



UNION

THE UFCW LOCAL 832
MEMBERSHIP MAGAZINE
SPRING 2020

2020
TELEPHONE TOWN HALL

GENERAL MEMBERSHIP MEETINGS

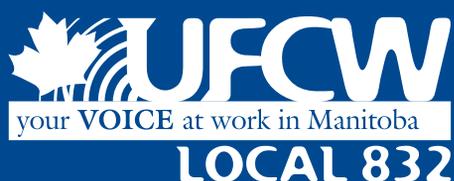
Tuesday, September 15
Tuesday, November 10

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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Secretary-Treasurer

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Debra Malmquist

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Education and Training

Erin Selby

Organizing

Mike Howden

Negotiators

Blake Crothers

Sonia Taylor

Phil Kraychuk

Communications

Chris Noto



UNION OFFICES

Winnipeg

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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

Thank You!

The world looks extremely different than it did just a few short months ago and simple things that we all took for granted in the past – but are missing from our lives today – seem much more valuable in their absence than they ever did before.

This pandemic has forced us to reset our priority list and rethink what is really important in our lives. It's made us all see our communities, our society and indeed the world in a whole new light. It has exposed the true importance of things that didn't seem so important just a short while ago.

COVID-19 has shown us how frail we truly are, but it has also shown us just how much we depend on workers to provide us with the basic protections and services we rely on each and every day. This virus has exposed

the fact that so many of these critical workers are underpaid, have few if any benefits and in many cases don't have a pension that will allow them to retire in dignity.

Late last year, grocery workers like those at Loblaw, Sobeys and Co-op were taken for granted by most of our society. Yet today they are heroes, going to work in a pandemic to provide the services we all need to keep our families fed.

The workers who get the food to those stores working at warehouses on Inkster, King Edward and Clarence are less visible to the public but just as important a part of the chain that keeps food on the table. They are no less heroic than those in the stores.



Workers in food processing at huge plants like Maple Leaf, Hylife, Granny's and Dunn-Rite literally risk their health every day to keep the supply of food going out to Canada and the world and they all deserve our thanks for their selfless efforts.

Security guards at Garda, Securitas, G4S, Impact and SRG risk their health every day to ensure Manitobans practise social distancing and to control the flow of traffic through the stores. They deserve our gratitude for the important and often thankless work they do.

Workers in long-term care and assisted living, like those at Winserv, Life's Journey, and Visions of Independence, are working each day to make sure our loved ones who need assistance are cared for and they deserve our thanks for all their efforts.

And these are just some of the UFCW members who are heroes of this pandemic. There are countless more critical workers out there to whom we owe a debt of gratitude for helping us all get through this.

What all of these workers have in common is courage. Despite the risk to their own health and

that of their families they continue to provide the service to Manitobans that we are relying on more than ever.

What many also have in common is that up until this crisis, they were undervalued in our society and under-compensated by their employers.

When we get to the other side of this thing – whatever that may look like – we need to remember that all of these workers and all workers in general deserve our respect for the important things they do for all of us, day in and day out.

They deserve a living wage so they can provide for the basic necessities of life for themselves and their families.

They deserve health and welfare and dental benefits that will provide dignity now and a pension that will provide them with dignity in the future.

When COVID is behind us and the new reality settles in, let's have their backs the way that they've always had ours and work hard to provide them with what they deserve.



Now is 'Still' the Time to Be Kind!

Workers on the front lines of this pandemic are still doing their part as they have since the beginning. Our members in retail and security have been out there with the public making sure shelves are stocked and property and communities are secure. They have also had to maintain social distancing protocols in the places they work or are assigned to work. This is a tough and thankless task that can, unfortunately, result in abuse.

The majority of customers, clients and the public are polite, thankful and extremely grateful for the work our members are providing and we thank them for treating the workers with the respect and dignity they so deserve. Some, however, are overly demanding, bullying and, in an alarmingly frequent amount of cases, verbally abusive!

