

**UFCW 832**  
Executive Board Election  
Results inside

# WELCOMING NEW MEMBERS!



**New Maple Leaf plant  
opens on Paquin Road!**



# UNION

**THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE**

**NOVEMBER / DECEMBER 2021**

TELEPHONE TOWN HALL

# GENERAL MEMBERSHIP MEETINGS

IN 2022

**Tuesday, February 8**

**Tuesday, May 17**

**Tuesday, September 20**

**Tuesday, November 8**

**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](http://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:



New Maple Leaf plant opens on Paquin Road ..... 5

## INSIDE THIS ISSUE:

A Long Time Coming ..... 4

Welcome to our new Sun Gro members in the lab! ..... 5

Diane Ricker celebrates half a century at Safeway ..... 6

Ron Allard: Running servicing and organizing ..... 8

Two new faces on the executive board ..... 9

How does gig work affect me? ..... 10

What's the Proposal Process? ..... 12

UFCW 832 Scholarship Stories ..... 14

Women and Gender Equity Committee  
preparing to grow in 2022 ..... 16

Bringing young activists together ..... 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





**Jeff Traeger**  
President

# A Long Time Coming

In less than two months negotiations will open for our more than 2,000 members working at Sobeys West, which includes the Safeway and FreshCo banners. These members are among the many thousands of Manitobans who have diligently stood on the front line during a pandemic that is making its way to being two years old.

We have begun the “normal” process of selecting a bargaining committee, calling for proposals and setting the first bargaining dates at the table with the Employer in early December, but I expect that these negotiations will be anything but “normal.”

The environment we find ourselves in as we head into negotiations is one we’ve never faced before. Our members have had to adapt to the COVID world, their Employer has become accustomed to making record profits, and six stores that were under the Safeway banner are now FreshCo locations.

Public opinion of the work our retail grocery members do has changed significantly as customers have seen our members following all of the many and varied protocols and putting themselves and their families at risk every day when they go to work so we can all keep going through the pandemic.

Bargaining over the next six months with Sobeys will be impacted by all of these factors, just as it was with Red River Co-op last year and will be with Loblaw in 2023. Our society, our members and their Union are ready for a change in what we used to call “normal” and the bargaining table is the best place to make that change happen.

The recent minimum wage increase of five cents an hour in Manitoba was a slap in the face to front-line workers who are already the working poor and we now have the second lowest minimum wage of any province in the country, with only Saskatchewan paying workers less.

These workers are the people who have served or delivered our meals, provided security to our communities, rung up our groceries or performed other fundamental tasks during a pandemic – and our government tells them they’re worth five cents more an hour while inflation runs close to 4.5%.

It seems we don’t value the people who are really important to us at the end of the day, instead we take them for granted. Governments talk about doing better for people, but rarely follow that talk with meaningful action.

But we have an opportunity to change that.

Bargaining better lives for the people that have helped get us through the worst time our generation will experience is one small way to do that. But making real change to the society we live in is more possible coming out of COVID than it was going in.

When I think about what normal was pre-pandemic, I think about how prevalent things like greed, inequity, inequality and hate had become. Why would we want to go back to that when we have an opportunity to build a society where fairness, equity, equality and love are normal?

All we have to do, as Gandhi said, is “Be the change you wish to see in the world.” I’m ready for that change... how about you?

# Welcome!

To our new members at Maple Leaf Paquin Road



On September 28 the Union welcomed new members from Maple Leaf Paquin Road who voted yes to ratifying their first contract at the new plant.

“Our Union’s long-standing history of bargaining with Maple Leaf means these workers are starting off with a sophisticated contract that includes competitive wages and good health and dental benefits,” says UFCW 832 President and lead negotiator Jeff Traeger. “We look forward to working with them to improve their work lives in the years ahead.”

The five-year contract for our members at Maple Leaf Paquin Road closely resembles the collective bargaining agreement at the Maple Leaf Lagimodiere plant.

