

UFCW 832
Executive Board Election
Details inside



A NEW FACE IN LEADERSHIP



THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

SEPTEMBER/OCTOBER 2021

TELEPHONE TOWN HALL

GENERAL MEMBERSHIP MEETINGS

Tuesday, October 5

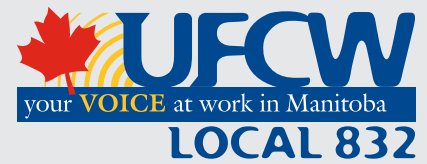
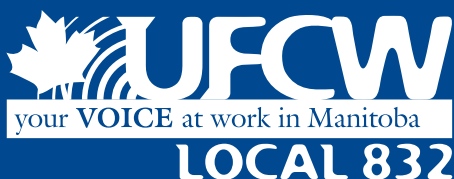
Starts at 7:00 p.m.

**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



President

Jeff Traeger

Secretary-Treasurer

Marie Buchan

Executive Advisor to the President

Ron Allard

Director of IT, Facilities and Privacy

Max Paches

Executive Board

Deborah Jones

Sandy Barylski

Tom Biebrich

Kathy Brnjas

Alex Ciumac

Wes Connell

Laura Cote

Charlene Desjarlais

Dianne Gibson-Pierce

Dave Hamalainen

Rob Jessup

Lisa LaRosa

Frank Manaigre

Dean Rodwell

Roger Siemens

John Sulyma

Malcolm Welch

Tim Whitford

Union Representatives

John Anderson

Jason Appasamy

Brenda Brown

Geoff Bergen

Kim Ferris

Sandy Forcier

Sharon Grehan

Jason Hawkins

Roberta Hoogervorst

Mike Howden

Curt Martel

J.P. Petit

Morag Stewart

Legal Counsel

Debra Malmquist

Education and Training

Erin Selby

Organizing

Loreto Gutierrez

Negotiators

Blake Crothers

Phil Kraychuk

Joe Carreiro

Communications

Chris Noto

Crystal Klippenstein

ON THE COVER:



Marie Buchan and Jeff Traeger were acclaimed in the leadership election that took place earlier this year. Many members already know Marie, but you can read more about her on page 4.

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UNION OFFICES

Winnipeg
1412 Portage Avenue
Winnipeg, MB R3G OV5
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



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MARIE BUCHAN

STEPS INTO A NEW ROLE AS THE UNION'S SECRETARY-TREASURER

In June, UFCW 832's Secretary-Treasurer Bea Bruske won her election to become the President of the Canadian Labour Congress (CLC). That same day at an emergency meeting of the Local's Executive Board, Marie Buchan was unanimously elected Local 832's Secretary-Treasurer for Local 832, a position she had covered in an interim role while Bea was on leave pursuing her CLC campaign.

Most of our members will be familiar with Marie, who prior to being named Secretary-Treasurer served as Director of Operations. She started at UFCW Local 832 in 2002 as a Union Representative and advanced to become the Director of Servicing. From there she jumped into Negotiations and the role of Executive Advisor to President. As such, Marie is equipped with a hands-on, working knowledge of all of the Local's departments and the ability to understand the individual components that make up the big picture of the Union's work.

“We’re so much more than a ‘we’ve-always-done-it-this-way’ system.”

When reflecting back on the many opportunities her work at the Local has afforded her over the past almost 20 years, Marie is particularly proud of being a part of big changes. She appreciates that UFCW

832 puts value in looking at its systems, processes and policies so they align with the work we are doing for our members.

“We’re so much more than a ‘we’ve-always-done-it-this-way’ system,” she says. “During this pandemic, our union didn’t skip a beat. I am so proud that UFCW Local 832 is an organization that is always willing to adapt and pivot when necessary and that our membership is at the forefront of those decisions.”

Beyond her day-to-day work at UFCW Local 832, Marie represents the union as a member of the Manitoba Federation of Labour Executive Council, as a Trustee for a variety of health and welfare benefit plans and is also on the board of directors for Manitoba Blue Cross.

“Manitoba is a province where somehow, some way, the people you’re building relationships with are often already connected to people you know,” she says. “Reputation and integrity are huge in my books and I care deeply about building connections not only across the labour movement but in other communities and organizations as well.”

“Our union has a history of identifying and mentoring leaders to reach their true potential and Marie is wonderful example of this,” says Jeff Traeger, UFCW Local 832 President. “Having worked with her for many years, I’m confident that

she's the right person for the job and look forward to what we can achieve as a leadership team."

