



## Stella's Sherbrook **Strike!**

# UNION

THE NEXT  
TELEPHONE TOWN HALL

# GENERAL MEMBERSHIP MEETINGS

**Tuesday,  
February 16**

**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](http://UFCW832.com/GMM)



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## ON THE COVER:



Stella's Strike ..... 6

## INSIDE THIS ISSUE:

COVID Recovery Needs to be a Just Recovery .....	4
Worker's On Strike at Stella's on Sherbrook .....	6
Online Classes .....	8
New Federal Benefits in Place to Replace CERB.....	9
Red River Co-op Bargaining Update .....	11
Where Is the Government? .....	12
Progressive Discipline Explained .....	13
UFCW Retirees' Club .....	16
Meet the Maple Leaf Winnipeg Bargaining Committee	17
Member Discounts .....	18
COVID-19 Resources.....	19

## 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

**CCWIPP:** 1-800-387-3181

**MFCW Dental Plan:** 1-800-952-9932



UNION is a publication of UFCW Local 832  
Publications Sales Agreement #40070082



**Bea Bruske**  
Secretary-Treasurer

# COVID Recovery Needs to be a Just Recovery

As we continue to struggle with COVID and its impacts on our communities, it is important that we think about what a COVID recovery needs to look like.

We have an opportunity to put into place a better roadmap for a more fair and equitable Canada. One in which workers don't get left behind. This has to include a re-examination of how we care for our most vulnerable citizens. First on that list is to eliminate for-profit senior care. Our care home members have known for a long time that when profit is at stake, employers cut corners. Staffing levels are kept at the minimum and wages are kept down. This translates into workers who struggle to keep up with the demands of providing excellent care to the seniors in their care. Having to limit interactions to the bare minimum to ensure they are able to get to all of the residents in their care. No one should be making a profit out of caring for seniors.

We also need to implement a national pharmacare plan. The reality is that many Manitobans forgo getting prescriptions filled because they can't afford it. That means more dire health outcomes, more doctor and hospital visits.

The COVID pandemic has also disproportionately affected women workers, as women are overrepresented in the retail and service sector industries that have been some of the hardest hit. Access to quality and affordable child care spots that have options outside of a 9-5 reality is crucial in allowing workers needing child care to be able to go back to work or to school.

In order to maintain a well-functioning public health system that provides the services we need in a timely manner, we need our governments to invest in the system, not to continuously make cuts. We need to recognize all health care workers who are integral to providing the tests, care and rehabilitation services that we need to recuperate and to stay healthy. That means investing in recruitment and retention of those workers in order to have a functioning system. You can't have your operation if you don't have lab technicians processing your tests.

Educating our kids while managing a hodgepodge of homeschooling and school attendance means that our focus on education has never been greater. Teachers, teaching assistants, school bus drivers and custodians are all being relied upon in new ways. Our investment in our kids' education is crucial for their future. We need to ensure that our education system has the resources it needs to provide the services and the staffing that we need.

A paid sick leave benefit is critical. We need workers to be able to stay at home when they are sick and to be able to self-isolate when necessary and still be able to pay their bills. Paid sick leave doesn't just protect that worker, it protects everyone around them too.

This is just a small sampling of the changes we need to see to build a more equitable and successful future for all of us. You can help build that future by getting engaged on the issues, and making your voices heard. See the CLC website for their Canadian plan campaign. [canadianplan.ca/](http://canadianplan.ca/)



# WEAR YOUR MASK!

## No really, wear it!

Your Union believes in masks so much, we included one for you in this issue of the magazine. We wanted to make sure every member had one of their own, no matter where they work!

Brandon has already gone through a Code Orange, and Winnipeg is now in a Code Red.

Now more than ever, we need to wear masks and follow public health rules to get this virus under control.

The main way the virus spreads is through close contact with virus-containing droplets that are emitted when someone coughs, sneezes, sings, talks or breathes. Transmission typically takes place indoors in poorly ventilated and enclosed spaces, especially when it involves activities that cause heavier breathing, like singing or exercise.



# Worker's On Strike at Stella's on Sherbrook

Ever since these workers voted Yes to Unionizing, they have told us that the owners have been antagonistic and vindictive against these workers and their Union.

The bargaining attempts with Stella's went nowhere, and this resulted in the Union getting a first contract imposed by the Labour Board. This was applied using the first contract legislation, meaning the Labour Board imposes a one-year agreement after hearing input from both sides.

