



**AS LONG AS THE SUN SHINES,
THE GRASS GROWS AND
THE RIVER FLOWS.**

UFCW Local 832 acknowledges that we are gathered and work each day on ancestral lands, the traditional territory of the Anishinaabeg, Cree, Ojib-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation. Our offices are located on Treaty 1 and 2 territory and our work extends into Treaties 3, 4 and 5.

We recognize the injustices done to the Indigenous peoples of this land and are committed to supporting and collaborating with Indigenous communities in the spirit of truth and reconciliation.



**WORKING TOWARDS
RECONCILIATION**



UNION

GENERAL MEMBERSHIP MEETINGS

IN 2022

Tuesday, February 8

Tuesday, May 17

Tuesday, September 20

Tuesday, November 8

Meetings start at 7 p.m.

The meetings all happen by
Telephone Town Hall

Joining the meeting is easy - we call and invite you in!

On the meeting days, if you don't get a call by the start time, you can dial in at 1-877-229-8493 and enter ID Code: 112418 to join the meeting.

The President's Report, Secretary-Treasurer's Report and the minutes are all online seven days before the meeting for you to review.

UFCW832.com/GMM



Did you know that members who attend are entered into a prize draw?
Pictured with a friend is member Tracy (left), who won Bomber tickets.



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

Deb Stewart

Kathy Brnjas

Alex Ciumac

Wes Connell

Jennifer Sikora

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

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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



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Marie Buchan
Secretary-Treasurer

The Value of Your Union Dues

I would like to first take this opportunity to extend my best wishes to all of you, our members and your loved ones across this wonderful province, for a healthy and happy 2022! As Secretary-Treasurer, the questions I hear most often are:

- Why do I pay Union dues?
- What is my Union doing with them?

These are both great questions and ones that I am always happy to answer.

Member dues are the only income that Local 832 receives. Everything your Union does is paid for out of the dues collected from members. In the pie chart on the next page, I've explained each of the categories and services we provide. However, paying Union dues is more than just paying for services. Although our services are extremely important, there's so much more to what we do. We truly are YOUR VOICE AT WORK IN MANITOBA.

Not only does UFCW Local 832 work hard each and every day to ensure your rights are met, we also advocate on your behalf with our provincial and federal governments on legislation that impacts all of our members at work. We spoke against Bill 28 (the Public Services Sustainability Act) and Bill 64 (the Education Modernization Act) and did what we could to ensure these bills did not turn into law. We use our voice to speak on behalf of working Manitobans and to push governments to do better by supporting good jobs and safety and fairness in the workplace.

Your Union also provides an extensive amount of training opportunities to members. I am so proud of the work our Training Centre does to educate

