVID-19 and 92 of those were members working at the Maple Leaf plant in Brandon.

During the pandemic we watched as the Cargill plant in Alberta, the Olymel plant in Quebec and the Smithfield plant in South Dakota all had serious outbreaks that impacted hundreds, and in some cases, thousands, of workers.

In two of those locations UFCW members died from the virus. So when we saw the outbreak happening at the Brandon plant we immediately called for the plant to be temporarily down and given a deep cleaning, and demanded that the members be paid during the closure.

Many of our members applauded our position, while others did not.

In the end the plant never did shut down, not even for a day. Public Health, the Provincial Government and Maple Leaf stood by their belief that the virus wasn't being transmitted in

the plant and the Company had gone above and beyond the requirements to ensure that our members working there were safe.

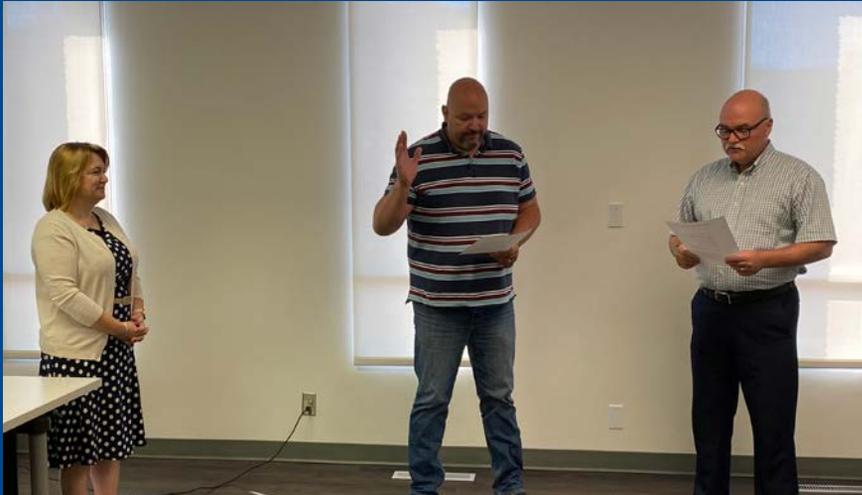
There were also cries from the Manitoba Pork Council and other representatives from the agriculture industry that shutting down the plant would cause a crisis in animal welfare. To which we replied. "What about human welfare?"

UFCW reacted to this crisis throughout the entire month of August with one thing and one thing only in mind – the health and safety of our members. If shutting the plant down could prevent even a single worker from being infected, then it was the right thing to do. We stand by that to this day.

This Union fights every day for the rights of the members we represent – on the shop floor, in the stores and warehouses, in the pork and poultry plants, in assisted living, in personal care homes and wherever security guards work throughout Manitoba.

We fight for better wages, incentives and bonuses, more reliable pensions, health and welfare benefits, seniority rights, workplace protections and for respect and dignity for workers. But fighting for the health and safety of our members is arguably the most important thing we do – because if we can save just one member from becoming a grim statistic on a workplace fatality report, what could possibly be more important than that?

UFCW 832 Welcomes **Robert Jessup** to the Executive Board!



Robert has been a member of UFCW 832 working at Life's Journey. A disabilities service, since 2009.

During that time he has been an active shop steward and has been a huge asset during the bargaining process. Robert joined the executive board at the July board meeting.

Congratulations Robert!

Retirees Scholarships Available

The Denis Allard/Cyrus Lister/Gerry Otto Scholarship

The UFCW Retirees' Club awards two \$750 scholarships each year to children or grandchildren of a Local 832 retired member to help them reach their educational goals. To get an application form, call the UFCW 832 office at 204-786-5055 or 1-888-832-9832. **To be eligible to apply:**

- The applicant must be either the child or grandchild of a UFCW Local 832 retired member.
- The applicant must be attending a post-secondary institution for the 2020/2021 academic year.
- The applicant must submit an approximately 500-word essay about their connection with UFCW Local 832.
- Applications must be received **no later than October 31, 2020.**

Mail in (email not accepted) completed application, along with essay, to:

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

The scholarship winners will be announced in the month of November. **The full details of eligibility and rules are listed on the official scholarship application form.**

Education is what remains after one has forgotten what one has learned in school. – Albert Einstein



Bea Bruske
Secretary-Treasurer

Minimum Wage Increase Isn't Nearly Enough!