It's widely thought among the membership that the new General Manager was brought in to punish the members for unionizing.

Shortly after the members received their first contract, the Union filed five grievances and an unfair labour practise against Stella's. This was a first for UFCW to file so many grievance so soon after a first contract had been attained.

This once again set the tone for the relationship between upper management, their employees and the Union.

While the members now had a contract and the Union behind them, the contract that was imposed had some language that needed to be improved.

The Labour Board's contract had poor availability language, stating that workers must be available both weekend days and a minimum of two days during the week. Staff would provide their availability, and management would create a schedule that simply didn't work. It scheduled many people outside of their given availability, meaning that the staff would have to trade shifts with each other so they could get to their classes or accommodate their child care needs.

Stella's management would often deny the transfer of shifts. The schedule was now being used as a tool to frustrate and harass their staff.

"It feels like they just don't want us to be happy," said Nicky Davis Gerbrandt, Shop Steward and Bargaining Committee member. "There's a lot of unnecessary stress and struggling to get schedules that work with our lives. We're striking over what should be a non-issue. Why are we having to make our own schedule?"

Also in the new agreement was a recognition that Stella's had not been giving their employees the breaks that were required by labour law. This was to be fixed. For the kitchen staff, the breaks were welcomed. Breaks are necessary in every job, but they're even more important in high stress

environments. There have been multiple studies over the years that point out how stressful and hard work being a restaurant cook is.

For serving staff, however, getting breaks was a whole new reality. In today's restaurants, it's not always common for serving staff to get their breaks. Any break taken is a risk of losing tips. Here in Manitoba our minimum wage is tied to inflation and is set below the poverty line, so if you're not hustling for those tips, you're not getting ahead.

It appears as if Stella's upper management has a distinct view of how their restaurant should be run and is determined to punish their unionized workforce. So as another means to punish and penalize the workers, management would force the breaks on servers at the worst possible times.

The worst part is that when a server goes on a break, they have to transfer their table away, giving the tips to the new server. However, when paying into the tip pool at the end of the shift, the original server was still held accountable for the table. This meant that a server had to pay tip pool on tips they never received.

These weapons of suppression, oppression and harassment had been hurled at the workers for a year before the agreement came up for renewal. Upper management had hoped that their vile tactics would cause workers to quit, but instead it galvanized the workers against their employer.

When it came time to bargain for the new contract, bargaining went nowhere AGAIN. With the current contract, upper management had learned how to make their employees miserable without breaking the current contract, and they were intent on continuing their tactics to "make them feel the pain," as managers have been noted to say about the unionized workforce. So, on September 20, workers voted overwhelmingly in favour of striking against their Employer and the strike began on September 21.

"All we want is the job that we used to enjoy," Davis Gerbrandt said. "Anybody who has worked in the industry knows it's not all happy smiles when you leave a table full of customers. It's very disappointing to have your employer disregard your concerns and make it their objective to make us unhappy."

The owners have stated in interviews and social media posts that his business grew too big and too fast. He's admitted the failures they've made and told the public and his staff that he hopes to fix it and make it better. But in the Union's experience, they've made no moves to fix them, and have in fact done the opposite.

"What they sell as company values is not what they are. They're not the small, family-run spot anymore," said Jeff Traeger, President of UFCW Local 832. "These are some of the most dedicated young workers I've ever seen. I couldn't be more proud to have these young workers as our members. It frustrates me incredibly that Stella's appears to now being running with the intention to make their employees as unhappy as possible."

The pandemic is not making life easier for anyone either. The picket line that was once massive, with daily supports showing up, had to be reduced down to 10-person gatherings and then 5-person gatherings.

Stella's suspended their dining room "indefinitely" one week into the strike, stating that the union demands are "impossible." They have even gone so far as to remove the Stella's letters off of the building's marquee.

With the current level of this pandemic and the boycott being called against all Stella's locations, it's hard to predict what the future of this restaurant will be. As of the publication of this issue, Stella's has not responded to any attempts to get back to the bargaining table.

We do want to give an incredibly large thank you to every union, community member and individual who has come out to support these workers!





**Erin Selby**  
Education & Training

# Online Classes

The COVID-19 pandemic has meant finding a new way of doing things. For the UFCW 832 Training Centre, that has meant moving our classes online for this semester. While the pandemic has brought some unwelcome changes (such as no large family gatherings) it has also been an opportunity for us to do things differently, and maybe even better, than before.