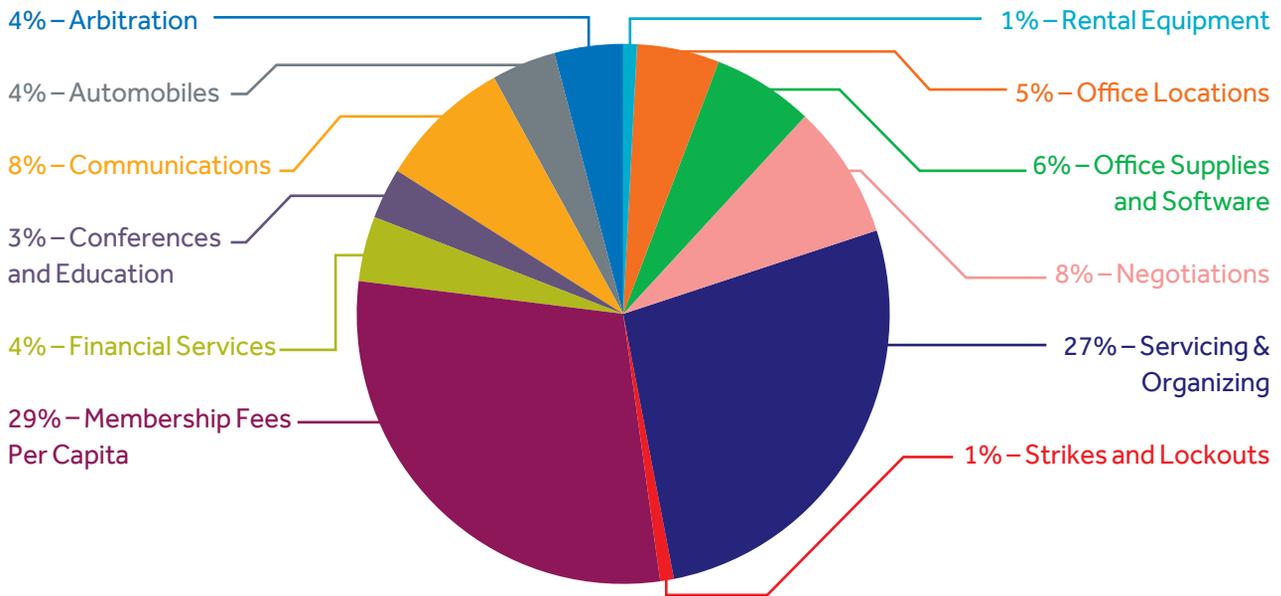
and empower our shop stewards and health and safety committee members. We have a great online learning program through UFCW Canada's WebCampus. It is free for you and your family members and some courses can even be used for university credits. This is in addition to our in-class learning on a wide variety of topics, our high school program and our annual scholarships and bursaries.

One of the largest cost categories of your Union is the work our staff does to represent you in your workplace. That includes things like workplace visits, filing and processing grievances, arbitration, and Labour Board hearings, as well as contract negotiations. In order to continue growing as a union, our staff meet with non-unionized workers who contact us and ask to become unionized so that they too can have a fair and respectful workplace. All of these services take a significant amount of time, research, planning and scheduling. When our members decide that a strike is necessary to get a fair deal, it also means funding strike pay and strike-related costs.

Don't forget that your Union dues are tax deductible: make sure you claim them when tax time comes!

These are only a few examples of what your Union does for its members each and every day. I am so proud of our staff and how passionate they all are in moving the labour movement forward. They are a team of hardworking, committed individuals who want to ensure you know that we are behind you each and every day, fighting for a better workplace.

Where does your dues money go?



Arbitration (4%): Costs associated with referring grievances and other legal matters to arbitration or to the MB Labour Board.

Automobiles (4%): Car allowance for Local 832 staff who must travel throughout Manitoba to service members.

Communications (8%): Covers two staff, all costs associated with the magazine and our online presence (web, social media).

Conferences and Education (3%): 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).

Financial Services (4%): 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.

Membership Fees Per Capita (29%): The Local pays membership costs to UFCW Canada, UFCW International Union, Manitoba Federation of Labour and other regional labour groups and councils.

Rental Equipment (1%): Includes the rental, maintenance and repair of photocopiers, postage meters and other equipment.

Office Locations (5%): Covers rent expenses, utilities, property taxes, insurance and maintenance at our locations in Winnipeg, Brandon and Neepawa.

Office Supplies and Software (6%): Covers supplies such as paper, pens, postage, couriers, computers and software for all office locations.

Negotiations (8%): Getting the best possible contracts for members is one of the most important things for Local 832. This category includes four full-time staff.

Servicing & Organizing (27%): Servicing current members and pushing to organize new ones takes up the largest portion of our budget. This covers salaries and costs involved with sending Union representatives around the province to the various work locations. Staff also covered in this section include our organizing coordinator, support staff personnel and our Union president.

Strikes and Lockouts (1%): Our strike fund ensures our Union members can afford to stand up to their Employer and fight for their rights when the time comes.

There will be no general increase in dues in 2022

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 adjustment to their dues, but only to a maximum of 50 cents more per week.



