



# YOUR EXECUTIVE LEADERSHIP TEAM FOR 2022-2025



# GENERAL MEMBERSHIP MEETINGS

IN 2022

**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!**

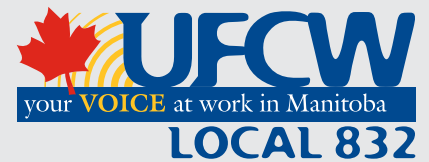
On the meeting days, if you don't get a call by the start time, you can dial in at 1-877-229-8493 and enter ID Code: 112418 to join the meeting.

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](http://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

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:



## INSIDE THIS ISSUE:

The Time to Recognize Essential Workers is Now. . . . .	4
Sobeys Capital Incorporated Strike Vote Results . . . . .	5
Larry Gottfried Reaches 50-Year Milestone at Diageo . .	6
Heroes Do Wear Scrubs. . . . .	7
Safety Tips to De-Escalate Violence . . . . .	8
Support From the Inside Out . . . . .	9
Your Executive Leadership Team for 2022-2025. . . . .	10
UFCW Local 832 and Malteurop . . . . .	12
Steinbach's Citizens on Patrol Receive a UFCW Canada Equity Grant . . . . .	13
Cycling for My Granddaughter. . . . .	14
Security Initiative Success . . . . .	15

### 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, Oji-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.

## 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

# The Time to Recognize Essential Workers is Now

In November, Heather Stefanson became the 24th Premier of Manitoba. In her first three months she has rarely addressed the media, refused to put appropriate health orders in place during the worst wave of the pandemic, told Manitobans they would have to take care of themselves and brought in a backbencher (an MLA without ministerial experience) to be the Minister of Labour.

The 24<sup>th</sup> premier is a lot like the 23<sup>rd</sup>: focused on business and finding ways to make the rich even richer while everyone else is left to fend for themselves. Supports for Manitoban workers have virtually disappeared and minimum wage is the second lowest in the country. It's no wonder she's the least popular premier in all of Canada.

Our essential workers in health care, retail grocery, security and many other sectors have been dealing with the risks of COVID-19 each and every day. Many are working without access to the paid sick time they need and many more earning wages that aren't fit to support a family due to our province's dismal minimum wage and miniscule increases over the last few years.

This is the reward our premier and her Conservative Party have given our heroes and frankly, it's shameful. At a time when most of us recognize the critical importance of essential workers, it seems our government, and many employers, simply do not.

If the world worked the way it should, essential workers would be provided with a living wage and decent health benefits, full protections against COVID-19, paid sick time and respect and dignity in the workplace. And, their employers would stop *calling* them heroes and start *treating* them like

heroes, recognizing them in tangible ways instead of providing short-term, temporary premiums called "hero pay."

Since government and employers have failed these essential workers, it's up to those workers themselves – alongside their Union – to stand up and demand that we come out of this pandemic with a society that celebrates their contributions and an Employer that offers a compensation package that reflects that.

This Local has worked very hard during this pandemic and will continue to fight long after to ensure that all of our members are recognized for the work they do each and every day.

As this issue went to press, UFCW Local 832 and a strong committee of activists representing our 2,300 Sobeys members working at Safeway and FreshCo were at the bargaining table demanding better for those essential workers – fighting for a living wage and demanding the protections and workplace benefits they deserve.

When 2023 arrives, we will do the same with our 4,000 members working at Superstore and No Frills (owned by Loblaw Companies Ltd). These workers kept stores open throughout the pandemic and took on risks to their health and that of their families. Their efforts made these companies extremely profitable. Both Loblaw and Sobeys have reaped huge rewards during the pandemic, making billions of additional dollars. There's absolutely no reason they can't do better for their workers.

The best way for employers to show their appreciation is at the bargaining table – and the best time to do that is now.



# Manitoba Safeway and FreshCo workers show strong support for a strike mandate

February 27, 2022 – UFCW Local 832 members from Safeway and FreshCo locations in Manitoba voted more than 98% in favour of a strike mandate following a weekend of voting.

A strike mandate demonstrates the seriousness of these employees' proposals and their commitment to fighting for better working conditions.

UFCW 832 and its bargaining committee made up of employees from Manitoban stores have been at the bargaining table with Sobeys Capital Incorporated since late 2021 but have not felt that the employer is taking them seriously.

"Over this pandemic, we have an employer who has made a huge profit and employees who have worked very hard to ensure Manitobans have access

to essentials despite increasing risks and stress," says Jeff Traeger, UFCW 832 president and lead negotiator. "Sobeys Capital Incorporated has consistently called its employees heroes, but it's time for them to move beyond words and show their gratitude in a more meaningful way."

The current contract for Safeway and FreshCo expires on March 19, 2022. However, the union and employer are scheduled to resume bargaining on Tuesday, March 1.

UFCW Local 832 represents approximately 2,000 Safeway and FreshCo workers from stores in Winnipeg, Brandon, Thompson, Selkirk, Neepawa and Dauphin.



## We stand strong with Ukraine

Our thoughts, strength and support are with the innocent people of Ukraine and their friends, family and loved ones throughout the world who are deeply affected by the ongoing Russian invasion.