Marie echoes those sentiments and knows that if it was not for the selflessness of those before her, including President Jeff Traeger who provided space for new opportunities and experiences, she would not be where she is today.

As she settles into her new role, Marie's goals are to continue learning from both the membership and the staff at the local. She understands and appreciates the vast knowledge and experience that each has to bring to the table and feels growth is always strongest – both individually and as a group – when people can listen and learn from others' experiences. Marie will also continue to ensure UFCW Local 832 remains in a good financial position to make sure resources for members are there when they're needed. She looks forward to getting back into workplaces, participating in community events and continuing to connect with members in the months and years ahead.

Years with UFCW Local 832:

28 years in total: 10 as a member through jobs at Safeway and St. Boniface Hospital, and then 18 as a full-time staff.

What three words would you use to describe your role?

Leadership, mentorship and multi-tasking

What is a professional achievement you're proud of?

Becoming the first young person to sit on the UFCW Canadian Council Executive Board in 2003 and now becoming the Local's Secretary-Treasurer.

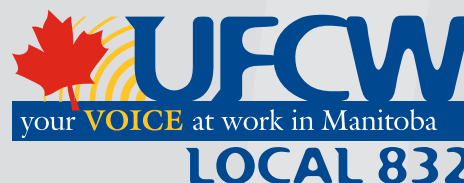
What do you like to do when you're not working?

Spend time with family (including Dexter, our 11-month old, almost 100 lb. puppy) and friends, as well as getting out on our boat and golfing.

CONTACT YOUR UNION REP TO UPDATE YOUR CONTACT INFORMATION



**OR VISIT
UFCW832.COM/EMAIL**



Staff & Territory Changes



Ron Allard
Executive Advisor
to the President

Ron will now be overseeing Servicing, Organizing and Member Engagement, all areas where he has excelled throughout his career at UFCW. His hard work and dedication to our members will make Ron a valuable member of our leadership team.

Years with UFCW Local 832:

29; became a member with Sysco Food Service in 1992, joined the Local in 2004 as a SPUR and was hired full-time in 2006.

What three words would you use to describe your role?

Accountability, support and mentorship.

What is a professional achievement that you are proud of?

Being the first Indigenous person promoted to a leadership role in UFCW Local 832.



Max Paches
Director of IT,
Facilities and Privacy

In addition to providing IT support to all staff, Max is also responsible for maintaining all UFCW Local 832 properties. Max will also be overseeing the Local's health and safety committee, he will be the Local's Privacy Officer and managing additional projects in the future.

Years with UFCW Local 832:

16; including my years as an IT contractor.

Three words that describe your role:

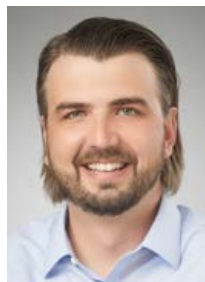
Problem solving, resourcefulness, and reliability.

A professional achievement you're proud of:

There are several that share first place: running my own IT consulting business, serving on the board of directors at North Winnipeg Credit Union, and being in charge of UFCW's facilities and IT infrastructure, where I can apply both of my higher educations – civil engineering from Ukraine and network engineering from Canada.

Geoff Bergen is taking over Ron's former territory:

Perimeter Aviation
Brewers Distribution Ltd.
Canadian Linen
Federated Co-op
Winnipeg School Division
General Mills
Malteurop plant
Naleway
Old Dutch
SSP Food Services
Sysco warehouse
Sysco Inventory clerks
Group NB
Dunn-Rite
Plaza Premium Lounge
Viterrra Inc.



Geoff Bergen
Union Rep

204-786-5055 ext. 210
geoff.bergen@ufcw832.com

Previously the full-time Relief Rep, Jason will now take over Geoff Bergen's former territory:

FreshCo 8954 - St Anne's & Fermor
FreshCo 8955 - Pembina & McGillivray
FreshCo 8956 - Henderson & Bronx

Safeway 4821 - Henderson & Douglas
Safeway 4844 - Osborne & Kylemore
Safeway 4847 - Pembina & Chancellor
Safeway 4848 - Burrows & Keewatin
Safeway 4851 - Portage & Cavalier
Safeway 4867 - River & Osborne