Erin Selby
Training Centre Director

Thank You, Kelly!

The new year will bring significant changes to the training centre – Kelly Mazur, our administrative assistant, retired on December 24, 2021 and Deborah Malyk will be taking her place.

For those of you who have visited or called the training centre, Kelly was the cheery voice who often greeted you. Her enthusiasm, support and can-do attitude will be truly missed. I have never heard Kelly utter the words “I don’t know”; she always finds a way to get the job done.

Kelly came to us originally in 2017 to help organize our Activist Conference that year and stayed on permanently in 2018. Kelly brought a vast experience to the role having previously organized national conventions for CUPE and more recently having worked in the Premier’s office under the NDP government.

Deborah, our new administration assistant, also brings experience working for government. Deborah wore many hats throughout her career working in the department of Health, Seniors and Active Living.

I’m happy to welcome Deborah to her new role and am already confident she’ll be a great fit for the UFCW 832 Training Centre.

Kelly will be greatly missed. We wish her all the best in her retirement.



Kelly Mazur



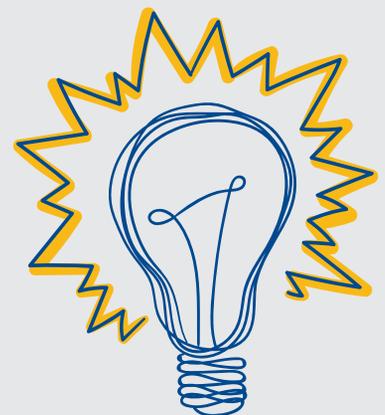
Deborah Malyk

BRIGHTER FUTURE? NOW, THAT’S SMART.

If you or your child are attending post-secondary classes in fall 2022, apply for an ETTF scholarship between February 1 and May 31 at ufcw832.com/training.

We award more than \$44,000 in scholarships to members whose workplaces contribute to the Education Training and Trust Fund (ETTF).

Find out if your Employer contributes to the ETTF fund at ufcw832.com/ettf



A Stronger, More Diverse Workplace



Bethany Colomb

UFCW 832 believes everyone should be given the opportunity to reach their full potential and find meaningful work. We began the Different Abilities Project to help connect people living with disabilities to jobs with our UFCW 832 employers. We partner with community organizations and UFCW employers to match people with jobs.

Bethany Colomb is a member who works at Red River Co-op in St. Norbert. She connected with her job through support agencies SCE LifeWorks and Ready, Willing and Able. Bethany is responsible for cleaning and organizing the shopping carts, sweeping and mopping floors, cleaning the bathrooms and taking out the garbage and recycling. Her favourite part about her job is the staff and customers.

Bethany likes playing video games in her time off – right now she’s playing Beat Saber. She’s hoping that her job will help her save enough money to get a dog in the future.

We are happy to have Bethany as a UFCW 832 member and thank her for sharing her story with us.

Ready, Willing and Able

Through UFCW 832’s Different Abilities Project, we work with our employers to encourage a commitment to inclusive hiring and connect them with Ready, Willing and Able (RWA). Current employers who work with RWA include Red River Co-op, Loblaw, Maple Leaf and HyLife.

RWA is a national initiative that supports Canadian businesses in building inclusive workplaces that recognize the value of skills and qualifications of people with an intellectual disability or Autism Spectrum Disorder. RWA works with employment agency partners to help individuals find meaningful

work. RWA provides a range of services to employers including selection and onboarding, accommodation requirements and other resources that remove the perceived financial barriers of inclusive hiring.

When employers incorporate inclusive practices into hiring, they enhance the creativity of their workforce, provide a broader base of experience and help shift the emphasis to individual strengths and talents.



The Recognized Importance of Health and Safety

A member profile on Edit Majoros

Edit Majoros contributes to a healthy community in so many aspects of her life. As an avid gardener, she's got a robust pantry of canned goods she prepared in the fall and shares with friends and family. As a shop steward and the employee co-chair of the office workers health and safety committee for Life's Journey, she's worked hard alongside her committee members to ensure their workplace is safe and supportive for all. This year, the committee won a SAFETy award from Safe Work Manitoba for their efforts.