"We are all in this together," says President Traeger. "Bullying and intolerance are never OK, and right now, more than ever, we need to pull together as a community, be kind and support each other."

Workers are following public health orders to keep everyone safe and healthy and should be treated with respect and kindness. We haven't beaten COVID-19 yet. We have only flattened the curve. As we see numbers go down, it may be tempting to disregard the measures that have been put in place. However, we need to remain vigilant. Please respect our members and all workers who have to interact with the public during this challenging and uncertain time.

UFCW Local 832 represents over 17,000 members working in food production, food distribution warehousing, grocery retail, hospitality, security, personal care, and assisted living. They all deserve to be respected and treated with kindness for the work and service they provide. They put themselves at risk for all of us to be well-stocked with all our essentials, safe and healthy.

5 Things YOU Can Do as a Customer

1. Be kind

Demanding and bullying will not make items appear out of a backroom or change protocols. Any kind of abuse towards the workers will not be tolerated. Kindness matters and is always welcome. These workers are performing their jobs so that we have the items we need and protecting us and property so that we remain healthy and safe.

2. Social Distancing

Stores are limiting how many people go in and out. Bringing extra people makes it harder to physically distance in the stores, and it means others have to wait longer to get in. Follow social distancing guidelines for businesses as outlined by the security guards and things will go smoother and quicker.

3. Shop for others

To keep numbers in stores low, shop for your friends, family and neighbours.

4. Don't "hang out" at the stores or in public spaces

Plan ahead, get what you need and come back in a week or two. Make a schedule to be in public spaces every week or two to avoid large crowds and make it easier for security officers who are enforcing social distancing in our communities.

5. Follow all social distancing rules

Keep two metres between yourself, other customers, employees and the public. Look for lines on the floor while you're waiting in line.

Pushing Through in a Pandemic

I think one of the most challenging things about living through a pandemic is not being able to make plans. It's hard to know what next week will look like, never mind next month or next fall. The best thing we can do right now is stay nimble and be ready to change our plans if necessary.

It would be an understatement to say things are operating a bit different at the UFCW 832 Training Centres because of COVID-19. In March we closed both our training centres in Brandon and Winnipeg and the training centre staff have been working from home ever since. While we can do most of our duties remotely, we did have to cancel our Shop Steward and Health and Safety training for the spring semester. It wasn't an easy call to make, but it was the right one. It wouldn't make sense for us to be teaching health and safety and at the same time putting our members and staff at risk.

The good news is we have been able to transition some courses online. Our high school program in Winnipeg is being run online and our students are going to be able to graduate on time. We won't be able to celebrate their graduation with a ceremony quite yet – but we are looking forward to rescheduling that event once people are allowed to gather again.

We have been slowing making the transition to online learning for our EAL classes in Brandon as well. We started out with just one class but as word spread among our members we've added more. Our

Brandon members seem to be quite comfortable learning online and so we're happy we've been able to continue that service.

You've probably heard me boast about webCampus by now but I'm going to do it again anyway! WebCampus is a free online learning site developed by our national UFCW office. There are hundreds of courses to choose from and you can do them at your own pace. It's free for our members and their families so if you've got bored teens at home this might be one solution. Courses range from things like health and safety to computer skills and hobbies. You can even earn credits recognized by the University of Manitoba for free!

We are hoping things will return to normal by September and that we can once again fill our classrooms with members. For now, we're going to plan for our Shop Steward and Health and Safety classes to be back in the training centres for the fall semester – but of course that may change. As much as we miss having our members in our training centres we know it's important that we help slow down the transmission of this virus.

Whether we connect with you in person or online, we remain committed to you and to furthering your education. We're all in this together and we will get through it.

Stay safe.

For more information on any of our training, please go to ufcw832.com



Erin Selby
Education & Training

Securing Manitoba During Unsecure Times

As we navigate through a new normal around the globe and here at home in Manitoba, one thing that has remained during the COVID-19 pandemic is the dedication and service of security officers. During these unprecedented times, folks have been advised to work from home to limit contact with others and flatten the curve. While many are working from home, security officers and parking authority officers have continued their work in the public, on the front lines to ensure the safety of our properties, health and communities.