Safeway Gas Bar 8954 - St Anne's & Fermor
Safeway Gas Bar 4847 - Pembina & Chancellor
Safeway Gas Bar 4851 - Portage & Cavalier

Sobeys Pharmacy 4287 - St Anne's & Fermor
Sobeys Pharmacy 4288 - Pembina & McGillivray
Superstore 1503 - Steinbach
Superstore 1505 - McPhillips
Superstore 1508 - Portage & School Road
Superstore 1509 - Bison Drive
Superstore 1512 - Gateway & McLeod



Jason Appasamy
Union Rep

204-786-5055 ext. 206
jason.appasamy@ufcw832.com

2021

UNION ELECTIONS

Local 832 Executive Board Elections Take Place Next Month Two Positions Challenged by Nominations

All nominations for the UFCW Local 832 executive board are now in. President Jeff Traeger and Secretary-Treasurer Marie Buchan will continue in their positions by acclamation.

Among the recorder and 17 vice-presidents, two positions are being challenged and as such elections will take place in October.

ELECTIONS WILL BE DONE BY MAIL-IN BALLOT. On September 30, the general chairperson will send an envelope to each active member eligible to vote. The envelope will contain a ballot, secret ballot envelope, bios of candidates and instructions on how to vote.

The deadline for returning the mailed-in ballots is noon on October 30.

If you do not receive a ballot, call Chairperson Sonia Taylor at the UFCW office (204-786-5055 ext. 259 or 1-888-832-9832) to let her know.



Congratulations to Jeff Traeger and Marie Buchan

President Jeff Traeger and Secretary-Treasurer Marie Buchan ran unopposed and will sit as the UFCW Local 832 leadership for another term.



Below are the names of the candidates vying for the positions of vice-president:

VICE PRESIDENT #2

Tom Biebrich
Deb Stewart

VICE PRESIDENT #11

Laura Cote
Jennifer Sikora



Theresa Holfeld

Member Profile



Theresa was first profiled in the 2019 November / December issue of UNION magazine. This interview is a follow-up on her transition.

Theresa works at Agropur, a dairy cooperative, working as an Order Selector, picking multiple quantities of different types of milk, stacking up pallets and loading them onto trailers. When we last spoke with Theresa, it was before the COVID-19 pandemic. Since that time, there have been many further changes in Theresa's life.

Starting with Agropur, they have announced that they are closing their Manitoba location. For many of the workers there, this has caused confusion, anger, anxiety and frustration with the uncertainty that lays ahead. Theresa is fortunate to be higher in seniority and is one of a handful of members who will continue to work past the closing date of September 24 for up to an additional nine months. However, she is still looking to get prepared now for her next steps.

In a more positive, personal update for Theresa, she was able to complete the next step of surgery for her transition and only has one final step to go.

"Each person's transition journey is kind of personal. There's no right or wrong order," says Theresa. "My gender dysphoria was really bad, in terms of not feeling like a woman."

It's a matter of personal preference which changes people undertake first (or at all) during their transition. It also depends on what is covered and on every person's financial situation.

Theresa is becoming a lot more comfortable in who she is now, but says she won't be comfortable with who she is until she's fully transitioned.

Theresa's confidence as a woman has grown, and she is constantly refining herself with her appearance and personal style. Learning how to do makeup and shopping for new styles has been a whole new adventure.

"Women take that much care, and it shows," says Theresa. "Every now and then, I'll hear from my daughter or a friend, 'You look really pretty,' and it really reinforced what I'm doing."

"My daughter sees me as 'mom' now, and it's fantastic. Heartwarming," she says. While Theresa's daughter and oldest son are fully accepting of who Theresa is now, she has a middle son that is still adjusting and is remaining distant. Theresa is hopeful that with enough space and time, her son will come around.

The one thing that still bothers Theresa is the misgendering. This means when people are either making mistakes and using her old name or are refusing to acknowledge that she is no longer a 'he'. For the most part, work has been a good environment.

Challenges with misgendering are ongoing, but everyone new that she meets is accepting of who she is now, and they're not looking at who she was.

While Theresa's future after Agropur is unknown, she has her daughter's wedding to look forward to, she has her dress ready, and she is looking forward to the future that lies ahead.

KICKOFF TO SUMMER PHOTO CONTEST WINNERS!



This summer, we celebrated the work of our hardworking members with a contest to highlight the many great products in Manitoba that are produced, packed, delivered, stacked on a shelf or sold by our fellow UFCW 832 members. Thanks to everyone who participated!