UFCW 832 has the most extensive training offered of any Union in Manitoba. I am really proud of the work we do to support and empower our shop stewards and health and safety committee members. Our new passport program for activists will allow for a broader range of topics and new courses added each semester.

Our Training Centre also provides scholarships, bursaries, adult education and English as a second language courses. We are constantly surveying our students to hear what they think of our training and I'm proud to say our reviews are overwhelmingly positive.

The work we do at the Training Centre is of great benefit to those who attend – but unfortunately the majority of our members have not accessed our Union education. Moving classes online is an opportunity for us to reach more

members than ever before. With fewer options of things to do, and many of us spending long hours at home, we hope the Training Centre can be a source for learning for all members and their families. We would like to offer free, live, online classes for you and your family.

What do YOU, as a member, want to learn more about?

Here's few options we're considering:

- Union 101 – what is your Union doing for you?
- Your rights at work
- Workplace safety for young people new to work
- How to start a movement/be an activist
- Household budgeting
- Easy crafts for the whole family
- Cyber safety/protecting your identity
- Learn to knit, cook, crochet, etc.

We want to hear from you! What would you like to see? Please email your ideas to [erin.selby@ufcwtraining.mb.ca](mailto:erin.selby@ufcwtraining.mb.ca). Stay tuned – we'll let you know when these will be available!

## 2020 SCHOLARSHIP RECIPIENTS



*I am honoured to be a recipient of the 2020 UFCW Local 832 \$2,000 Maple Leaf scholarship award, and I would like to express my sincere gratitude for your continued support to students who need it most.*

*I am an Internationally Educated Engineers Qualifications (IEEQ) student at the University of Manitoba. This program is designed for internationally educated engineers as an academic requirement for the process toward Professional Engineers registration with the Engineers Geoscientists Manitoba.*

*Your scholarship will open a door and the prospect of a brighter future play a key role in shaping me into a successful person in the future. Donors like you make life brighter for us and I can only hope that one day, I too will be in a position to bring a smile to another needy student.*

*I cannot express my gratitude enough, and I want you to know that your generous support will see me achieve my dreams.*

*Thank you.*

*Desta Asress*

# New Federal Benefits in Place to Replace CERB

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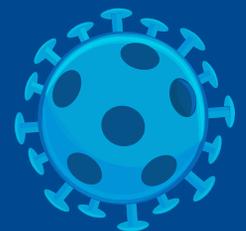
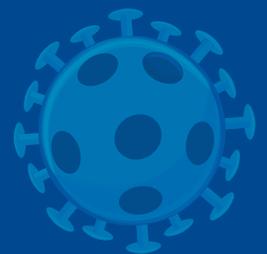
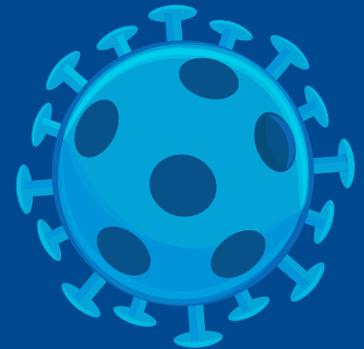
With the federal government's Canadian Emergency Response Benefit (CERB) coming to an end, many workers whose jobs were impacted by the COVID-19 pandemic have been left wondering how they will continue to make ends meet. Fortunately, there are additional programs in place to fill in the gaps, depending on an individual's circumstances.

The existing Employment Insurance (EI) system has been revamped in the wake of the pandemic in order to be more responsive to the needs of workers in our current economy. Some of the temporary changes that have been implemented are hourly credits, which reduces the number of hours worked that an applicant needs in order to qualify for benefits to 120 and the implementation of a minimum benefit of at least \$500 before taxes or \$300 for extended parental leave benefits. If you had been receiving CERB benefits, you may also not have to apply for EI, however, if you have a social insurance number beginning in 9, are self-employed, previously indicated that you had returned to work full-time, or received your CERB benefits through the Canadian Revenue Agency (CRA), you will have to apply directly for EI.