Security is essential frontline work and should be respected and compensated as such. There is a very large misconception about the role that security guards have, and they often receive criticism and are given a negative view in the media because of the assumptions people make. Security does what they are trained to do, which in most cases is to observe, report and deter. However security guards are not police officers. A call to proper authorities is to be made to handle conflicts when and where necessary.

Security has seen a change in duties with added cleaning/sanitizing of high contact surface areas at client sites and enforcing social distancing in public access areas and lines at retail grocery stores.

During this pandemic many of us have heard of the incident at a retail store in Quebec that is under investigation, where a security officer practicing and enforcing social distancing protocols was struck by a customer's vehicle because both customers in the vehicle were not allowed in the store at the same time. This is a big news story and rightfully so. Unfortunately, what we don't hear about is the many other incidents our security and parking authority officers face on a daily basis. During this pandemic we have heard locally from our security officers that they have been spat on and called racist names among other things while performing their regular duties and enforcing social distancing protocols. This is deplorable behaviour that our security folks face on a daily basis.

Early in this pandemic, President Jeff Traeger and Secretary-Treasurer Bea Bruske sent a letter to all our unionized security employers seeking their plans for safety, personal protective equipment (PPE), and increased pay during this pandemic. While many of them were happy to share plans for safety and PPE, not one single Employer has stepped up in regards to increased pay. Two companies indicated they would try to negotiate increases with clients and give that money directly to the guards working those sites, but that still hasn't come to fruition.

UFCW both locally and nationally continues to fight for proper PPE, better wages, improved working conditions and training for our security officers. Here in Manitoba, our security empowerment project has continued and we have engaged in Zoom meetings with security guard project leaders to discuss the effects of COVID-19 and how we can improve working conditions. This valuable feedback and the input of this group will help propel this industry forward as they are the experts working in the field.

While most of our letters to the provincial government have gone unanswered, your Union has been in communication with the NDP Health Critic, Uzoma Asagwara, regarding Bill 59: The Public Health Amendment Act. Your Union provided its thoughts and concerns regarding Peace Officer status and who should be given such authority in enforcing social distancing and public health orders. Insight was provided for training requirements as well as a reporting mechanism and support network for those tasked with these duties going forward.

The staff at UFCW 832 want to thank our security members for their continued dedication and hard work, ensuring we are all safe. Please respect our security and parking authority officers. Remember they are doing their job and they are someone's father, mother, son, daughter, brother, sister, aunt, uncle or cousin just like you. Stay safe.

JOIN THE EMPOWERMENT PROJECT

Our goal is to develop a better understanding between those working on the front lines in security and the communities that you protect.

HOW YOU CAN GET INVOLVED:

1. CONTACT YOUR UNION REP IF:

- You would like to hear more about the security empowerment project
- You're interested in becoming a shop steward or health & safety committee member
- You have any concerns with your working conditions

Sandy Forcier

Security Guard Rep in Winnipeg
Office: 204-786-5055 ext. 211
Cell: 204-941-0252
Email: sandy.forcier@ufcw832.com.

Joe Carreiro

Northern Manitoba Rep
Office: 204-786-5055 ext. 220
Cell: 204-771-0797
Email joe.carreiro@ufcw832.com.

2. ATTEND A MEETING

Visit UFCW832.com/security or contact your Union rep to find out when the next meeting is.

3. JOIN THE FACEBOOK GROUP

Join the UFCW Security Guard Facebook group where you can discuss and co-ordinate with other guards.

Facebook.com/pg/UFCW832/groups/

Visit ufcw832.com/security for more information



Blake Crothers
Negotiations

Bargaining During a Pandemic

While it seemed to many that the world took a break, many of the UFCW Local 832 members kept working. No one has really lived through something like what we are currently going through. Now, with over 95% of our local membership still working, we have a job to do right from support staff workers all the way up to the President of your local.