Picnic at St. Vital Park
Submitted by Ivins Tinoco



Waiting anxiously for a picnic
Submitted by Gaylene Bertrand



Morning biking with my fam
Submitted by Marivic Rivera

Connecting with members at Exceldor

In early summer, we reached out to our members at Exceldor with a survey to learn more about how we can best serve them. We held a draw for those who participated. Congratulations to our three winners!



Camille Feliciano



Adolfo Ador



Kingi Bushiria



Building Support for Indigenous Workers

Jeanna Emms (above) in the Portage Friendship Centre with the medicine bag that she created during the UFCW Canada fifth annual Indigenous Rights Conference.

In June, Jeanna Emms joined approximately 75 UFCW Canada Indigenous members, leaders and allies online for the fifth annual national Indigenous Rights Conference.

Jeanna is the program manager for Portage Aboriginal Housing Inc., a program at the Portage Friendship Centre where she has worked for nearly ten years. The non-profit organization is committed to continuing cultural, spiritual and educational programming that promotes the physical, mental, emotional and spiritual well-being of urban Indigenous people in and around Portage la Prairie.

One of the conference activities was a medicine bag making workshop with teachings on the four sacred medicines. As an Indigenous person working at a primarily indigenous organization, this wasn't new to Jeanna, but it was still something very much appreciated. She and her coworkers harvest enough sage in the summer to use and share with their community throughout the winter.

"It's difficult to find sage in the middle of the city," she says.



Sage – one of the four sacred medicines along with sweetgrass, tobacco and cedar – is used regularly at the Portage Friendship Centre to smudge the building and clear it of negativity.

"We also use cedar over our doorways to ensure everything comes in and out with intention, kindness and respect," she says.

Overall, Jeanna appreciated the relaxed and supportive group at the conference, which she says did a great job of embodying the cultural belief that it's good to ask questions. As a person who works to bridge the gap between Indigenous and non-Indigenous people, she liked listening to the ways things were explained.

"This is Indigenous land all across Canada and it's nice to share who we are and why we do things to remove uncertainty about what we do or how we react to specific situations," she explains.

The UFCW Canada Indigenous Sub-Committee, made up of members from across Canada, including Local 832's executive board member Tom Biebrich, developed the conference content and invited all speakers for the event.

September 30 National Day for Truth and Reconciliation

This summer, the federal government passed legislation to declare September 30th the National Day for Truth and Reconciliation – a federal general holiday. As work continues across Canada to discover and honour the bodies of so many Indigenous children who did not survive the atrocities of the residential school system, this day holds the significance of bearing witness to the many stories of survivors and to support by joining the call to action demanding change.

This is a statutory holiday for federally-regulated employers. Check with your Employer or Union rep if you're not sure whether your workplace will be closed.

It's yet to be determined whether Manitoba will incorporate this day into provincial regulations, so until that time employers who fall under provincial jurisdiction are not required to participate in the new holiday.

How do I know if this new holiday applies to me?

In order for the Employer/Company to observe the holiday, one of two things needs to happen:

1. You need to work for a Federally Regulated Employer, or,
2. If your collective bargaining agreement (CBA) has language similar to the following when referring to observed holidays: **"and any other days proclaimed as holidays by Federal, Provincial or Civic authorities"** or other language that references federally imposed holidays.

Our Union negotiators are already making notes to work on negotiating the language in CBAs that do not currently observe this or any other federal holiday.

This year the holiday is observed on a Thursday. It will be very similar to Canada Day in that it will "float".

With this change there are now 10 general holidays under the Canadian Labour Code and federally-regulated employers will be required to treat the new holiday in the same manner as any other general holiday. As a result, unionized employees that come under the federal regime will be entitled to this extra holiday.

Unfortunately, as Manitoba has yet to recognize this holiday, unless you are a federally regulated employee or have language in your Collective Agreement that states that you shall immediately be entitled to any new federally imposed holiday, this does not apply to you.

There are a few employers who have language in their collective agreements for federally proclaimed holidays that are refusing to acknowledge this new holiday. In these instances, the Union has filed grievances, pushing for acknowledgement of this new stat holiday, and since we don't expect this to get resolved before the holiday takes place this year, we will be pushing for back pay for any employee who worked on this day.



Garry Bergeron
Legal Counsel

Any members who have questions about the details of the new federal holiday can contact their Union Representatives.