Maple Leaf Paquin Road is the first new plant that Maple Leaf Foods has opened in Manitoba since 1999. UFCW 832 members at this location will begin work this November and will be supporting the Brandon Maple Leaf plant with packaging and shipping. Maple Leaf Foods plans to initially employ 90 members and expand their operations significantly between now and 2023.

## Welcome to our new Sun Gro members in the lab!

These four new members were previously working alongside UFCW 832 members at Sun Gro, but they weren’t part of the Union.

In late September, this was fixed when a vote was held and they unanimously voted YES!

We look forward to getting started on their first collective agreement.



# Diane Ricker celebrates half a century at Safeway



## Member Profile

In 1971, a teenaged Diane Ricker was hired to work the till at Safeway on the corner of Mountain and McGregor in Winnipeg. It was a coveted job with a rigorous training program and strict uniform policies. Now, fifty years later, Diane's still at that very same Safeway location, serving the kids and grandkids of some of her original customers.

"Just the other day I had a man go through my till asking how long he had known me," she says. "It turns out, he'd been shopping at my store for well over the fifty years I've been there."

Though Diane remains an essential part of her Safeway for the many customers who have known her through the years, a lot has changed. She recalls how important math and fractions were in her early days as well as knowing the price of all of the produce. On the shelves, everything was individually priced.

A few years into the job, Diane got to start working in the cash room, a very prestigious role that she still does (though the work has changed dramatically) today.

"You were a big deal back then when you got into the cash room," she says. "For me, it started with coupons that I would sort and stack for hours on end."

Diane worked at the store part-time while getting a teaching certificate but in the end, she opted to stay with Safeway because the pay was better and it allowed her to stay in Winnipeg rather than move away to hone her teaching skills before being able to be hired by a Winnipeg school division.

"At that time my dad was the building maintenance manager for the entire Garden City Mall and I was making more money than him," she says.

# CONTACT YOUR UNION REP TO UPDATE YOUR CONTACT INFORMATION

Diane was pregnant during the 1978 Safeway strike but remembers bringing her friends drinks when they were on the picket line. A few years later, it was the Union that stepped in to help her get full-time hours when a co-worker alerted her that another person with less seniority had been granted a full-time position.

"That was my most direct dealings with the Union," she says. "My kids were a bit older and I had been waiting to get full-time for quite some time. UFCW fought for me," she says.

Diane has served as a Health and Safety Committee member in her store for many years and has taken lots of Union courses and workshops. She's enjoyed being part of a team that can bring that knowledge into her workplace and ensure everyone is safe.

"One thing that's stuck with me is the importance of writing incidents down, even if it's not a major injury," she says. "You could get a sliver that gets severely infected and it's important that it's documented."

Diane retired a few years ago, but during the pandemic, decided to return part-time because she missed the social interactions. Though she's seen how much has changed over the years, and how different the role of a Safeway cashier is fifty years later, she appreciates the work the Union has done to protect the quality benefits she's come to appreciate.

*The entire team at UFCW Local 832 wishes Diane a very warm congratulations on such a momentous achievement and many more years of good health and happiness!*



**OR VISIT  
UFCW832.COM/EMAIL**





## RON ALLARD

### Running servicing and organizing

As the Executive Advisor to the President, I oversee and support the servicing, organizing, and member engagement departments.

In the servicing department, I want to ensure that our reps are properly supported and that we provide the best service possible to you, the membership. The monthly in-person visits are incredibly important to us as a union, and even though COVID derailed those for a period of time, we're back to servicing in person where and when we can. If a challenge comes up that prevents a rep from accomplishing this, I'll be working closely with the rep to make sure these get back on track as soon as possible. I also want to make sure you, our members, provide the Union with the relevant and necessary information. This could be for a grievance or just when we're looking out for each other in the workplace. Without sharing and providing information and taking good notes when necessary, solving grievances and other problems gets more difficult.