Servicing has changed as face-to-face meetings and site visits have been suspended, while phone calls and emails have increased dramatically. Members are concerned and worried for their health and future. Unfortunately while many people are isolating at home, collective agreements continue to expire and need to be renewed.

The new challenges are faced when trying to get new deals done. This is true even with the Microsoft Teams, Zoom, and Facetime meetings we have all done with members and management to resolve issues. There is something to be said for having scheduled meetings in person to take proposals, to sit down face to face and explain a bargaining unit's position on an amendment to an article in a collective agreement. Then, try to figure out how to ratify an agreement if you are able.

With travel restrictions, company negotiators from out of province, or even out of country cannot come to Winnipeg. Bargaining even in northern Manitoba has to be put on hold because of provincial restrictions on travel. We

also have to realize that not everyone has a smart phone or Internet. During the last couple of months your Union has had to suspend some proposal and in-person ratifications and hold them through mail-in ballots, or telephone town halls.

For members who have contracts that have expired, or will be expiring, your Union is looking at various ways to ensure your collective agreements are renewed. We ask that you be understanding that things over the next bit will take a little longer, but at the end of the day the same requirements will need to be in place, and we will need you to be engaged.

You will receive more emails and phone calls from us to participate, and we ask that you take that time to engage with us. It helps you understand the challenges we are facing but also helps you in understanding and appreciating the collective agreement you have. When you understand that booklet or PDF file you have on your phone is an enforceable contract between you and your Employer, and the power it holds, you'll see that it's worth taking an hour here or there to work with us on improving the articles inside of it.

At the end of the day, whatever our "new normal" becomes, please be assured that your Union is going to do whatever it takes to get you the best contract possible.

Returning to Work?

WHAT YOU NEED TO KNOW!

COVID-19 isn't gone, but here in Manitoba we are very lucky and our case numbers are low enough that the provincial government is moving forward with a phased reopening strategy to get the economy moving again. This means your Employer may need you to come back to work, so that their business can run again. As workplaces are starting to open up there is pressure on workers to go back to work at a low paying job and give up income received under the Canadian Emergency Response Benefit (CERB).

There are larger conversations that need to be had about minimum wage, precarious work, and how employers treat their staff. Rest assured your Union will continue to drive those conversations, but for now we're going to try and offer you some practical solutions for when you go back to work.

There are many reasons why you shouldn't go back to work, even though your Employer wants you to:

1. Obviously if you are sick for any reason, or in quarantine, or if you're taking care of others because they are in quarantine or are sick due to COVID-19.
2. If you are living with someone who's at higher risk, OR at higher risk of severe outcomes for any reason.
3. If you can't get child care – there are many child care options opening up right now, but you may still be waiting in a queue to get in.
4. If you have a medical reason of any kind, including mental health. Then you should go see a doctor and get a note to give to your Employer.

The most important thing that you need to test your Employer on is whether or not they're providing you with a safe workplace!

If your Employer asks you to come back to work, you should first ask them what measures they have taken on behalf of your safety. This is based on the right to refuse unsafe work, and it's written into the Workplace Health and Safety Act. If you don't feel your Employer has made your workplace safe, then you should contact your health and safety committee, so that they can meet and work out the best safety measures to put in place.

Your health and safety committee is made up of both management and employees, so this is the best place to hash out the details. If the committee cannot come to an agreement on what is safe or the employer does not act, then a workplace health and safety officer should be contacted to resolve the issue.

Normally this would mean that you could be assigned to other duties in the workplace while this duty is being challenged, but if your entire workplace is unsafe, then you shouldn't go back to work until the workplace is deemed to be safe by a workplace health and safety officer.

An important item to note is that the Employer has the obligation to notify any other worker who they offer the work to that you refused. They have to do so in writing and they have to provide: who refused work, why they refused the work, point out that they have the right to refuse this work under the Workplace Safety and Health Act, and why they think the work is safe and another worker should come in and perform that task.