Survivors and others affected by these unfolding events can find support 24/7 through the National Indian Residential School Crisis Line : 1-866-925-4419.



Blake Crothers
Negotiations

Pepsi Brings in Win-Win

Many of the employers I bargain with are in industrial settings. They have skilled, ticketed tradespeople like millwrights, electricians, plumbers, power engineers, and even forklift operators. People with these specialized skills can reach a higher pay grade because they are required to obtain training to be certified in their role.

For years, UFCW Local 832 has bargained for improvements and implementations for apprenticeship programs that work with the Province of Manitoba in assisting employees to go through the necessary training. As employers struggle to attract these skillsets, they're starting to look to their current workforce to address these needs.

One such Employer, Pepsi Bottling in Winnipeg, wanted to create such a program and have it implemented quickly. Pepsi ratified their new

contract last year bringing a premium apprenticeship program to the membership right away.

UFCW has always held the position that more employers should be looking to these programs as it really is a win-win for Union members and employers. Employers are finding it tough to retain staff, and if they're able to start the apprenticeship process early enough, they can benefit from having someone in these skilled roles that also know the ins and outs of the operation.

Not all apprenticeship programs are listed in collective agreements. Some employers keep them outside of the agreement so they can make changes as they see fit. If you are interested in the apprenticeship program and you don't see it in your collective agreement, speak to your human resources department, as there may be one on file, or call your Union Rep.



Bargaining for Safeway (Sobeys West Inc.) is coming up soon! Keep an eye on our website!



Retiree's Club Scholarships Available!

Annually, the UFCW Retirees' Club awards three scholarships in the amount of \$750 to children or grandchildren of Local 832 retired members to help them reach their educational goals. They are the Denis Allard, Cyrus Lister, and Gerry Otto Scholarships.

To be eligible to apply:

- The applicant must be either the child or grandchild of a UFCW Local 832 retired member.
- The applicant must be attending a post-secondary institution for the 2021/2022 academic year.
- The applicant must submit an approximately 500-word essay about their connection with UFCW Local 832.
- Applications must be received no later than October 31, 2021.

Mail in completed application, along with essay, to:

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

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

To get an application form call 204-786-5055 Ext: 215

UFCW 832 SCHOLARSHIP STORIES

I would like to take this opportunity to thank you for choosing me to receive the UFCW LOCAL 832 GENERAL SCHOLARSHIP AWARD.

Also, I would like to thank my teachers Mr. Ans Norman (UFCW adult high school principal, Precalculus and Essential Mathematics teacher), Miss Mary Brogan (my English teacher), and Mr. Joel Boyce (Business Technologies teacher) for their support and effort during the school courses.

I am working as a full-time Produce Clerk at Safeway Lindenridge #4859.

I completed a Bachelor's in Business Administration in 2002. Then here in Canada, I completed Grade 12 from UFCW Adult High School.

I am planning to study Information Technology (IT). I have a self-development background in some IT courses and I want to spend my career in the IT sector. I am hoping to join the IT department at Safeway after finishing my studies.

Thank you again all of you.



Patrick Abdelnour



Veronica Malo

My name is Veronica Malo and I won the Red River Co-op Scholarship Award on August 18th. I want to thank you for providing me with the opportunity and for helping me with my tuition!

I plan on studying Geography, I chose geography because it allows me to learn more about our environment that I am very passionate about. A common misconception people have is that geography is all about maps when it encompasses so much more. In my studies, I have learned about how people form relationships with their environment, how our actions have consequences for our climate, and

overall I've gained a greater geographic awareness. I love how it allows me to focus on how the environment can change with natural and human influences. Geography lets me learn and eventually share what I am passionate about.

Ideally, when I am finished studying I would love to go on a vacation with my friends as a celebration. Once I have my degree I would like to work in Geographic Information Systems (GIS) or continue my education to become an elementary school teacher.



Members work to support international firefighters

UFCW 832 members from the North of 53 Consumers Co-op in Flin Flon worked extra hours this summer to pick and box grocery orders for the hardworking firefighters battling wildfires in the surrounding regions. One hundred and eighty firefighters from the Northwest Territories and South Africa made up the majority of the ground crews and were housed across about 20 camps.

As of August 27, Manitoba tracked 441 fires during this unprecedented fire season. It meant we received assistance from across the nation as well as internationally, including aircraft, equipment and personnel from other regions such as Nova Scotia, New Brunswick, Quebec, Ontario, Alberta, British Columbia, Parks Canada, the Canadian Armed Forces and Michigan.