UFCW 832 represents nearly 700 members from Life's Journey, which has multiple locations in the province. Members work in group homes and in the Life's Journey offices to support individuals, their families and communities who are impacted by neuro-developmental disorders.

Edit is a residential coordinator for Life's Journey, supervising about 130 staff as well as managing maintenance for 15 homes. Throughout the years, she's taken several activist courses through the Training Centre and says they've helped her to be more supportive towards her co-workers.

"If I see anybody struggling, I approach them and ask if there's anything that could be done to help," she says. "Especially with COVID, a lot of people are struggling with their mental health and we can

help them find the resources they need, such as our employee assistance plan."

Like so many of us, the committee struggled to keep up with changing information in the early days of COVID. Emails and paper policies were going out so often that the committee decided to change things up and record a video of themselves breaking down the fundamentals of COVID-19 safety protocols such as wearing a mask and social distancing. That video was highlighted in their SAFETy award presentation.

"We wanted it to be more personable and something that our co-workers would appreciate," she says. "It's difficult to engage with staff because they're spread out and work so many different shifts, but we just wanted to do something different for them."

Edit credits the success of the health and safety committee to their commitment of including everybody from their workplace.

"When I do training, I always say that we can have a beautiful and comprehensive committee and plan, but it's only going to work if everybody is involved," she says. "We do what we can to include all workers and get their feedback. If someone has an idea for how to make something better, we want to hear it."

HEALTH AND SAFETY 101

Manitoba's Workplace Safety and Health Act is based on a system of shared responsibilities that acknowledges the roles of everyone in a workplace for safety, including workers, supervisors and employers.

In general, a health and safety committee:

- meets at least once every 90 days
- is co-chaired by representatives for both the workers and the Employer
- identifies workplace hazards
- investigates incidents, and
- resolves complaints.

A functional committee, where all parties are working together towards a safe and healthy work environment, is the best way to keep workers safe on the job.

If you have questions or concerns about on-the-job safety or are interested in becoming a health and safety committee member, talk to your Union Representative.

Find your rep on our website at
UFCW832.COM/REPS

CONTACT YOUR UNION REP TO UPDATE YOUR CONTACT INFORMATION



**OR VISIT
UFCW832.COM/EMAIL**



UFCW 832 Continues its Work

Land acknowledgements are small but significant steps we can all take toward reconciliation. UFCW 832 worked with Eric Flett, UFCW Canada elder, to thoughtfully develop an acknowledgement that would honour the Indigenous people whose ancestral lands we live and travel on each day as well as the Treaty territories we work in.

On a blustery day in November, Elder Flett and his partner Susie guided the UFCW 832 executive board and staff in a smudge ceremony to bring clarity and intention to the land acknowledgement

and to cleanse and honour plaques made for the lobbies of the Local's offices and Training Centres.

Smudging is an ancient Indigenous practice where one burns one or more of the sacred medicines (in this ceremony, Elder Flett brought sage) and the smoke is wafted over an individuals' face and body to purify their thoughts and burn away negative energy. Elder Flett shared the lessons passed down to him from his ancestors by first smudging all of the attendees with the smoke from the burning sage and then the plaques.



(Left) Elder Eric Flett smudges himself and the staff at the land acknowledgement ceremony. (Right) Flett smudges the plaques at the end. UFCW 832 has five plaques meant for the UFCW 832 and Training Centre locations around the province.

Work Towards Reconciliation

"It's important to keep our traditions going, to follow protocols and honour our ancestors' teachings," says Elder Flett. "Back in the day, our people would acknowledge when they were travelling into another Indigenous Nation's territory by providing tobacco or a gift and asking permission to enter."

