

Where's the

# Hero Pay?



# UNION

**THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE**

**JANUARY / FEBRUARY 2021**

THE NEXT  
TELEPHONE TOWN HALL

# GENERAL MEMBERSHIP MEETING

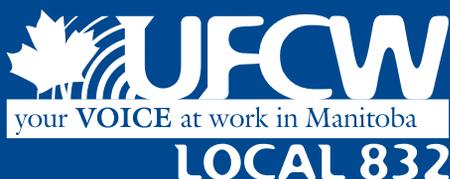
**Tuesday,  
February 16**

**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)



#### **President**

Jeff Traeger

#### **Secretary-Treasurer**

Beatrice Bruske

#### **Executive Board**

Deborah Jones

Tom Biebrich

Kathy Brnjac

Dean Rodwell

Dianne Gibson-Pierce

Frank Manaigre

Jeremy Miller

Alex Ciumac

Ted Bacalzo

Sandy Barylski

Wes Connell

Darlene Kernot

Laura Cote

John Sulyma

Charlene Desjarlais

Roger Siemens

Rob Jessup

Malcolm Welch

#### **Director of Operations**

Marie Buchan

#### **Union Representatives**

Ron Allard

Brenda Brown

Roberta Hoogervorst

Geoff Bergen

Joe Carreiro

Kim Ferris

Sandy Forcier

Sharon Grehan

Jason Hawkins

Wendy Lundy

Curt Martel

J.P. Petit

Morag Stewart

Jason Appasamy

#### **Legal Counsel**

Debra Malmquist

Garry Bergeron

#### **Education and Training**

Erin Selby

#### **Organizing**

Mike Howden

#### **Negotiators**

Blake Crothers

Sonia Taylor

Phil Kraychuk

#### **Communications**

Chris Noto

## ON THE COVER:



Where's the Hero Pay? ..... 4

## INSIDE THIS ISSUE:

What Do Your Dues Pay For? .....	5
Alvin Balanon, Member Profile .....	6
Exceldor Bargaining Update .....	7
Maple Leaf Winnipeg Bargaining Update .....	7
Pallister Has a Lack of Vision .....	10
Retiree Scholarship Awards .....	11
The Ups and Downs of Online Learning .....	12
Successful Grievances .....	13
A Year in Review .....	13
Member Discounts .....	14
COVID-19 Resources .....	15

## 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

# Where's the Hero Pay?

Many members have directly been impacted financially by the pandemic. As a Union, we are very diverse in the type of work that our members do, and they have all been affected differently. Members working in the hospitality sector at hotels, airports, restaurants, and warehouses that support those restaurants faced a sharp reduction in scheduled hours of work. Layoffs also impacted many members in these sectors. While at the other end of the spectrum, our retail members have been busier than ever.

In the spring, your Union pushed for all employers operating throughout the pandemic to offer workers a pandemic "Hero Pay" premium, and many employers stepped up to the plate. This included all retail stores, the poultry and meat processing plants, many of the other food production and warehousing facilities, as well as some of the non-profit organizations. That was heartening to see. However, all of those premiums came to an end by June. We all know that the second wave has been much worse in terms of test positivity rates and death rates across Manitoba. In November, your Union once again called on all employers to step up and reinstitute a pandemic premium. HyLife has not offered back the full amount of Hero Pay, but they have had a smaller commitment bonus available since the spring. In Grocery Retail, only Sobeys/Safeway has stepped up to offer "Hero Pay" this time, but in the Assisted Living Sector, Life's Journey, Winnserv and Epic Opportunities have stepped up for their workers. Up in Thompson, our members who work at the homeless shelter are also receiving some form of Hero Pay.

It is extremely disappointing to see so few employers stepping up, many of these same employers have seen a huge increase in profits during this period. For no Employer is this truer than for Loblaw. Our members working at Superstores, Extra Foods and No Frills across Manitoba have contributed to the giant increases in sales. In November, Loblaw announced it had increased its revenues by over a billion dollars in just that quarter reporting period, from \$14.66 billion in 2019 to \$15.67 billion in 2020 over the same reporting period. This is a direct impact of the change in buying patterns of consumers who are spending more on groceries than ever before. While raking in huge profits, this Employer sees no need to increase workers' pay. That is egregious.