For many of our members in northern Manitoba and across the province, the fires meant tight restrictions on provincial trail use, bonfires, fireworks and event briquette barbeques. Just south of The Pas, Highway 10 had to be closed in early August when an encroaching fire jumped across the main thoroughfare.

"It's been a hard summer for so many trying to manage COVID and fire restrictions and all the concerns that come along with both," says Mike Howden, Union Representative for the North of 53 members. "Despite that, our members stepped up and gave a 'Friendly Manitoba' welcome to our international guests and ensured they had the food they needed to keep those communities safe."





CHECK IT OUT!

UFCW Local 832 welcomes all of our 45 new members at Trevor's No Frills located on the corner of Pembina and Stafford in Winnipeg.

The new store opened in July and sells grocery essentials at discounted prices.

New members should contact their Union Rep with any questions:



Roberta Hoogervorst
Union Representative

204-786-5055 ext. 218
Roberta.Hoogervorst@ufcw832.com



A Federal Election Has Been called for September 20.

UFCW Canada members and our families can help build an equitable and inclusive post-pandemic recovery that supports all Canadian workers.

What has been clear throughout this global health crisis is that we need more than just an acknowledgement of our contributions as workers. We also need safe and healthy working conditions, as well as comprehensive supports to help us recover from the impacts of COVID-19.

For this election, we need a change in government. We need a government that will recognize the ways in which Indigenous, Black, racialized, and low-income communities are uniquely affected by this pandemic.

We need a government, with political leaders, who are bold enough to set an example of what equitable access to decent work and quality public services can look like across this country.

- ✓ **Vote for Affordability and Good Jobs**
- ✓ **Vote for Strong Public Health Care**
- ✓ **Vote to Eliminate Poverty and Social Inequality**
- ✓ **Vote for Climate Change Action**
- ✓ **Vote for Affordable Housing**

Visit UFCW.ca for more information

Confused About Your Benefits?

The benefit summary below applies to UFCW 832 members working at:

Safeway • Safeway Gas Bars • Some Red River Co-op Locations* • Grupo Bimbo • Agropur

*View the summary sheet below to see what benefits you qualify for!

View the full benefits package at www.ufcw832.com/benefit-forms

PLAN 1 COVERAGE

Full-Time Employees

After 3 calendar months

Part-Time Employees

Actively work 32 weekly hours on average for 13 weeks

PBAS BENEFITS:

- Ambulance
- Artificial Prosthesis
- Health Practitioners (Physiotherapist, Chiropractor, etc.)
- Hospital Expenses
- Medical Equipment (See Benefits summary for complete list)
- Private Duty Nurse
- Radiotherapy/Coagulotherapy
- Mammary Prosthesis
- Vision Care
- Prescription Drugs
- Travel Health

FULL-TIME SICK PAY

Company plan: You acquire four hours each month, up to 160 hours.

PART-TIME SICK PAY

When you work over 128 hours:

You acquire four hours each month with up to 48 hours/year and 120 hours total.

When you work under 128 hours:

You build up hours towards a "sick day credit" from PBAS. Up to a total of 48 hours.

If you're sick, you should check your company sick time before looking at PBAS.

PLAN 2 COVERAGE

Part-Time Employees

PBAS BENEFITS

- Ambulance
- Artificial Prosthesis
- Health Practitioners - up to \$40 / visit (Physiotherapist, Chiropractor, etc.)
- Medical Equipment (See Benefits summary for complete list)
- Hospital Expenses
- Private Duty Nurse
- Radiotherapy/Coagulotherapy
- Mammary Prosthesis
- Vision Care
- Prescription Drugs
- Travel Health

PBAS SICK PAY

When you work under 128 hours:

You build up hours towards a "sick day credit" from PBAS. Up to a total of 7 sick days.

GAS BAR EMPLOYEES

All Gas Bar employees, both full-time and part-time are covered by the benefits under the Plan 2 Coverage.

Dental Plan Coverage

Gas Bar employees receive the benefits laid out in the PBAS Plan 2 Coverage

DENTAL PLAN - DEPENDANT COVERAGE

Through the MFCW Dental Plan, you are eligible for dental coverage for yourself and your dependents as long as you are working an average of 20 hours per week.

DENTAL PLAN - SINGLE PLAN COVERAGE

Through the MFCW Dental Plan, you are eligible for dental coverage for yourself, as long as you are working an average of 12 hours per week.