Flett says that land acknowledgements are one way to maintain this practice and to show respect for Indigenous peoples, who have been caretakers of this land since time immemorial.

Although the Local's land acknowledgement will be used for meetings and prominently displayed, it's important to note that this is not where our work on reconciliation ends.

"These plaques and our use of land acknowledgements are just one step in a long-term commitment to truth and reconciliation," says Jeff Traeger, UFCW 832 President. "We want to move beyond acknowledgements to a long-term relationship with Manitoba's Indigenous communities."

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HOW DOES BARGAINING WORK?

1

The Negotiator Calls for Proposals

- A letter with firm deadlines is sent out from the negotiator asking members to submit proposals.
- You share any ideas you have that will improve your workplace or contract.
- Proposals cannot be accepted after the deadline.

2

Form the Bargaining Committee

- Union members from your workplace will join the committee, through appointment or election.
- The committee reviews proposals and forms a proposal package that will be presented to your Employer at the start of bargaining.

3

Bargaining Begins

- The committee and Employer exchange all proposals at the start of bargaining.
- The committee and your Employer meet multiple times to discuss which proposals should end up in the new contract.
- Bargaining can take days or months depending on the amount of proposals, and how much we disagree with each other's proposals.

A strike vote can take place at some point during bargaining.

How does a **STRIKE VOTE** work?

- A strike vote can happen any time during bargaining. However, you only get to take one strike vote.
- When you vote at a strike vote, you are voting on whether or not you are giving your committee a strike mandate.
- Voting yes to a strike mandate gives your committee the ability to apply more pressure on your Employer.
- A majority strike vote does not automatically mean you will go on strike. The bargaining committee will use the strike mandate vote as a pressure tactic to get you a better offer to vote on.

4

Ratification meeting

- If both sides come to a tentative agreement, or if the Employer has given a final offer, you'll be invited to a meeting to hear the details and vote.
- The bargaining committee will often make a recommendation to accept or reject this agreement



If the majority accepts the agreement

The agreement is ratified and you have a new, enforceable contract!



If the majority rejects the agreement

Your committee decides to either send back a new counter-offer, or we go on strike.

Staying Engaged Through the Process

Although it may look relatively simple on the previous page, negotiating a new collective agreement can be confusing if you're new to the Union or haven't been through it before. We start by requesting suggestions and contract-improvement ideas from you, the membership, and move into forming a bargaining committee made up of some of your co-workers. Your committee finalizes the package of improvements that we exchange with your Employer at the first meeting.

The bargaining committee meets with your Employer multiple times, exchanging ideas or proposals back and forth, trying to negotiate an agreement that includes as many of your ideas as possible. Once that process is complete and the committee feels they have negotiated the best possible deal they can, we bring the tentative agreement back to you, the membership, to vote on. If more than 50% of the members who participate in the vote cast a ballot to accept the deal, your workplace will have a new collective agreement.

If the tentative agreement is voted down, or things are not going well with your employer during negotiations, it's possible that your negotiating committee may decide to hold a strike vote, which may or may not mean you will be striking. What it does is empower your committee to go to your Employer with a strong show of support from you and your co-workers.

Why can't proposals be made after the deadline?

One of the most common misunderstandings in the bargaining process is that proposals can be presented at any time. There are mainly two reasons why this can't, and shouldn't, happen.

The first reason is, deadlines matter. A lot of work and organizing, discussions and preparation goes into the proposal package that your bargaining committee will present the Employer on the first day of negotiations. These deadlines were set with those timelines in mind.

The second reason is because it could be considered by law as bargaining in bad faith. From a bargaining perspective, it is a fair expectation that when you start discussing the issues at the table, both sides are aware of all of the issues at the start of the process.

Your participation throughout bargaining is so important. We want your voice to be heard, and our united voices to be strong, so we can get you the best deal possible!



Joe Carreiro
Negotiations



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.