If you don't qualify for EI, there may be other programs that are right for you. The Canada Recovery Benefit (CRB) is very similar to CERB and provides benefits for those workers who don't qualify for EI but haven't yet been able to return to work. The CRB is almost a CERB-lite program in that it provides a weekly benefit of \$500 to eligible workers who have lost their income entirely, or had it reduced by at least 50%, due to the COVID-19 pandemic for up to 26 weeks. Alternatively, the Canada Recovery Caregiving Benefit (CRCB) provides a benefit of \$500 a week for those who have lost their income as a result of having to care for a sick child or family member or have a higher risk of serious health outcomes due to COVID-19. Like the CRB, this program can last for up to 26 weeks. Finally, the Canada Recovery Sickness Benefit (CRSB) provides \$500 per week to workers who have contracted COVID-19, or had to self-isolate due to COVID-19, and is available for up to two weeks. The CRSB is also available to workers who have an underlying condition that would make them more susceptible to COVID-19.

If you are having trouble navigating these systems or have additional questions, you should contact your Union Representative directly or reach out to the Community Unemployed Help Centre (CUHC). The CUHC is a local non-profit organization that provides education, assistance, and advocacy services to workers in dealing with the EI or EIA systems. In the wake of the COVID-19 pandemic, they have also been able to provide assistance to Manitobans in navigating the newly implemented federal programs.

All of the CUHC's services are provided free of charge. They can be reached by calling 1-866-942-6556 or by email at [cuhc@cuhc.mb.ca](mailto:cuhc@cuhc.mb.ca).





# Red River Co-op Now Has Click and Collect!

Similar to Loblaw stores, Red River Co-op is now moving into Click and Collect at two Red River Co-op food stores in Winnipeg – at the Southdale location and the Grant Park location. This will give their customers the option of making their selections online and then picking up their orders in front of the stores.

“Click and Collect is an exciting new online shopping option for our customers and members,” said Sara Fournier, VP of Food Operations for Red River Co-op. “Simply purchase your groceries online, pull up curbside at your scheduled time, and our friendly staff will load your hand-picked order into your trunk. It’s a convenient and contactless way to shop at Red River Co-op.”

This new fast-paced department will give UFCW 832 members more hours, and in turn will help members climb the wage scales faster.

“We are excited that Co-op has brought in this new shopping experience,” said Marie Buchan, Union Negotiator. “We have seen this is a shopping experience that many customers are taking advantage of, especially during these uncertain COVID times.”

For any member who is working in this new department, and has any questions of any kind, they are encouraged to reach out to their Union Rep.

The Union encourages all members to give this shopping experience a try if you haven't already.

## HOW TO ORDER:

1. Visit [Shop.crs](http://Shop.crs). Choose your preferred location to pick up your groceries from, Southdale or Grant Park.
2. Create an account and make sure to add your Co-op number.
3. Shop for your groceries! You can shop and filter by department or this week's deals. Orders need to be a minimum of \$50. There is no fee for this service.
4. When you complete your order, add your credit card information and select an open timeslot to pick up your groceries.

## HOW TO PICK UP:

When it is your reserved day and timeslot, visit your selected Red River Co-op food store and pull up in the parcel pickup lane in front of the store. There will be signage out front. When you have parked there, call the store with your name and order number.

Southdale: 1-204-899-4871  
Grant Park: 1-204-899-4067

**BUY ONE  
GET ONE  
FREE**

**ANY STARTER SALAD  
OR WRAP WITH PROTEIN**

Dine in or take out only. Limit of one per customer. Not valid with any other promotional offer. Expiry December 31, 2020. Available only at the Chopped Leaf at the Red River Co-op food store in Grant Park Shopping Centre (1120 Grant Ave.)





# RED RIVER CO-OP

## BARGAINING UPDATE

Bargaining under “normal” circumstances can be difficult, but adding COVID-19 into the mix has added a whole new challenge. Back in March, when we first started dealing with COVID-19, we all thought (or hoped) this wouldn’t last too long. We hoped this would only be an inconvenience for a short time, and then we could get back to normal with our lives.

We now know this is not the case for both our personal and professional lives. Negotiating a Collective Agreement during COVID-19, has challenged all of us to look at each process and find solutions to fit into our “new normal”

Take the proposal meetings. In the past, we would book a hall or meeting room and invite every member, so we could hear what members wanted in their next collective agreement. We were able to answer any questions, discuss ideas and review the process with members face to face. Now, we have surveys, telephone town halls and emails to provide the Union with proposals.

To make it even more of a challenge, we had two new locations with members who had not been part of negotiations or had a collective agreement with UFCW Local 832 before.