How do I make a claim?

PBAS - Get the appropriate form from your employer, or visit our website at ufcw832.com/benefits.






Send the form with a copy of your receipts to: safeway1@pbas.ca

MFCW - Go to the dentist and show your MFCW Card.

If you have any questions, please contact your Union Representative.

Loblaw Members: Confused About Your Benefits?

Every UFCW 832 member working at Superstore or Extra Foods gains access to the following benefits. Based on the average number of hours you regularly work, view the sheet below to see what benefits you qualify for.

ALL PART-TIME MEMBERS AFTER SIX MONTHS		Tier 1 - Health and Welfare Benefit Plan <u>PBAS BENEFITS:</u> <ul style="list-style-type: none"> - Vision care - Prescription drugs - Chiropractor - Physiotherapist - Massage therapist - Travel health - Ambulance - Wigs & hairpieces - Orthotics <u>PBAS SICK PAY:</u> You can earn up to seven days. Every 150 hours worked earns you a half-day of sick pay.
AVERAGE OF 12 HOURS PER WEEK		Dental Plan - Single Plan Coverage Through the MFCW Dental Plan, you are now eligible for dental coverage for yourself.
AVERAGE OF 20 HOURS PER WEEK		Dental Plan - Dependent Coverage Through the MFCW Dental Plan, you are now eligible for dental coverage for yourself and your dependents.
AVERAGE OF 32 HOURS PER WEEK FOR 13 WEEKS		Tier 2 - Health and Welfare Benefit Plan <div> <u>PBAS BENEFITS</u> <ul style="list-style-type: none"> - Expanded medical providers and services - Life insurance - Physiotherapist - Massage therapist - Travel health insurance - Ambulance - Wigs/hairpieces - Orthotics - Vision </div> <div> <u>MANULIFE BENEFITS</u> <ul style="list-style-type: none"> - Short-term disability - Prescription drug coverage </div> <u>LOBLAW SICK PAY:</u> You can earn up to 48 hours per year, to a total max of 120 hours. You earn four hours for each four-week period, if you work at least 128 hours. Loblaw sick pay should be used first, but you also have access to the Tier 1 PBAS Sick Pay.
FULL-TIME WORKER CLASSIFICATION		<u>LOBLAW SICK PAY:</u> You can earn up to 20 days at a rate of four hours per month. Sick pay will cover shifts not covered by other benefits. <u>MANULIFE BENEFITS</u> <ul style="list-style-type: none"> - Long-term disability <p>PLUS: Full-time employees gain the Tier 2 - Health and Welfare Benefit Plan</p>

How do I make a claim?

PBAS - Get the appropriate form from Loblaw, or visit our website at ufcw832.com/benefits. Send the form with a copy of your receipts to: westfair@pbas.ca

MFCW - Go to the dentist and show your MFCW Card.

Manulife - Visit manulife.ca/groupbenefits and sign in. Then you can access your forms.

If you have any questions, please contact your Union Representative.



HELP IS THERE IF YOU NEED IT

Services are there for you if you need help with your mental health, or maybe just someone to talk to, or if you notice a colleague, friend or family member struggling.

Mental health resources:

The Manitoba government offers free online therapy at:
manitoba.abiliticbt.com/home

For help accessing health services, visit **mb.211.ca**

Visit the Klinik website at **klinik.mb.ca**

UFCW 832

Membership Discounts

Your UFCW Local 832 membership entitles you to discounts and special offers from locations across Manitoba.

Find our current list of membership discounts on our website at :

www.ufcw832.com/membership-discounts/

**Watch for new and exciting updates to this program,
launching in January of 2022!**

If you know of a location that would like to be included in our discounts program,
please let us know, or have them contact us.

Contact Loreto Gutierrez

204-786-5055 ext. 256 or loreto.gutierrez@ufcw832.com



LEUKEMIA &
LYMPHOMA
SOCIETY
OF CANADA®

**LIGHT THE
NIGHT® WALK**



October 23, 2021

This year the walk is virtual once again

For over 30 years UFCW has helped fundraise for the
Leukemia & Lymphoma Society of Canada.

UFCW Local 832 is again taking part in this year's event and we invite you
to help out by either joining or donating to the UFCW Team.

Visit UFCW832.com/LightTheNight

**You can either “Join the Team” to help fundraise
or just make a donation.**

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