In the gig economy, misclassified workers will struggle without Union support

In the last edition of UNION Magazine, I wrote about the gig economy, and specifically that classifying workers as contractors is subject to legal tests. I also noted that employers have a great deal of self-interest in calling their employees contractors.

A natural follow-up question for workers is: what can I do if I feel I have been misclassified at work? As with all legal questions, the answer is: "It depends."

In unionized workplaces, it is extremely rare for employees to be reclassified because the Employer can't declare this type of change without Union input. An Employer would likely only succeed if they had no choice but to change the nature of the workplace (to prevent imminent bankruptcy, for example). Even then, the Employer would have to prove to the Labour Board that this was for legitimate and essential business reasons.

Basically, it is unheard of.

In the Union context, the problem of misclassifying employees comes up most frequently in organizing drives. Employers have argued that their workers cannot unionize because they're independent contractors and therefore are legally unable to join unions. That would be true if the workers really were independent contractors, but history and case law show that workers are often misclassified in part to stifle future Union participation. Unions that enter workplaces during such drives have been essential to correcting these misclassifications.

Last year in Ontario, Foodora, a food delivery company along the Uber Eats/Doordash/SkipTheDishes model, argued that an organizing drive was essentially illegal because its workers (couriers) were independent contractors. The Ontario Labour Relations Board found that, based on an objective evaluation, the workers had been misclassified and were free to unionize.

Worker misclassification is mostly a problem for non-unionized workplaces. And the issue is not the law. The issue is that in non-unionized workplaces, it is much harder for employees to know about and assert their legal rights.

Here's the short answer to the question: what can workers do if they feel they have been misclassified at work? In the very rare instance that this occurs in a unionized workplace, workers should contact their Union rep and let the Union's legal department get to work.

If they are in a non-unionized workplace, good luck. Workers should call Manitoba Employment Standards and file a complaint. They should retain a lawyer if they can afford it, although the reality is that most can't. A creative solution might be to attempt to unionize the workplace first. As in the Foodora case, the Union would immediately adopt the role of arguing that the workers have been misclassified, in order to certify the workplace.

Written by Tony Dempsey, a former UFCW 832 member who is currently working towards a law degree at the University of Manitoba.

Bargaining Update for Safeway and FreshCo Members

Your negotiating committee met with representatives from Sobeys in early December to officially kick off bargaining your new contract and to present the contract-improvement ideas (proposals) you and your colleagues provided to us over the last few months.

A lot has changed since we negotiated your current contract in early 2018. We now have six FreshCo locations and 19 Safeway stores making up the group that we are representing at the bargaining table. We are over 2,000 members strong!

One item of concern from your Employer is that they've refused to respond to any of our proposals on FreshCo because they believe we should be negotiating with the franchise operators at each of those six stores. We're working with our legal team to plan our best approach to that. By the time you are reading this, we will have brought that approach into our next round of negotiations that took place on January 4.

It's important for us to highlight how much extra work has been placed on your shoulders during this pandemic. You took on risks at work during times when many others were able to stay home, and you dealt with the frantic supply chain issues of toilet paper and concerned customers. Your Employer has seen HUGE profits over this difficult time, and at the bargaining table, we're working to turn public support and understanding into an improved contract for you!

As bargaining progresses, members of the negotiations sub-committee will be visiting stores to share information and answer your questions. You can also always reach out to your union representative or check ufcw832.com/sobeyswest for updates.

MEET THE BARGAINING COMMITTEE



Bill Nikolaus



Jason Barrett



Kay Wetherill



Leslie Addison



Lauren Hatch



Leanne Kordalchuk



Lorraine Collins



Lisa Cancilla



Lisa LaRosa



Ryan Bray



Michelle McMullan



Richard Horton



Wes Connell



Kim Ferris



Jason Appasamy



Marie Buchan



Jeff Traeger

Do you work at Superstore or Extra Foods and recently received a Manulife benefit card?