Manitoba's minimum wage rate will be increasing to \$11.90 on October 1. While it is a positive step to increase the minimum wage, 30 cents is not nearly enough. This increase does not improve Manitoba's standing as having the second-lowest minimum wage in Canada, coming in only slightly ahead of Saskatchewan's. It does not help lift people out of poverty and it does nothing to assist workers negotiating collective agreements in pushing their wage demands forward. All of these issues are linked, whether you are a minimum wage worker or not.

This also does not address the ever-shrinking Security Sector Minimum Wage differential that was set out to remain \$2.50 above minimum wage in Manitoba. In fact, this latest increase means that security guards will only be ahead by 60 cents per hour instead of the intended \$2.50 per hour. While the Pallister government is increasing the minimum wage, it should be reconsidering its earlier decision to leave the security minimum wage stagnant for the past three years.

Security guards deserve better.

As a society, we can't thank them on the one hand for the outstanding work they are doing during a pandemic, adding additional new COVID duties to their workload, while at the same time freezing their already all-too-low wages on the other.

The small increase to our regular minimum wage is truly shameful when we consider some of the statistics noted in the Canadian Centre for

Policy Alternatives recent paper on "Surviving on Minimum Wage."*

As the report says, often we tend to think of minimum wage workers as teenagers working their first service sector or hospitality jobs while living with their parent(s). The reality is that the trend is going in the other direction. Almost 47% of minimum wage workers are between 25 and 65 years of age. What is more surprising is that over 46% of these workers have at least some post-secondary schooling, and more than 56% of these workers are women.

The other reality is that many minimum wage jobs are not full-time jobs, and most do not provide health and welfare or pension benefits. This means the minimum wage worker is falling further behind. Cobbling together two or more jobs to cover basic living expenses leaves the individual very vulnerable to a decrease in hours at work or a sudden illness that prevents them from working for a period of time. What we need is a living wage, or better yet, a guaranteed minimum income for all citizens. This debate is something that we will likely be hearing much more about, as our federal MP Leah Gazan for Winnipeg Centre, has recently tabled a bill in the House of Commons calling for a Guaranteed Livable Basic Income.

Check out Leah's website for more information:

www.leahgazan.ca/basicincomemotion

*www.policyalternatives.ca/publications/reports/surviving-minimum-wage



Bus Drivers Strike for Fair Wages

The Winnipeg School Division Bus Driver strike started on September 8, 2020, the first day of school. This is a strike for fair wages against the Pallister Government's unconstitutional Bill 28, otherwise known as the Public Sector Sustainability Act. This Bill was the Pallister government's attempt to force wage freezes through legislation and take away workers' right to work this out at the bargaining table. The Bill was proclaimed, but was never passed into law, and in June of this year, the Bill was defeated in court and proclaimed as unconstitutional.

At the bargaining table, even though this legislation was struck down in court, the School Division would not move off of this financial position.

For those with seniority, this can be a good job, but for the majority of the 90+ Winnipeg School Division Bus Drivers, this is part-time, split-shift work. The hourly-wage looks good on paper, but the guarantee of hours is only four-hours, at the beginning and end of an eight-hour day, these hours make it very difficult to pick up a second job.



Corey Van Oyen

"I miss the kids dearly," said Corey Van Oyen, a 41-year School Bus Driver. "But everything is going up and it's hard. Wages need to reflect that, and I don't think that's unfair what we're asking."

While wages are the main issue at the table, unpaid-leave in the event of an overseas death in the family is another issue that would help the new-Canadians working in this industry.