Organizing non-unionized workplaces is how we grow our Union membership. A Union's strength is in the numbers, and when we stand together, we can achieve the impossible. We're trying new ideas in this department, and I encourage all of you to reach out to us if you hear of any workplaces that treat their workers unfairly.

Both servicing and organizing involve member engagement – this is something that we have always worked to improve, but I am proud to say that we are now putting more resources into this

initiative. We hope that by increasing resources to this department, we can increase your participation in the Union! We are a large union with many members across Manitoba, and we want to make sure that you all feel like you're a part of it.

Member engagement is a two-way street. We need to communicate with you to ensure you're empowered with the information you need in your workplace. We also want to look at better ways to listen to your ideas on what will make our Union even better. Not all ideas will work, but times are changing and we're open to thinking outside the box to adapt. What role can you play in improved member engagement? It goes back to what I spoke about with servicing: you are the eyes and ears of our workplaces. Let us know what is going on and how we can help. If you have an idea or like something we did, let us know. If you aren't happy with something, let us know that too, but do it in a respectful and constructive way. We're open to hearing all feedback but encourage you to think about and recommend solutions when you're reaching out about an issue.

Finally, I want you all to know that I am here as a resource for the Union reps and for you, our members. I want to ensure we are providing the best possible service, and I want to help our Union grow. If you have any questions, feel free to contact me.

**204-786-5055 (ext. 221)**  
**ron.allard@ufcw832.com**

2021

# UNION ELECTION RESULTS

## Two new faces on the executive board

UFCW Local 832 executive board elections took place in October for two vice-president positions.

Congratulations to the two new executive board members: Deb Stewart and Jennifer Sikora!

A very special thank you to Tom Biebrich and Laura Cote for their time and contributions to the UFCW Local 832 executive board.

UFCW would also like to thank every member who took the time to vote and contribute to our democratic election process.

The two new executive board members will begin their role when the new four-year term starts on January 1, 2022.

We strive to have the makeup of our executive board represent a strong cross-section of workplaces and locations across Manitoba so that their leadership and direction reflect the diverse nature of our 19,000 members.

## Thanks for helping us improve the ways we communicate!

We emailed out a member survey in early October and collected lots of information that will inform our ongoing communications efforts.

We appreciate all members who took the time to complete the survey. The first 1,000 members who completed the survey will be receiving \$10 grocery gift cards in the mail in December. In addition, everyone who completed the survey was entered into draws for sports tickets to either a Blue Bombers or Jets game.

### The three winners were:



Ray Proost



Nick Gray



Mashtura Khan



## How does gig work affect me?

Contract work and the gig economy are on the rise. Whether it's Instacart, Amazon, SkipTheDishes or Uber, chances are you've experienced their offerings during this pandemic in some form of home delivery.

Here's three takeaways on gig work from a recently released study from Future Skills Centre:

1. Many gig workers are supplementing or replacing already inadequate income, averaging just \$10,000 in earnings a year.
2. Platform companies present themselves as intermediaries rather than service providers, shifting nearly 100% of the risk and cost onto others, such as their workers and the public.
3. Self-employed, temporary work such as gig work is the fastest growing labour group in Canada and currently covers 20% of the Canadian labour force.

It's crucial that governments develop regulations to end the vulnerability of gig workers and introduce basic standards for the industry such as minimum wage, holiday pay, sick leave, and the right to join a union.



# Classifying Workers as Contractors is Subject to Legal Tests

You are likely familiar with the term “gig economy,” which is characterized by contracted out piecework. Most often we think of the modern version of this, where companies use apps to issue tasks and communicate with workers. This type of work blurs the lines between the workplace and the home, but contract work exists in a wide variety of workplaces.

With the recent rise of the gig economy, there has been a rise in confusion around how to classify workers. Under Canadian law, every worker falls within one of two categories: the employee or the independent contractor. (We will ignore the category of the dependent contractor for now).