The Union has an upcoming provincewide policy grievance scheduled for arbitration this February against Loblaw for failure to provide benefits. We filed the grievance because several Superstore members notified the Union that they had averaged 32 hours or more per week during any 13-consecutive-week period, which should have qualified them for Tier 2 benefits. However, the Company denied the employees these benefits, claiming there are four reference periods per year and these employees did not work the qualifying hours during these reference periods. The Union's position is that the CBA states ANY 13-week qualifying period with NO mention of any reference periods and therefore these employees should have qualified for Tier 2 benefits. The Company has informed the Union that 560+ employees qualify for Tier 2 benefits and have been mailed Manulife benefit cards.

What does this mean for you? If you received a Manulife benefit card, it is because we have been informed by the Company that you now qualify for drug coverage and short-term disability benefits, upgraded PBAS benefits and possibly company sick time.

1. Please check your Loblaw Workday account to see if there are updates/notifications about these benefits and contact Manulife at 1-844-251-4241 to ensure you are registered and add any dependents if applicable.
2. After completing the qualifying period for Tier 2 benefits, you may also earn company sick pay credits at the rate of four hours for each reporting period where you work more than 128 hours, up to a maximum of 48 sick pay hours/year and a total maximum of 120 sick pay hours. If you are applying for sick pay, check your Workday account to see if you have company sick time credits to use and speak with your bookkeeper to ensure the sick time hours are coming from the company plan if you have earned those hours.

Some members have asked if dental benefits are now through Manulife – your dental benefit provider has not changed. It is still MFCW Dental.

Please contact your Union rep if you have any questions or concerns.

UFCW LOCAL 832 RETIREE SCHOLARSHIPS



Thank you to all who applied this year for the Retirees' Club Scholarships.

Congratulations to the following winners:

- Zachary David Crossland, grandson of Sylvia Hawryshko, will be attending Red River College
- Johanna Rose Thordarson, granddaughter of Douglas Thordarson, will be attending University of Manitoba
- Keri Nicole Unrau, granddaughter of Margaret Knelsen, will be attending Providence University College

UFCW Canada Beggs-Dowling-Mathieu Scholarship

Each year, UFCW Canada awards 18 scholarships worth \$1,000 to active members and their families for post-secondary studies.

This year, Priyanka Chaudhary, spouse of Deep Chaudhary from Maple Leaf Brandon, is one of the lucky recipients!



Priyanka Chaudhary (left) with Ron Allard, Executive Advisor to the President (right).

UFCW 832

Membership Discount Program

Relaunch!

Your UFCW Local 832 membership entitles you to discounts and special offers from locations across Manitoba. In 2022, we're putting a new focus on this program to bring UFCW members in Manitoba better deals and discounts!

[UFCW832.com/discounts](https://ufcw832.com/discounts)

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

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 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

City/Town	Dates	Office Location	Address	Phone #
Winnipeg	Feb. 8 - Apr. 30	UFCW Training Centre	880 Portage Ave.	204-786-5037
Brandon	Feb. 24 - Apr. 30	UFCW Office	530 Richmond Ave. E	204-730-9455
Flin Flon	Feb. 8 - Apr. 30	Carol's Tax Service	163 Centre St.	204-687-3337
Neepawa	Feb. 27, Mar. 6 & 20, Apr. 3	UFCW Office	342 Mountain Ave.	204-730-9455
Portage La Prairie	Mar. 27	Canad Inns	2401 Saskatchewan Ave. W	204-786-5037
Russell	Feb. 8 - Apr. 30	Merril's Tax Service	110 Assiniboine St.	204-773-2290
St. Malo	Mar. 20	Epic Smile	112 St Malo St. off PR 218	204-786-5037
Thompson	Feb. 8 - Apr. 30	Liberty Tax Service	50 Selkirk Ave.	204-778-8416



Due to COVID-19 regulations, only one person is allowed in the tax office at a time. You WILL be required to go through COVID screening before entering the office. Failure to comply with our policy will result in denial of entry.

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5