Gurjinder Singh

"Most drivers are immigrants now, and we are looking for unpaid-leave so we can travel home for funerals," said Gurjinder Singh, who has been a driver for six years. "Different cultures have different ceremonies, but we're asking for unpaid-leave so we can have time to pay our respect in our own ways."

As of the publication time of this magazine, the School Division has not come back to the bargaining table.

A HUGE thank you goes out to all the family members, parents, students, and other Unions that have come out and showed their support.



Congratulations to the Scholarship Recipients!

UFCW believes in helping our members and their families reach higher educational goals. Every year we awards thousands of dollars in scholarships to members attending post-secondary education. This year, UFCW Local 832 awarded over \$25,000 in scholarships to members or their dependants.



Jay Mae Guese, recipient of the \$2,000 Loblaw Scholarship



Pamela Nguyen, recipient of the \$2,000 Sobeys West Scholarship



Charlotte Mahoney-Volk, recipient of the \$2,000 Red River Coop Scholarship



Desta Asress, recipient of the \$2,000 Maple Leaf Bdn Scholarship



Bhautik Sojitra, recipient of a \$1,000 General Scholarship



Brianne Mills, recipient of a \$1,000 General Scholarship



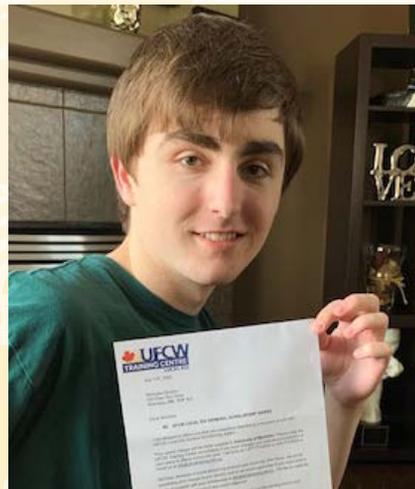
Elise Bourcier, recipient of a \$1,000 General Scholarship



Gillian Foster, recipient of a \$1,000 General Scholarship



Jenylou Samaniego, recipient of a \$500 Grade 12 Scholarship Award



Nicholas Murphy, recipient of a \$1,000 General Scholarship



Pawanpreet Hans, recipient of a \$1,000 General Scholarship

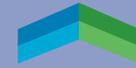


Rachit Rabari, recipient of a \$1,000 General Scholarship



Sarah Shah, recipient of a \$1,000 General Scholarship

How Do Your Benefits Work?



THE PBAS GROUP

For any employee, in any workplace, an important and often overlooked part of their employment is their group benefit plan. For many, they are unaware of the various benefits that are available to them – maybe because they're fortunate enough to have not needed them? But when they do require medical treatment, a prescription, or time away from work due to an injury or illness, their benefit plans become an invaluable part of their compensation package to help keep them and their families working, happy and healthy.

Prudent Benefits Administration Services ("PBAS") is a third-party benefits administration company, and here in Manitoba, we administer benefit plans for employees at Maple Leaf, Safeway/ FreshCo, Superstore/No Frills, HyLife Foods, as well as over twenty other UFCW 832 employers participating in a province-wide dental plan. PBAS also provides regional pension administration for the Canadian Commercial Workers Industry Pension Plan ("CCWIPP").

Established in 1986, PBAS has offices across Canada, serving the members of many different unions and employers. Our administration staff is unionized, represented by UFCW Canada Local 175. That helps us understand your unique needs.

Part of PBAS's role is to make sure you know who we are, how to reach us and the role we play in providing your benefits.

Q: What is a jointly-trusted benefit plan?

A: In your Collective Agreement, there is a section that talks about the contribution amount the Employer, and in some cases, Members, pay into a Trust Fund. The Trust Fund is established to receive contributions and to sponsor the Benefit Plan that pays certain benefits to Members who qualify.

Your Trust Fund is governed by a Board of Trustees, appointed equally by the Employer and the Union. The Trustees have the authority to hire various professionals to help manage the day-to-day operations of the Trust Fund and the Benefit Plan, including lawyers, auditors, investment managers, consultants, and, in our case, an administrator.