Your Union continues to call on and pressure all employers to reinstate a premium, at least during the duration of the Code Red that Manitoba finds itself in. You can participate by signing the petition on our website at **[www.ufcw832.com/takeaction](http://www.ufcw832.com/takeaction)**. This petition is directed at all employers who are operating and for all workers whose work has been impacted in one way or another during this challenging time.

We will continue to push for the reinstatement of Hero Pay and to ensure that employers are making sure workplaces are safe by following guidelines. If there is an issue in your workplace that needs attention, please contact your Union Rep. You can also access the Manitoba public health guidelines on this website: [www.gov.mb.ca/covid19/index.html](http://www.gov.mb.ca/covid19/index.html)



## There will be no general increase in dues in 2021!

The executive board continues to work hard to ensure that dues are as fair as possible.

Each workplace has its own wage and benefit structure and varying hours of work, which determines an appropriate rate for their dues.

Some workplaces are paying less in dues than they are categorized for. In this situation, members could see an increase in their dues, but only to a maximum of 50 cents more per week.

### 5% – Arbitration

Costs associated with referring grievances and other legal matters to arbitration or the MB Labour Board.

### 4% – Automobiles

Car allowance for Local 832 staff who must travel throughout Manitoba to service members.

### 7% – Communications

Covers staff, all costs associated with the magazine and our online presence (web, email, surveys and social media).

### 3% – Conferences and Education

Union staff and members are trained in numerous aspects of labour relations, including the shop steward/health and safety conference. This category pays lost wages for those members whose employers are not part of the Education and Training Trust Fund (ETTF).

### 5% – Financial Services

Three staff members are dedicated to running the finances and keeping the dues as low as possible. Also covers the popular UFCW Income Tax Service provided to members and their families at a great rate.

### 30% – Per Capita and Other Membership Fees

The Local pays membership costs to UFCW Canada, UFCW International Union, Manitoba Federation of Labour and other regional labour groups and councils.

### 1% – Rental Equipment

Includes the rental, maintenance and repair of photocopiers, postage meters and other equipment.

### 5% – Offices and Buildings

Covers our office expenses at both Winnipeg locations and in Brandon, including: rent expenses, utilities, property taxes, insurance and maintenance.

### 7% – Negotiations

Getting the best possible contracts for members is one of the most important things for Local 832. This category includes four full-time staff.

### 3% – Office/IT

Covers supplies such as paper, pens, postage, couriers, computers and software for all three offices.

### 29% – Servicing & Organizing

Servicing members and putting in the efforts to organize new ones takes up the second largest portion of our budget. This includes salaries and all other costs involved with sending our Union representatives around the province to the various work locations. This section also includes our organizer, support staff personnel and our Union president.

### 1% – Strikes and Lockouts

Our strike fund ensures our Union members can afford to stand up to their Employer and fight for their rights when the time comes.



# Alvin Balanon

## Member Profile

Alvin Balanon has been a UFCW member since 2010 and he currently works in the Sanitation Department at Exceldor on the night shift. He moved to Canada from the Phillipines a month before that to build a better life for his family, and give his younger brothers better opportunities for education.

As a worker in the sanitation department, he's responsible for inspections of workplace areas to ensure food safety standards are being met. It's often been said in food production plants that if the sanitation crew doesn't do their job, then nobody else can.

Alvin has been active within the Union since 2014 when he used to work on the production line, there used to be issues with hours, and as he got more involved he saw that there were a lot of things that needed to be improved between staff and management. He used to talk to the former chief shop steward, Marlene Martin, quite often, who taught Alvin a lot about the Union. She eventually asked him if he wanted to become a Shop Steward to help give his coworkers a voice in the workplace. Today, Alvin is not only a Shop Steward, he's also active on the Health & Safety Committee and sits on the Bargaining Committee. The Union reps would call Alvin the "Go-to guy on the night-shift."

With COVID-19 this year, all workers in the plant have been through an incredible amount of extra stress and anxiety. Exceldor was the second of two UFCW workplaces that were subject to a surge in COVID-19 cases among staff (Maple Leaf Brandon

being the first). Although Alvin would agree that the Employer has done a good job of working with the Union and ensuring that a lot was done on behalf of safety for the members, there were still a lot of concerns inside the workplace.

"From a morale standpoint, there was so much fear, paranoia and doubt, but things are getting much better now," said Alvin.

The tragic part of the surge in cases at Exceldor is that two members passed away. "That was very sad. I knew one of them, and it's a really sad story," said Balanon.