Employers have a large amount of self-interest and incentive to categorize their workers as contractors; independent contractors cannot join unions. Companies that hire independent contractors don't have to adhere to the strict requirements of the Employment Standards Code, nor do they have to pay pension, employment insurance or (potentially) workers compensation contributions. They are also less likely to be bound by common law requirements of reasonable notice, wrongful dismissal and severance pay.

Regardless of how an employer defines its workers, the law applies objective tests to interpret where on the spectrum of employment a worker resides. These have evolved over time. There are four of importance, in order of origin:

## 1. The control test.

The more control the Employer has over the worker, in terms of when, where and how the work is done, the more likely the worker is an employee.

## 2. The entrepreneur test.

The elements being tested are whether the worker owns their own tools, and the ability of the worker to make a profit or a loss. If a worker has a great deal of control over the performance of the job, if they own substantial tools (think big expensive things, like work trucks), and if they make indeterminate amounts of money, they are likely a contractor.

## 3. The integration test.

This builds on the entrepreneur test to include the extent of the integration of the worker within the company. The more inseparable the worker is from the hiring company (from the perspective of the worker), the more likely they are an employee.

## 4. The modern test.

It incorporates all of the elements from the preceding tests, as well as more modern “gig” aspects, such as how the worker defines the relationship, the extent to which the worker can negotiate pay and benefits, and the manner in which third parties such as other companies perceive the relationship.

Classifying a worker can be difficult, but there is an important take-home message. How an employer labels its workers is just one factor of many in determining employment classification. Due to employers' self-interest in misclassifying workers, it is not a particularly convincing one. Our role as a union is to push back against employers who aim to self-servingly classify or re-classify their employees as contractors.

*By Tony Dempsey, former UFCW 832 member, currently working towards a degree in Law at the University of Manitoba.*



**Phil Kraychuk**  
Negotiations

# What's the Proposal Process?

The bargaining process can be complicated. There are a number of steps that happen in a specific order that ensure we're able to achieve the best possible outcome for our members. One of the earliest steps, and arguably the most important, is the proposal process where we collect ideas from members on how best to improve their contract.

We generally have one opportunity every couple of years to make your contract better. That is why it is important that we have your input.

There are two basic reasons why collecting proposals is so important:

**1. It's your workplace**

No one knows the workplace like the membership. You know what is going on and what needs to change.

**2. Preparation**

As negotiators, it's important that we learn about your workplace and understand what your priorities are. We build our negotiations platform on ideas submitted by members and develop support for them with examples and research.

When the proposal process begins, we notify members by email, mail, posters and/or rep visits. Depending on the workplace, we collect member ideas in a variety of ways to ensure we collect ideas from as many people as possible. Some of you may be familiar with surveys, mail-ins, proposal boxes in the workplace, email invitations, telephone town halls or in-person meetings.

There is a window of time when

you can provide your Union with proposals. Once that closes, the negotiations committee (made up of some of your co-workers, a negotiator and your Union Representative) jump into reviewing and prioritizing all of the ideas we've collected in order to put together a package to present to your Employer. Once we've moved into this stage we CANNOT bring forward new proposals.

Even without proposals, which on occasion does happen, the Union will always review the collective bargaining agreement (CBA) with a focus on wages, housekeeping, past grievances impacting the CBA, benefits, vacations and leaves. Your rep also shares information and ideas as someone who has worked with many of you and worked within your CBA.

How can you help us negotiate the best possible contract?

1. Send in your proposals! Your input is what matters the most.
2. Share your most up-to-date contact info, including your email address! We need to be able to reach you in order to hear what you have to say and keep you informed once negotiations are underway.



# CONCERNS IN RETAIL

## BENEFITS

### Use your benefits!

If you're not sure which benefits you are eligible for, please check out our website and look for the documents titled "Confused about your benefits."

[www.ufcw832.com/benefit-forms](http://www.ufcw832.com/benefit-forms)

Please contact your  
Union rep with any questions.