UFCW RETIREES' CLUB



Joan Annette Dudas

(July 17, 1943 – April 17, 2020)

It is with deep sadness that we, the UFCW Local 832 Retirees' Club, announce the passing of Joan Dudas, Second Vice-President and Chair of the Social and Travel Committee.

Joan began working at Safeway in 1964 in the meat department, working her way up to Meat Manager at the time of her retirement in 2003. She was a strong supporter of the Union and was an active Shop Steward who took pride in representing her members throughout her career. She was an active member who fought for the rights of workers during the Safeway strike in 1968.

Joan joined the Retirees' Club in 2005 and was elected Second Vice-President and Chair of the Social Committee. At the time, the Club was offering the members two luncheons and one golf tournament per year.

Joan thought it might be a good idea to have a Valentine's Day trip to the South Beach Casino in February. Because there was a big demand, and after discussing it with the board members, it was decided that we change it to a three-day trip.

Events cancelled

Due to COVID-19, the South Beach Casino trip on April 22 was cancelled, and our Annual Spring Luncheon on May 19 was also cancelled.

Safety is our first concern for all of our fellow retiree members, so we will look at rebooking future events at a time when it is safe to do so.

If you have any questions about future events, please contact:

Lila at 204-837-3554

Armand at 204-832-1211

She worked with Lila Hornby and Armand Tesoro to put together the casino trips, negotiating lower prices for members with the hotels and bus lines, doing 50/50 draws and bingo games on the buses, and getting shopping trips scheduled, always ensuring the retirees had an enjoyable time.

When you came out to the spring or fall luncheon, you were greeted at the door by her smiling and friendly face. Joan took the registrations for the golf tournament run by John Stockell, and assisted with the cash draws along with Armand.

Many Union members will remember Joan for her friendliness, enthusiasm, dedication and troubleshooting ability. If you attended any of the functions offered by the Retirees' Club, Joan most likely had assisted with or led the activity.

The board members will miss Joan deeply as she was such a huge asset to the Club. Rest in peace, sister. We will miss you.

BIRTHDAYS

Susan Churko, 65
Ngoc Nguyen, 65
Al Longbottom, 70
Rita Millar, 70
Rose Anna Kazakoff, 70
Margaret Foley, 75
Carol Davis, 75
Sandra Cross, 75
Arnold Lamboo, 76
Sadagat Bokhori, 80
Tom Weselak, 82
Pat Kernot, 83
Estelle Davies, 84
Katharina Gagnon, 85
Lore Muench, 86

Which Do I Choose?

Employment Insurance (EI) or the Canadian Emergency Response Benefit (CERB)?

It's a difficult time for many working people in Canada and all over the world right now. Workers who are still on the job are having to risk exposing themselves, and their families, to COVID-19 in order to provide us with access to food and health care, along with ensuring our safety and security. For others, the global pandemic has meant going without a paycheque. Fortunately, there is financial assistance available through two programs run by the federal government: Employment Insurance (EI) and the Canada Emergency Response Benefit (CERB)

If you were laid off or lost your job due to COVID-19 prior to March 15, 2020, you should apply for benefits under the EI program. If you lost your job due to COVID-19 after March 15, 2020 you should apply for CERB, as long as you earned at least \$5,000 in the twelve-month period prior to your job loss or in 2019.

Employment Insurance (EI)

What you'll need:

You will need a record of employment (ROE) for any jobs you've had in the past 52 weeks. Your Employer may submit these documents electronically or you may have to request that they provide a copy to you and/or Service Canada.

To get an application for EI benefits started, please follow these steps:

1. Visit www.canada.ca and click the link for EI Benefits.
2. Once you're on the EI page you will have the option of choosing which type of benefit to apply for.

- If you're applying for benefits because you are sick or quarantined, you should apply for sickness benefits.

- If you applying because you have been laid off from work, apply for regular benefits.