The total case count at Exceldor reached over 90 cases as of late December, which has put both the plant in a difficult situation, being backed up in production, and the workers into challenging spots dealing with the extra stresses and pressure to get everything done.

While the Employer has done a lot for member safety, this topic will no doubt come up in bargaining with Exceldor, which starts in January. Their current agreement will expire in March 31, 2021. It's too soon to say how bargaining will go, but Alvin did say he would like to see our Bargaining Committee push for higher wages and paid sick days.

When Alvin isn't at work, you can often find him with his camera in his hand out in the backcountry on a hiking trail, or planning his next trip to somewhere interesting.

# EXCELDOR

## BARGAINING UPDATE

Negotiations for a new collective agreement started on Friday, October 30th, 2020. Both the Blumenort Plant agreement, which expires on March 31, 2021, and the Winnipeg Hatchery agreement which expires on October 3, 2021 are being negotiated at the same time in an effort to merge the collective agreements in this round of negotiations.

Due to the recent COVID-19 situation and the importance of managing COVID-19-related issues at this time, we have only been able to meet for one day so far. We are planning on having more bargaining days early in the new year, as the COVID-19 situation allows.

### Your Union Negotiating Committee:

- Alvin Balanon - Sanitation
- Brandin Matos – Hatchery worker/driver
- Francis Penner – Maintenance
- Frank Manaire - Old Cut Up/Box Pack - Days
- John Schinkman - Shipping
- Melody Nicolas - Old Cut Up/Box Pack - Days
- Jason Hawkins - Union Rep
- Joe Carreiro - Union Rep
- Bea Bruske - Union Negotiator

### Check out updates online at:

[www.ufcw832.com](http://www.ufcw832.com)

### Give us your email to get updates quicker at:

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

or contact your Union Rep, Jason Hawkins

# MAPLE LEAF WINNIPEG

## BARGAINING UPDATE

Unfortunately, the surge of COVID-19 cases in Manitoba and the subsequent lock down announced by the province on November 12th has meant that we have had no choice but to suspend negotiations until the health orders allow us to meet again.

We had hoped that this would be a short interruption, but, but once lockdown restrictions were extended into the new year, it was impossible to conclude negotiations before your contract expired on December 31st.

As a result, your committee has decided to extend bargaining for four weeks, which will give us until January 28, 2021 to conclude negotiations. It is a

relatively short delay, but given the circumstances it is necessary for everyone's safety and to comply with the health orders in Manitoba.

We will be insisting that any wage increases for 2021 be paid retroactively to January 1, 2021 so that you don't lose any money as a result of the delay.

### 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

# USE YOUR Benefits OR LOS

## Did you know...

That the more you use your benefits, the easier it is for your Union to push to improve your benefits?

When you don't use your benefits, your Employer sees that through financial records. They have no reason to help you improve it, if they see that you're not using the ones you already have.

## What are my benefits?

1. Check out your CBA
2. Check with your Employer
3. Check out our website at [ufcw832.com/benefit-forms/](http://ufcw832.com/benefit-forms/)
4. Call your Union Rep

**If you work for Loblaw, visit:**

[www.ufcw832.com/loblawbenefits](http://www.ufcw832.com/loblawbenefits)

# Benefits!

## GET THEM

[www.UFCW832.com/benefit-forms/](http://www.UFCW832.com/benefit-forms/)

### I need more information.

We have been emailing members more information about benefits and other items. If you haven't been receiving them, then you can either visit:

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

to give us your email, or contact your Union Rep.

### My benefits are taking too long!

Unfortunately with COVID-19, this is a common problem. We ask that you check out our benefits page on the website and use the new email address system going forward.

Call your Union Rep if you have questions.



**Blake Crothers**  
Negotiations

# Pallister Has a Lack of Vision

Brian Pallister and his Conservative government have once again beat the punitive drum against labour in a recently announced in a recently announced piece of proposed legislation. Bill 16 is designed to “update” the Labour Relations Act, but—to put it bluntly—it’s really a payout for all the Manitoba business owners that have been lining the Conservative piggy bank for decades.

Conservatives will use talking points that say these changes will bring balance back, but if you peel back the layers a little bit, and look at why the current legislation was created, you’ll understand that back when the NDP government updated the Labour Relations Act, the changes were meant to benefit ALL Manitobans, not unions.