Then we moved into bargaining meetings, ensuring that we are all socially distanced in meeting rooms, wearing our masks and following all public health protocols. This was the easiest of all the pieces of the negotiations process to maneuver around and frankly is nothing compared to what each of you are going through during this pandemic each and every time you walk into your stores/departments to work your shifts.

Once we are able to reach a tentative agreement between the Union and the Co-op, members then get to vote.

In the past, we booked one of those large rooms, brought everyone together and walked through this “tentative agreement”. After we did this and everyone asked all of their questions, the ballot boxes were brought out and the vote took place.

That process, unfortunately, can’t happen this time due to public health rules in place with this pandemic. The Union has successfully held a few large ratification votes already in the middle of this pandemic, so we have some experience to pull from. But your safety will be our first concern as we move forward with this process.

### How can you help?

When you get that letter or email from us, make sure you take the time to read it. If you are unsure of the process, reach out and ask. When it comes time to vote on your new agreement, we need all members to be active participants in the process. Be informed on what changes and improvements have been negotiated so you can vote on your future working conditions.

### If any members have questions, please contact:



**Marie Buchan**  
Union Negotiator and  
Director of Operations  
204-786-5025  
marie.buchan@ufcw832.com



**Kim Ferris**  
Union Rep  
204-786-5055 ext.217  
kim.ferris@ufcw832.com



**Phil Kraychuk**  
Negotiations

# Where Is the Government?

UFCW Local 832 has not one but two strikes going on: The Winnipeg School Division (WSD) Bus Drivers and Stella's Sherbrook employees. One strike is for fair compensation and an Employer constantly violating a Collective Agreement, and the other is over bullying and harassment. Both these issues are ones that Labour Unions have been fighting for decades.

Through this entire process, the government has been absent. I'm not just talking about Brian Pallister's draconian Bill 28, but where is Workplace Safety and Health when it comes to workplace Harassment and Bullying at Stella's?

At this point in time, we have a government that wants to do as little as possible and could care less about the day-to-day struggles of working Manitobans. Especially those day-to-day struggles that now have working Manitobans seeing their loved ones, friends and co-workers getting sick.

Unions are here to protect workers, but Unions should not have to enforce the Workplace Safety and Health Act, The Employment Standards Code, or The Worker Compensation act. The government has people that do that. This is not an attack on those sisters and brothers doing those jobs. It's the Pallister government that has made it impossible for them to do it. Rather than cutting and slashing legislation, they have done something that not many people can see other than the ones working in those systems.

They have cut resources, funding and protection for these workers to actually go out and have that positive impact they all so desperately want to have. They will not allow enforcement bodies to enforce the different acts and regulations. They will not support them!

The Pallister government spent millions fighting the mandated public sector wage freeze legislation. They lost, and now at least \$800,000 has been cut out of Workplace Safety and Health. The scary part is that number is old. I have no idea how bad it is now. These systems in place protecting worker rights are there for a reason and it's not just the workers – its employers as well.

As we watch our COVID-19 numbers skyrocket, our government is out there talking about how they balanced the budget and topped up the rainy day fund. As working Manitobans are getting sick and having any workplace securities slowly abolished, the government has done nothing.

COVID-19 is worse than ever. Manitobans struggling with mental health conditions are increasing at an unprecedented rate and yet, where do we go? What do we do? Who is acknowledging this?

It's really hard to be hopeful for a brighter future when the ones supposed to be protecting us are turning their backs.

This is why labour Unions must engage in politics, because politics make decisions that impact workers.

# Progressive Discipline Explained

We are often asked questions about how progressive discipline works and when it is to be applied. The initial response is to have the member review their Employer's policies, since most unionized employers have a policy laying out their progressive disciplinary procedure.

Individual employers' progressive disciplinary policies all have slight variances from each other, but for the most part, the following is a generalized introduction to progressive discipline and how it applies.

Firstly, progressive discipline is a disciplinary system that applies to most, if not all, unionized work locations and is a system of discipline where the penalties increase upon repeat occurrences.

The belief behind progressive discipline is that rather than firing an employee for a first or small infraction, there is a system of increasing disciplines intended to correct the bad behaviour rather than punish the employee.