## SCHEDULING

### Are you being told to check your schedule?

If the employer is telling you it's your responsibility to check the schedule, for changes this may not be accurate. Make sure you check your collective agreement!

Please contact your Union rep  
if you're being told otherwise.

## SICK PAY

### Having trouble accessing your sick pay?

If your sick pay should be paid by the company and you are having issues getting it, contact your Union rep as soon as possible.

The longer you delay, the longer you  
wait to get paid.

## COVID-19

### If customers aren't wearing masks...

Or if your Employer is breaking any other COVID-19 restrictions, you need to contact the Tip-Line at:  
1-866-626-4862 (press 3).

If your inquiry is urgent, please call  
311 directly.

You can also visit:  
[forms.gov.mb.ca/covid-tip-line](http://forms.gov.mb.ca/covid-tip-line)

UFCW LOCAL 832



# SCHOLARSHIPS

## EMPOWERING OUR MEMBERS THROUGH EDUCATION

UFCW 832 awards more than \$30,000 in scholarships each year to members (and their dependent children) whose workplaces contribute to the Education Training and Trust Fund.

All members are also eligible to apply for scholarships through UFCW Canada, UFCW International and the Manitoba Federation of Labour. For more information on all of the scholarship and training opportunities available to you as a UFCW 832 member, check out [ufcwtraining.mb.ca](http://ufcwtraining.mb.ca).



### **\$2,000 MAPLE LEAF SCHOLARSHIP**

**Taylor Maclsaac**

Parent: Robert Maclsaac, Maple Leaf Brandon

Studying plant biotechnology at the University of Manitoba.

"I really enjoy science and agriculture. Helping on my grandparents' farm and doing work experience at the Brandon Research Centre were a big influence on my decision. I'm hoping to work in a lab setting or something similar [when I graduate] so I can help local farming communities. Thank you for helping me in my journey in school!"



### **\$500 GRADE 12 SCHOLARSHIP AWARD**

**Idrissa Mpayimana**, member at Sobeys West

Planning to study motor vehicle body repair.

"I would like to thank you for the award. I appreciate being chosen because I know very well that a lot of students could use the money. It wasn't my dream to study vehicle body repair when I came here to Canada but things are always changing and I now will be looking for experience and training in this field. I wish I could meet you personally to thank you."

Photo not  
available

### **\$1,000 GENERAL SCHOLARSHIP**

**Gene Giron**, member at Superstore

Studying nursing at the University of Manitoba.

"I have chosen this field because I take pleasure in helping people that are in need. After finishing my degree, I plan on working for a hospital to continue my career as a nurse and eventually advance towards a doctorate position."



### **\$1,000 GENERAL SCHOLARSHIP**

**Zhi Dong Fang Li**

Parent: Jianhua Li, Maple Leaf Brandon

Studying food and nutrition at the University of Alberta.

"I took culinary courses in high school and that got me intrigued with the preparation of meals... from the appearance to the taste and aroma. I have always wondered why the individual ingredients function as they do, and what type of nutritional benefits it provides. That is why I have chosen to engage in my current studies to understand the inner workings of the different ingredients."



### **\$1,000 GENERAL SCHOLARSHIP**

**Reine Tahimic**

Parent: Gelacio Tahimic, Maple Leaf Winnipeg

Studying nursing.

"I have chosen nursing because I have always wanted to pursue a career where I can help and care for others. The future may hold many opportunities, but when I finish school, I hope to get a job in my field and travel the world."

## **DIAGEO SCHOLARSHIPS**

Each year, dependants of UFCW 832 members working at Diageo's Gimli plant are awarded scholarships from a fund created when UFCW Local 200D merged with UFCW Local 832 in 2011.

**This year, three students are studying with scholarship funds (pictured with their parents).**



**Brad and Justin Ross**



**Doug and Noah Basarab**



**Hanna and John Postlethwaite**



## Women and Gender Equity Committee preparing to grow in 2022

UFCW Local 832's Women and Gender Equity committee is dedicated to connecting with female-identifying Union members and advancing the goals of the labour movement and of Manitoba organizations that support women.