One of the biggest concerns that I have with Bill 16 has to do with its elimination of Alternative Dispute Resolution. If Pallister was serious about restoring the balance of labour relations in Manitoba, this mechanism in the Act is one that should be left alone. It’s been endorsed by both Labour and business groups because it allows both parties the ability to exercise their rights for a Union to strike if a deal cannot be reached or a business to lock out its workers for the same reason. The catch is that either party can apply for Alternative Dispute Resolution after 60 days and the remaining issues will be heard by an independent arbitrator. During the process, the workers go back to work under the conditions in their expired contract.

As a negotiator, knowing what an arbitrator has awarded in the past helps create a safety net for both sides. The 60-day limit also means that a company cannot lock out its employees indefinitely in hopes of breaking the unit or the Union.

This isn’t the first time Pallister and his herd of ne’er-do-wells have changed laws that have affected our members. In September 2017, they cancelled legislation that called for a wage increase of \$0.75 per hour to all security guards in the province who were being paid the security guard minimum wage. This would have had zero impact on provincial taxes, as these increases were praised by both Labour and business for leveling the playing field when businesses were competing for contracts, but someone at the Legislature thought it would be a good idea to step on hardworking Manitobans for zero gain.

With a Conservative majority in the legislature, there isn’t much the NDP or the Liberals can do. Bill 16 will pass at some point. We can take the time to understand why these changes are negatively affecting us, and remember the next time the provincial election comes around that the Conservatives are no friends to working Manitoban’s. They’re only interested in keeping their promises to business owners.

# Retiree Scholarship Awards

---

Each year the UFCW832 Retirees' Club awards three \$750 scholarships to help students further their education.

This year the winners of the Cyrus Lister, Denis Allard, and Gerry Otto Scholarships are:

**Grace Spearman**  
**Jillian Radford**  
**Ashleigh Otto**

All three students are on their way to the University of Manitoba.

**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)



**Erin Selby**  
Education & Training

# The Ups and Downs of Online Learning

Online learning would never be my first choice. I like the energy of being in the classroom, whether as a student or facilitator. Ideas, connections and debating opinions comes naturally in the classroom, but of course, this hasn't been an option lately.

The UFCW 832 Training Centre moved all of our classes online as of the fall of 2020. Most of our members/students gave us positive reviews, but it was universally acknowledged that we are all looking forward to learning in person hopefully in the near future.

This forced move to online did make me realize there will always be a role for some learning to happen outside the classroom. Online classes are more accessible for many people who need to arrange child care, live too far from one of our Training Centres or for whatever reason would prefer to learn from home.

Moving online coincided with my goal to connect more members to training. I heard from many of you after the last magazine was published saying you will be signing up for all types of classes once we're allowed to gather together again – I cannot wait for that to happen. In the meantime though we are going to offer free Power Hour Learning sessions. We'll explore topics such as dealing with stress, managing a budget, and inclusiveness. Stay tuned to our website [ufcw832.com/training-centre/](http://ufcw832.com/training-centre/) for class schedules and how to register.

I can't say I'm grateful for the pandemic. Too many lives have been lost to make up for anything learned. But it has made me realize we need to stay nimble if we want to stay ahead. By offering classes both in person, and online, I hope we can reach more members. With a year like we just had, 2021 can only be better and if that means improving yourself I hope you find what you need at our Training Centre.

## 2020 SCHOLARSHIP RECIPIENTS



*My name is Rachit Rabari and I am honoured to be one of this year's recipients of the UFCW Local 832 General Scholarship Award. I would like to take this opportunity to thank you for your generosity in funding the scholarship. Thanks to your donation, I am able to continue my education at Booth University College.*

*I am currently in the second year of my degree in Psychology, with a minor in Criminal Justice. My dedication and passion for this degree has allowed me to achieve good grades this year. In addition to my academic pursuits, I am actively engaged in working for GardaWorld as a security officer at the hospital site. After my scheduled graduation in September 2021, I plan to pursue a career with law enforcement agencies in order to contribute to society.*

*Sincerely,*

*Rachit Rabari*

# Successful Grievances: A Year in Review

As of December 2020, the Union has **referred over 70 grievances to arbitration**. The vast majority of the grievances were settled, mostly in our members' favour, prior to the arbitration hearing taking place. This was primarily achieved through ongoing settlement discussions between the Union's legal department, or Union representative, and the company or their legal counsel. However, as a result of the COVID-19 pandemic, numerous hearings had to be adjourned and will now be heard in 2021.