As stated, the degrees of discipline are generally progressive and are used to ensure that the employee has the opportunity to correct their performance. The various rungs on the progressive disciplinary ladder usually include the following:

1. Counselling or a verbal warning;
2. A written warning;
3. Suspension or demotion; and
4. Termination.

Obviously, exceptions exist, and progressive discipline does not always have to be strictly followed. When a serious offence happens, such as fighting, theft, violence, or abuse of alcohol/drugs on site, suspension

or termination of an employee's employment may be the first and only disciplinary step taken.

Other factors that may influence or limit progression or movement on the disciplinary ladder are:

- Is the new offence similar or the same as a previous discipline? If not, it may be inappropriate to advance the employee to the next disciplinary stage.
- How much time has passed since the previous discipline? Most collective agreements have a "sunset" clause in them which usually states that previous discipline will come off an employee's record if they have not reoffended during a certain amount of time. Even if there is no "sunset" clause in a collective agreement, the longer the time between incidents the lower the Employer's ability to rely on the previous discipline.

One thing to keep in mind is that if you do not grieve a discipline and have it reduced or removed from your file, then you, for all intents and purposes, have agreed that the incident happened as the Employer said it happened and that you further agree that you deserved the discipline imposed. This could result in serious consequences down the road. If you don't grieve, then you will not be able to later claim that the incident you were previously disciplined for did not occur or that you did not agree with the discipline imposed.

So if you are disciplined, make sure to contact your Union representative to discuss what your options are.



**Garry Bergeron**  
Legal Counsel

# CODE ORANGE

## IN BRANDON & AREA

Winnipeg has just been placed into Code Red, and now the rest of the province, including Brandon, is back into Code Orange as of the publication of this issue. We spoke to a few of our members in Brandon who have already been through this once to tell us how it went last time, and let us know what we can expect again.

### Retail Grocery

Since the beginning of this pandemic grocery retail workers have been at the forefront of everyone's thoughts. When people think of front-line workers, grocery workers are now recognized as being critical to helping us all get through this pandemic together.

"I was mostly OK with Code Orange last time, except for customers reaching around the barriers. Most people followed the rules, but there's always those few that I had to always ask to mask up."



**Karen Reid**  
Superstore

As positive cases of COVID-19 were on the rise in the Westman area over the summer, masks became mandatory at Superstore and Safeway a week prior to Code Orange coming into effect. Any safety protocols that had been relaxed during the summer's low number of COVID-19 were brought back.

We're all thankful that grocery stores haven't turned out to be major spreading centres of this virus. However, that doesn't mean that this isn't

stressful for those working on the front-lines making sure we all get our food and supplies. Now with Code Orange coming back, people have to once again be vigilant.

Most people are pretty good about wearing masks, but last time seemed to be easier. This time people seem to be fed up.



**Marlene Kuyp**  
Safeway in Neepawa

In Neepawa, Marlene has been looking for new ways to keep her grandkids occupied. With the skate park opening, and now closing again, she's looking for new ways to keep the kids entertained.

### The Pork Industry

While grocery store clerks are the friendly faces that ring through our groceries and supplies, we can't forget about the incredibly large workforce behind the scenes preparing that food for us to pick out at the store.

Also located in Neepawa is HyLife Foods. So far HyLife has been fortunate to not have any cases appear inside the plant, but there still were a high amount of workers away from the plant at times due to sickness, or self-isolation. The loss in workers meant that everyone else was working harder to keep up.

HyLife also introduced many new safety measures and even hired an outside company to do COVID-19 testing, so the members there could get quick results.

"It's been stressful considering we're missing a lot of people on the line. The extra workload upon the shoulders of everyone is a lot."



**Ted Bacalzo**  
Hylife Foods

While every other workplace came through Code Orange mostly OK, Maple Leaf Foods was a whole other story.

The Union was informed of the first positive case at the plant on the August Long weekend. Within a one week period, three more cases appeared. That doubled again before the week was done. Union leadership called for a plant shutdown, concerned that a severe outbreak was inevitable.

Maple Leaf had previously put many protocols in place in fear of an outbreak, but they refused to close, even as positive cases continued to climb. This clash created a high level of media scrutiny on the plant, and on the provincial government. They maintained that there was no transmission within the plant, following an inspection done by Workplace Health and Safety.

"There were many points of contact in the workplace where conditions were tight, either when grabbing gloves, or other situations."



**Jimmy Yue**  
Maple Leaf Foods

There were many members absent from the plant due to either having COVID-19, being in contact with someone, or from being sick. Stress and Mental health concerns were at an all time high. There were many concerns raised and discussed between the Members, the Union and the Employer during this time.