Q: What does an administrator do?

A: We ensure that the day-to-day requirements of the Trust Fund and your benefit plan are met. That includes, but is not limited to, paying claims, answering questions from members and employers, depositing the contributions made to the plan and transferring some of that money to an investment manager. We are also responsible for keeping the Trustees up to date on how the plan is running, advising them of any problems, and providing guidance on how they might be fixed.

Q: Is PBAS part of UFCW Local 832?

A: No, PBAS is a separate organization. However, many of the Members we serve in Manitoba are part of UFCW 832 bargaining units. We also operate out of the UFCW 832 Winnipeg Training Centre, on the third floor. It is important to keep in mind that if you have a question regarding your benefits, we can quickly and accurately answer them if you reach out to us directly.

Q: Do my Union dues pay for my benefits?

A: No, they don't. Your dues are deducted from your pay and go directly to UFCW Local 832. They allow the Union to represent you on issues such as ensuring competitive wages and benefits and a safe and respectful workplace.

For most of you, the benefit plans we administer are funded entirely by Employer contributions, which are negotiated at the bargaining table between the Union and the Employer. Benefit plans are designed to provide benefits that are sustainable and affordable based on the amount of contributions being paid to the plan and also, in part, from investment income.

Q: What am I covered for in my group benefits plan?

A: Each benefit plan is unique, developed by the Trustees and enhanced if and when possible. The goal is to try to best meet the needs of each Member population. Benefit booklets should be available from your Employer's HR department, or on the Union's website, ufcw832.com. Simply go to "Member Resources" and click on "Benefit Forms."

Q: How do I make a claim? What if I change my address? I just got married, is my spouse eligible for benefits? Why did my claim get rejected? HELP!

A: We are here to answer all of your benefits-related questions. To submit a claim, you can find forms for most benefits, on UFCW's website. There are also forms there to help you make changes to your address, marital status, or dependents (such as your children).

If you don't find the answer to your question there, please call us, from Monday to Friday, 8:30 a.m. to 4:30 p.m., at 204-982-6070. Even better, send us an email anytime at winnipeg@pbas.ca, and someone will get back to you within one business day.

Q: I'm not happy with my benefits, something I want isn't covered, or isn't covered enough. What can I do?

A: For the jointly-trusted benefit plans we've discussed here, the level of benefits is determined by the Trustees. The best thing to do is speak to your Union, so they can pass along your suggestions to the Board of Trustees. As noted above, the Trustees want to enhance the Benefit Plan for their Members, whenever they can. However, they must also ensure that there is enough money to do so.

To find out more about your Benefit Plan, the status of your claim or any other question you may have, remember to contact us.

We're here to help!

Call us at: 204-982-6070

Or email us anytime at: winnipeg@pbas.ca



Blake Crothers
Negotiations

Manitoba Needs to Lead the Way on Paid Sick Days

One thing the last six months have taught us is the need for paid sick days. Many of our UFCW Local 832 contracts have language on paid sick days, but what's lacking is sick days for part-time employees.

It's usually one of the last hold-outs during bargaining. As a negotiator, we spend a lot of time trying to push for these – either improving the language we currently have or looking at ways to implement them in renewing a contract. Employers always look to the abuse of sick days. I've heard many times that "employees will just use them as vacation days" or "Everyone uses a sick day after a Jets win." While those generalized comments are just plain dumb, it demonstrates the negative view of how employers look at them.

Now, saddle that with the fact that many of these employers require medical notes when you call in sick? Not only does getting a note put unnecessary strain on our provincial health care system, but there's nothing like having to drag yourself to the doctor's office when you know you're sick. Your time would be better served staying closer to a washroom than a doctor's waiting room. The final problem with doctor's notes is the cost. Doctor's notes cost \$25-\$35 each. Some employers cover that, but most employers don't. If this is going to be a requirement, then the Employer should have to pay the cost, every time.