Furthermore, until restrictions are downgraded, most of the hearings initially scheduled to be heard in 2021 will be done remotely through video conferencing.

Some highlights of the Union's successes over the year were that the Union was able to have approximately **25 disciplinary notices**, be it warnings or suspensions, **reduced or totally removed from our members' personnel files**. The Union was also able to have **10 members reinstated** to their positions after the Employer had chosen to terminate the member's employment. As well the Union, through the arbitration process, **was able to put over \$125,000 back in our members' pockets**.

## THE GRIEVANCE PROCESS IN FOUR STEPS:

1. Once a grievance has been filed, the Union's representative will have the member's Union representative attempt, through meetings with the company, to get the matter resolved.
2. If the settlement discussions with the company fail, and if the Union representative believes that the company has breached the collective agreement, then the grievance file will be forwarded to the Union's legal department.
3. The legal department will then review the grievance file and determine if indeed the grievance should be forwarded to arbitration. The legal department's decision to forward the grievance or have it withdrawn is based on a review of the facts, the collective agreement language and previous arbitration decisions.
4. If forwarded to arbitration, an arbitrator will then be appointed and the parties through their lawyers will usually hold a teleconference to set dates for the hearing.

Even though the vast majority are settled prior to an actual hearing taking place the Union still paid out approximately \$130,000 in arbitrator fees and associated costs in 2020.



**Garry Bergeron**  
Legal Counsel

# Member Discounts

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.

Property Insurance Program with Keystone Insurance Agencies

UFCW MasterCard & Union Savings

RRSP for Local 832 Members

Anna's Denture Clinic

Bellara Beauty Bar

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

JellyFish Float Spa

McNaught Cadillac Buick GMC

M-pire Auto Detailing

Murray Winnipeg

Natural Wellness Chiropractic Centre

NRG Athletes Therapy Fitness

Park'N Fly

Polo Park Hearing Centre

River City Ford and Carman Ford

Sargent Jeans

Selkirk GM

Scotia Optical

SDS Alarms

SoftMoc

Spirit 1 Taekwondo Academy

St. James Volkswagen

SureFire Auto

The Fairmont and Velvet Glove

True North Sports + Entertainment

Visions

Wilder, Wilder, Langtry

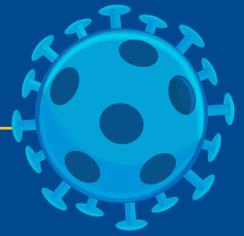
Winnipeg Rec Pass

Work Authority

Work Boot Factory Outlet Store Ltd.

Winnipeg Blue Bombers

# 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)

## 211 Manitoba

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

**Call 2-1-1 or 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 our Training Centre Director Erin Selby know, or contact your Union Rep.

# IT'S TAX TIME!

## BOOK EARLY FOR YOUR APPOINTMENT WITH OUR **UFCW TAX SERVICE!**

**\$25** FOR  
UFCW  
MEMBERS

**\$50** FOR  
UFCW  
FAMILY  
MEMBERS

Add \$5.00 if you have more than 5 slips

And there is a slight increase if you have more than 10 slips

Don't forget your CERB tax slips this year!

Prices include taxes

Non-member rates may vary depending on location of services.

### TIMES AND LOCATIONS AROUND MANITOBA (PENDING COVID-19)

#### WINNIPEG

February 8 - April 30

**UFCW Training Centre**  
204-786-5037

(Call anytime between 8 a.m.  
and 8 p.m. during the week  
Saturdays 8:30 a.m. - 6 p.m.)

#### BRANDON

February 21 - April 30

**UFCW Office**  
Call Wpg at 204-786-5037  
to make an appointment

#### FLIN FLON

February 8 - April 30

**Carol's Tax Services**  
204-687-3337

#### NEEPAWA

February 28 and March 7 &  
21, April 4 (if needed)

**Old Co-op Building**  
204-727-7131 or  
1-800-552-1193

#### PORTAGE LA PRAIRIE

March 28

**Canad Inn**  
204-786-5037

#### RUSSELL

February 8 - April 30

**Merril's Tax**  
204-773-2290

#### ST. MALO

March 14, April 11

**Red River Workshop**  
204-786-5037

#### THOMPSON

February 8 - April 30

**Sya's Tax Service**  
204-677-9730

**Publications Mail Agreement # 40070082**

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5