An incredibly concerning point that was revealed during this time was that a handful of businesses were being discriminating against anyone who visibly looked like a Maple Leaf worker. People were asked if they worked at Maple Leaf, and if they said yes, they would be asked to leave the store. This came from a place of concern for their well-being in an uncertain time, but it was still completely inappropriate.

After the positive cases spiked at 95, thankfully the cases came back down as the community changed behaviours and everyone took the challenge of COVID-19 very seriously.

This has caused a new issue that the plant is still struggling with: Excessive Overtime. As numbers started to get back under control at the plant, and the thoughts of an outbreak at the plant were waning away, Maple Leaf put their foot on the gas pedal to force as much production out the door as possible to catch up on their backlog and to prevent the culling of hogs. A never-before-used clause in the collective agreement allows the Employer to force overtime if necessary if not enough people volunteer. This has been in the collective agreement for years, but it wasn't bargained with this type of crisis-19 in mind.

"It's not our fault that COVID took 500 people out of the plant. Management was pushing people so hard, and then questioning them when they're taking a sick day to recover."



**Glen Skipper**  
Maple Leaf Foods

Workers are tired, overworked, and exhausted. This is making safety a concern as workers are making more mistakes with knives.

The outbreak at Maple Leaf could have been much worse and many still question to this day if there was or wasn't transmission in the plant. But frankly it doesn't matter if it occurred. We're all just thankful that the outbreak wasn't much worse.

# UFCW RETIREES' CLUB

## Scholarship Application

Thank you for all of the scholarship applications received this year. We had a very good response.

Due to the restrictions placed on meetings and gatherings, our board has not been able to hold our regular meetings. We usually invite the winners of the scholarships to attend the UFCW 832 office in order to receive their cheques and have a photo taken for publication in the Union magazine. This year we are unable to have you come to the office, so we will send the cheques in the mail to the winners.

Congratulations to each of you.

## Seasons Greetings and a Happy New Year!

**From the executive of the Retirees Club:** We look forward to the time that we can all come together once again. Please stay safe and healthy.



**THANK YOU  
FRONT-LINE  
WORKERS**

# MAPLE LEAF WINNIPEG

## BARGAINING UPDATE

Maple Leaf bargaining is coming close to the end, but if you haven't been keeping an eye on this, visit our website to keep an eye on our video updates.

Know that your bargaining committee has been working hard to get you all a fair deal.

Check out Maple Leaf bargaining updates online at:  
[www.ufcw832.com/category/maple-leaf-2020/](http://www.ufcw832.com/category/maple-leaf-2020/)

Give us your email to get updates quicker at:  
[www.ufcw832.com/email](http://www.ufcw832.com/email)  
or contact your Union Rep, Sharon Grehan

### MEET THE MAPLE LEAF WINNIPEG BARGAINING COMMITTEE



**Wilmer Rocha**



**Frederick Morrison**



**Renaldo Andrade**



**Jeff Traeger**  
Union President  
Lead Negotiator



**Tisha Svens**



**Bernice Nolette**



**Lamberto Reyes**



**Sharon Grehan**  
Union Representative



**Ray Brodick**



**Lyle Goring**



**Alex Ciumac**

# 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

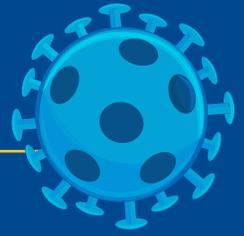
Work Authority

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.

# COVID-19 Resources



We are all facing new challenges with COVID-19, and we want to make sure you know that there are resources out there to help you. Our website has information on how to apply for the federal benefits that are available, and we have links to mental health resources.

You can also reach out to your Union Rep if you are having any issues with safety protocols at work or having any other issues at work at this time.

## The UFCW 832 website

For information on how to apply for Employment Insurance, the federal benefits 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](http://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](http://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](http://manitoba.abiliticbt.com/home)

## Manitoba 211

Struggling to make ends meet? Trying to find health services? Is someone you love hurting you? Caring for an aging parent?

visit [mb.211.ca](http://mb.211.ca)

## 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](http://supportline.ca)  
1-866-367-3276 (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, 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.

# 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](http://www.ufcw832.com/email)

**Publications Mail Agreement # 40070082**

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5