The federal government is attempting to improve programs to protect those who are out of work, either through the CERB or the EI programs. They're not perfect, but they have helped a lot of people. Meanwhile we are watching the positive cases of COVID in Manitoba surpass what we had during the lockdown in March and April. Maybe it's time to call on the Pallister government to implement paid sick days for all Manitobans. Instead of sending MPI cheques or seniors cheques, or spending nearly half a million dollars on an advertising campaign to tell everyone to shop that money could be directed to all working Manitobans so they can stay home if they are sick.

First, it would ease the congestion at walk-in clinics and doctor's offices for those in search of a medical note.

Second, if you really are sick, you should stay home. That's everyone's advice. But when you lose pay for not going to work because you do not have paid sick days, then it's a lot to ask.

And third, more and more people sometimes just need a mental health day to recharge themselves. Why stigmatize someone who would just like one day to get themselves back on track without being punished for it?

Now is the time to challenge Brian Pallister and his conservative government to be the province that leads in paid sick days for all.

New Mobile Scheduling for Members at Loblaw



With the rollout of the FLIP/MySchedule app and Workday system, our Loblaw members have access to their schedules and payroll information online and a new call-in process. Members are also able to request time off/vacation through the app as well as have it approved.

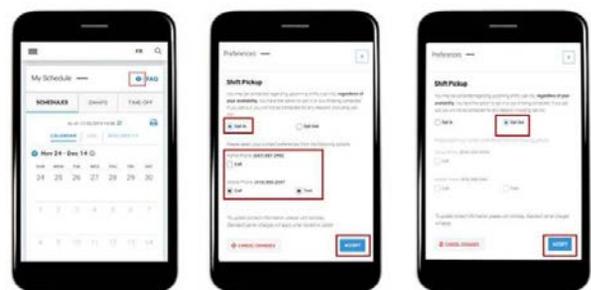
Below is how the process works for the broadcast notifications that will be going out to members for call-ins. Previously, the store would call each member's phone and if there was no answer, would hang up and move to the next member, in order of seniority. With the new system a call goes out to all those who have specified they want to be contacted for call-ins. Then once the store receives the replies, they choose the most senior member to fill the shift. Ideally, it will give members a bit more time to reply to a call-in, where previously if they missed the call it went to the next available member right away.

Whenever a shift becomes available, stores have the ability to send out an automated broadcast notification (via call or text message) to all employees that are available for the shift on that day. All employees are automatically opted into the program, and can specify if they want to receive a call or a text in their My Schedule app. If employees don't want to receive a call or text for shift call-ins, then they can opt out. The supervisors can send out a shift broadcast to fill a shift and they wait for employees to respond with a "yes" or a "no" in response to the notification. They receive a detailed report on who has responded and who hasn't and will fill the shift with the most senior employee that responds with "yes."

The time that they wait for employees to respond depends on the urgency surrounding the shift replacement, but it generally is around 15 minutes.

The employees need to ensure that they have their phone numbers updated on their Workday profiles, which can be accessed by logging into FLIP. The employees are responsible for ensuring that their contact information is up to date, or they will not receive these notifications.

If employees don't have a computer and/or cell phone to install the app, they can create a Workday/Flip account by using one of the store's computers (or a library computer) and putting in a phone number (home, cell, etc.) as the contact number. They can also print out their paystubs and T4's through the Flip/Workday app from a store computer.





We wouldn't get Anywhere, Without Drivers!

We wanted to take this moment to acknowledge all of the drivers out there, and recognize the additional responsibilities they now have.

Like other frontline workers, drivers have been at work all through COVID, and they continue to be the essential links in our food supply chains.

Drivers have always been important, but this pandemic has put a spotlight on this industry, these workers and the challenges they face. With many other stores closed, food production and grocery retail remained running. As people had to adjust and look for new ways to get the everyday essentials, many used online shopping, Click and Collect, and grocery delivery to get the needed things.