The committee surveyed members in the fall to identify priorities and from that, will be working towards providing events and content focused on:

- Health and wellness
- Workplace health and safety
- Bullying and workplace violence

For future updates  
on committee  
activities, visit our  
website at:

[ufcw832.com/wge](https://ufcw832.com/wge)

**Congratulations**  
to the winners of  
our survey draw,  
who each won  
a \$50 grocery  
gift card!



Susan Bergen



Janet Lariviere

Photo not  
available

Harpreet Aulakh

# 16

## DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

November 25 - December 10

In April 2020, one in ten women reported being very or extremely concerned about the possibility of violence in their homes. COVID-19 has created and highlighted gaps in the systems we have to keep people safe. It has also added heavily to the challenges of those experiencing gender-based violence and of the organizations that support them. Now, more than ever, we need to take collective action.

The #16Days of activism campaign takes place November 25-December 10. It is an opportunity to talk and reflect on the concrete steps that we can take to question, call out, and speak up against acts of gender-based violence. Women, especially Indigenous women and girls, 2SLGBTQ+ and gender-diverse individuals, those with disabilities and/or living in remote communities, are at a greater risk of experiencing violence due to colonialism and other forms of discrimination.

### November 25 - International Day for the Elimination of Violence Against Women

Show your solidarity against all forms of gendered violence by wearing purple.

---

### December 6 - National Day of Remembrance and Action on Violence Against Women

Wear a white or purple ribbon to honour the 14 young women we lost during the tragic mass shooting and act of violent misogyny at Polytechnique Montréal on this day in 1989.

---

### December 10 - Human Rights Day

Reflect on how far we've come and how we can continue to advance human rights.

## UFCW 832 Members at IKWE Make A Difference

UFCW Local 832 proudly represents the dedicated team of hardworking residential support and follow-up team members at Ikwe-Widdjiitiwin, a crisis shelter for Indigenous women and children seeking refuge from domestic violence situations. Since the shelter opened its doors in 1984, countless women and children have come through the shelter. Our members at Ikwe help women reclaim their lives and provide essential services such as safe accommodations, counselling, and educational workshops to help women and children reconnect with their Indigenous roots.

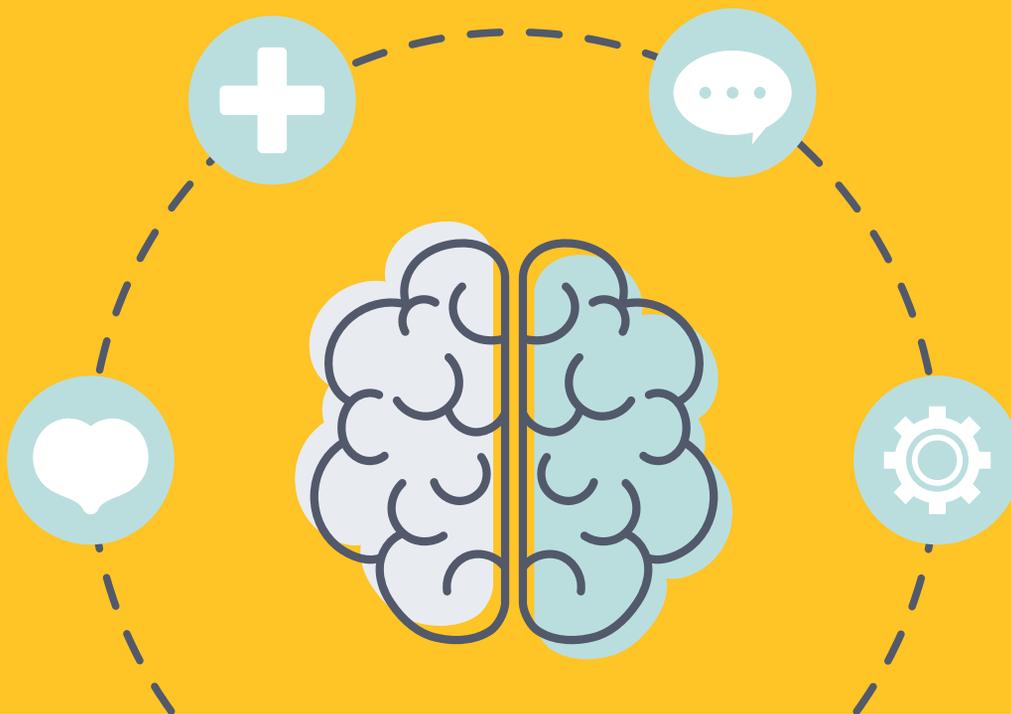
Learn more about the work they do in our community at [ikwe.ca](http://ikwe.ca).