Clicking either of these options will present you with a series of questions about your work history and earnings over the past 52 weeks. It's helpful to have copies of your pay stubs on hand if your pay changed throughout the year.

Canadian Emergency Response Benefit (CERB)

Not all workers impacted by the COVID-19 pandemic qualify for Employment Insurance benefits. These workers may qualify for the Canada Emergency Response Benefit (CERB) that was announced by the federal government on March 25, 2020.

This benefit is meant to cover workers who must stop working due to COVID-19 and do not have access to other paid leave or supports; workers who are sick, quarantined, or taking care of someone who is sick with COVID-19; and parents who must stay home without pay to care for their children due to COVID-19.

The Canada Emergency Response Benefit is a taxable benefit, which will provide up to \$2,000 a month for up to four months for workers who have lost employment due to COVID-19. It will be available from March 15, 2020, through to October 3, 2020. At this time the CERB is not a permanent program. If you have not been called back to work by October 3, 2020, your CERB benefits will expire, however you may be eligible to apply for regular EI benefits at that point.

Resources for Members

The UFCW 832 website

For information on how to apply for Employment Insurance, the Canada Emergency Response Benefit or to see which UFCW 832 employers are hiring please go to the COVID-19 resource section on our website.

www.ufcw832.com/covid-19

UFCW WebCampus

This might be an opportunity for you to explore a new career. UFCW Canada's webCampus offers free online courses for you and your family members to learn new skills. Please visit the website for more information.

www.ufcw.ca/webcampus

Province of Manitoba's Free Therapy

These are difficult times, and being unsure about your employment adds to the stress of our current situation. If you're feeling worried about the pandemic and your situation, there is help. If you'd like to speak with a therapist the government of Manitoba offers free online therapy.

manitoba.abiliticbt.com/home

Mental Health Resources

If you, or a family member, has an urgent mental health need please contact one of the following resources:

Klinic Crisis Line

204-786-8686

1-888-322-3019

TTY 204-784-4097

Manitoba Suicide

Prevention & Support Line

1-877-435-7170 (1-877-HELP170)

Kids Help Phone

(National line available to Manitoba youth)

1-800-668-6868

Klinic Sexual Assault Crisis Line

204-786-8631 or 1-888-292-7565

TTY 204-784-4097

Manitoba Farm, Rural &

Northern Support Services

Receive online counselling at supportline.ca

1-866-367-3276 (hours Mon-Fri 10 a.m. to 9 p.m.)

First Nations and

Inuit Hope for Wellness Help Line

1-855 242-3310

Counselling available in English and French and upon request in Cree, Ojibway, and Inuktitut

Please know that your union is here to help

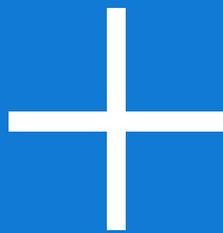
If you have any questions or need help accessing any of these resources please let Erin Selby our Training Centre Director know, or contact your Union Rep.



UNION SAVINGS

30th
Anniversary

SWEEPSTAKES
\$10,000
GRAND PRIZE



TRIP FOR 2 TO LAS VEGAS
MONTHLY \$1,000 CASH PRIZES
ADDITIONAL MONTHLY PRIZES
BONUS ENTRIES AND MORE!

JANUARY 6 - JUNE 30, 2020



ENTER TO WIN!

1. Visit www.unionsavings.ca
2. Log in OR create a FREE account
3. Enter sweepstakes
4. Refer friends for more chances to win!

NEED HELP?

Visit contest website for contest rules and details.

■ info@unionsavings.ca

📞 1-800-418-2990

YOUR UNION NEEDS YOUR EMAIL ADDRESS



With your email address, we can communicate with you faster and easier about news and events that involve you and bargaining in your workplace.

Plus we get to save on costs and keep your Union dues low!

If you haven't been receiving emails from us, you can give us your email at:
www.ufcw832.com/email

Publications Mail Agreement # 40070082

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UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5