Drivers face many challenges

While every worker has new safety rules to be followed, drivers need to be compliant with and understand the rules of multiple locations, and depending on the role, they also need to interact with the public, which brings a whole other perspective into the mix.

Outdoor elements have a great deal of effect on drivers, snow, rain, wind, traffic are less than ideal to complete your delivery.

Drivers are responsible for the care and control of their vehicle. They must navigate schools, back lanes, traffic, snow-banks and hidden obstacles in a day's work. Not only are damages and tickets often stuck with the driver to pay, but both tickets and damage can also be used as disciplinary actions with suspension up to including termination.

This doesn't even take into account the aspects of dealing with people. Whether you're a delivery driver or a courier in a regular-sized car or van, or you're driving a much larger truck, you always have to meet the delivery deadlines with an expectation for professionalism and now with an expectation that you're being safe. Every building and business has different policies and needs that need to be respected. Drivers are expected to meet those needs so they have to be flexible, and be able to have different approaches for each situation.

Driving is hard work, it's physical, and mental, delivering liquid loads and hand bombing product is especially difficult and plays a major role in injuries.

Let's not forget that almost all items arrive by truck: food, shopping fuel, lumber, beer, etc

Driving is a skill and should be recognized as a trade. Professional drivers provide an essential service and have been deemed invaluable over the pandemic to get our basic needs and a few luxuries we like to enjoy.

So, let's take a moment to appreciate all drivers right now. Like many other workers, they have not received the recognition for the important role they do!

Member Discounts

Discounts available at:

Property Insurance Program with Keystone
Insurance Agencies

UFCW MasterCard & Union Savings

RRSP for Local 832 Members

American Income Life

Anna's Denture Clinic

Brad Pallen

Brandon Chrysler Dodge

Bridgeview Bed & Breakfast

Celebrations Dinner Theatre

Centennial Concert Hall

Chapel Lawn Funeral Home & Cemetery

Endless Savings and More

EverFit Training

Eye-Deal Eyewear

Eye Outfitters

Fort Rouge Auto Centre

Greenwood Dental Centre

Holiday Inn

Mcnaught Cadillac Buick GMC

M-pire Auto Detailing

Natural Wellness Chiropractic Centre

NRG Athletes Therapy Fitness

Park'N Fly

Pembina Dodge

Polo Park Hearing Centre

River City Ford and Carman Ford

Sargent Jeans

Selkirk GM

Scotia Optical

SDS Alarms

SoftMoc

Spirit 1 Taekwondo Academy

SureFire Auto

The Fairmont and Velvet Glove

True North Sports + Entertainment

Visions

Wilder, Wilder, Langtry

Winnipeg Rec Pass

Work Authority

Work Boot Factory Outlet Store Ltd.

Winnipeg Blue Bombers

UFCW Local 832 membership entitles you to substantial discounts and special offers from numerous merchants and service providers. It's a good idea to call ahead to make sure you and the benefit provider are on the same terms as to what discount/service you will be receiving. Discounts may change without notice.

City of Winnipeg

CEWP Pass

(Formerly known as Winnipeg Rec Pass)

UPDATE

FACILITIES ARE OPEN

The City of Winnipeg has extended the passes:

- 6 month passes that were activated for January 15, 2020 were extended to December 31, 2020. (138 Days)
- 12 month passes that were activated for January 15, 2020 were extended June 2, 2021 (138 Days)
- Any employee passes that expired between March 16, 2020 and July 31, 2020 were extended to December 31, 2020.

Check leisureONLINE or call 311 to check your specific expiry date.

TO BOOK A TIME

Call 311 or go online to book a time slot to use your pass.

The City cannot guarantee that there will be room at the facility due to limited capacity during the COVID-19 outbreak.

This booking also helps for COVID-19 tracing, in the event that someone has COVID-19 and enters the facility.

At the time of booking you need to enter your membership pass as a form of payment or you will be charged the one time booking fee.

For the complete list of member services and discounts available, visit [UFCW832.com/discounts](https://www.ufcw832.com/discounts)

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5