If you or someone you know is experiencing gendered violence:

**Provincial Crisis Line:**  
1-877-977-0007

**Ikwe Crisis Toll-Free:**  
1-800-362-3344



# 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](https://manitoba.abiliticbt.com/home)

For help accessing health services, visit [mb.211.ca](https://mb.211.ca)

Visit the Klinik website at [klinik.mb.ca](https://klinik.mb.ca)

# Bringing young activists together



**Back row:** Brenna Rousseau (on screen), Geoff Bergen, Brandin Matos, Ichiro Oquino, Jordan Kembell, Ron Allard, Jennifer Sikora, Dustin Rogers

**Front row:** Marie Buchan, Danica Reid, Sadbhawna Sharma, Erin Selby, Loreto Gutierrez

As Manitoba's Union with the youngest members, it's important to connect with, support and learn from the young leaders in UFCW Local 832.

UFCW Canada offers a Young-Workers Internship Program (YIP) each year that brings together activists who want to become more involved with their Union and are interested in labour history, organizing, globalization and more. This year, the UFCW Local 832 members who attended YIP had to do so virtually, but were able to bring them together in-person in early October to debrief on their experience and takeaways, as well as plan for the future.

This meeting was the first one of the UFCW 832 youth committee and the day was filled with inspired conversations focused on building engagement with other young workers. Stay tuned for more work to come from this group next year!

# CITY OF WINNIPEG REC PASSES ARE RETURNING!

## Facilities are open now for you to use!

Visit the city website for up-to-date information on facilities and COVID-19 restrictions

[www.winnipeg.ca/leisureonline](http://www.winnipeg.ca/leisureonline)

### FACILITY PASSES

can be used for general admission during public hours at any City of Winnipeg aquatic facility or leisure centre

**6-month Facility Pass: \$186.57**

**12-month Facility Pass: \$346.50**

### ACTIVE LIVING PASSES

offers all the benefits of the Facility Pass, and can also be used for any City of Winnipeg drop-in Active Living class.

**6-month Active Living Pass: \$249.28**

**12-month Active Living Pass: \$484.33**

Passes are valid at any City of Winnipeg pool, Fort Rouge Leisure Centre, Freight House Gym or Peguis Trail Health and Fitness Centre.

### TO SIGN UP:

Download and print your form online at [www.UFCW832.com/recpass](http://www.UFCW832.com/recpass)

**Either mail or drop off your form back at the Union office by December 13, 2021.**

**All forms can be mailed to:**

UFCW Local 832  
1412 Portage Avenue,  
R3G 0V5

**Forms can also be dropped off at this location in the mailbox.**

Passes will be activated on January 15, 2022, and ready for pick up at any City of Winnipeg recreation facility.

**Our office has COVID-19 restrictions in place.** If you need to pickup a form and fill it out in person, please call 204-786-5055 (ext. 256) to make an appointment.

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

#### Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832  
1412 Portage Ave.  
Winnipeg, MB R3G 0V5