We stand strong with Ukraine and the Ukrainian people. Union staff and activists attended rallies in Brandon and Winnipeg over the last weekend to listen, support, and show solidarity to the Ukrainian community.

UFCW Local 832 encourages you to donate to the Ukrainian Humanitarian Appeal if you are able. Visit the Ukrainian Canadian Congress website to find out more information at [www.UCC.ca/](http://www.UCC.ca/)

# Larry Gottfried Reaches 50-Year Milestone at Diageo



## Member Profile

Larry Gottfried was born in Gimli and raised on a farm nearby in Meleb. Larry started with the distilling industry a few months after high school at Calverts of Canada making \$2.97 an hour, and after 60 days, he made \$3.02. Calverts, became Seagram's, and in 2001 Diageo bought them out.

He said in the late '70s and early '80s, there were some lean years, but otherwise, he received consistent raises as part of the Distillery Workers Union, under president Gord Dalman which eventually merged with UFCW. Back in the early '80s, Larry was the Financial Secretary for the Distillery Workers Union under the local president.

Larry has done everything at the location over the years. He started as a labourer moving barrels off of the train cars, and over his 50 years, he's moved all over the plant doing everything from forklift operator to palletizer, de-palletizer, and many

other jobs. The only place he didn't work was the cookers and the yeast room.

Larry has always loved how interesting his job is working through the entire chemical process of turning grains into alcohol. He enjoys the theory and problem-solving required to keep the plant operating smoothly.



Larry's 600 lb pumpkin.



Larry isn't a guy who has any "big beefs" with anyone. He's just looking for what's fair. Reflecting back on the early days in the plant with his Union involvement, Larry says, "I can see where our guys come from. It's not all roses. Negotiating with management is a tough job. Our current stewards, Steve and Corey, are doing a bang-up job!"

Looking at our Union today, Larry says, "They always look out for you. They listen to us. When an issue comes up, they go argue it out with management, and usually things are resolved."

Larry's free time is mostly spent on the family farm with his wife Karen. His four children and four grandkids come out most weekends, helping to cut grass, go quadding or snowmobiling. Larry and his wife also maintain a huge garden, where they preserve and can vegetables each year. However, his real ambition in the garden is trying to grow giant pumpkins!

"My biggest one has only been about 600 pounds, but I'm still waiting for that thousand-pounder to pop up out of the ground!"



Larry (middle) is pictured here with shop steward Corey Kowalski, Secretary-Treasurer Marie Buchan, President Jeff Traeger and Union Rep Jason Hawkins.

# Heroes Do Wear Scrubs



*Submitted by Charlene Desjarlais  
Health Care Aide at Vista Park Lodge  
and UFCW Local 832 Vice President*

Many of us have been doing our very best to keep COVID-19 out of our homes and workplaces. The entire team at Vista Park Lodge had been so fortunate to be able to have done just that. We were the last facility in the province without an outbreak until just recently. This ugly bug crept its way inside Vista Park sometime within the last week of December 2021.

It began on the 2nd-floor, and it took a while to determine what was being dealt with, but after both rapid and PCR tests, we confirmed that it was the virus, COVID-19. Sadly, the testing process is quite slow, with the province overloaded with testing. Afflicting both residents and staff with various symptoms and having approximately 75% of our 2nd-floor residents isolated to their rooms, staffing was an issue. We often worked short-handed by about 2-3 Health Care Aides out of 5 per floor, and our Nurse co-workers were in the same situation.

Having the opportunity to work with this veteran team, this well-oiled machine, I was in awe of how well everyone managed, how everyone organized

themselves and worked together to get the most critical duties done. Everyone ensured that our residents were safe, fed and hydrated. Even though they were exhausted and their breaks were delayed, somehow, they managed to come back the next day to the same discouraging staffing situation to do it all over again. All while wearing full Personal Protective Equipment (PPE), which just increases the heat and exhaustion. For those not accustomed to wearing full PPE, the gown feels like wearing a raincoat in 30-degree humidity with vinyl gloves, a tight-fitting N95 mask and a full-face shield!

Our housekeeping group is constantly sanitizing every surface. The laundry staff is dealing with all the 'red bagged' linen, and our kitchen crew is working with disposable dishes and, for some, menus consisting of clear fluids and Jell-O. Our recreation staff provides extra assistance in the dining room and helps keep some of our residents away from those isolated.

I am in awe of our team and how everyone pitched in!

## CITY OF WINNIPEG REC PASSES

The City of Winnipeg Rec Passes have returned with a big change! Members can now purchase and renew Active Living or Facility passes at any City of Winnipeg recreation facility or at 395 Main with a valid form of proof of UFCW 832 membership.



**Erin Selby**  
Training Centre Director

# Safety Tips to De-Escalate Violence

Our members have shown courage and commitment throughout the pandemic but unfortunately, like all front-line workers they've also had to deal with rude, even threatening, members of the public. Your workplace may have a plan in place to deal with violence. But if not we've got some helpful tips that may keep you and your co-workers safe.

Far too often, retail workers face verbal abuse at the point of sale. You may be confronted inside or outside your workplace. Here are some things to keep in mind should that happen:

- Stay behind the plastic barrier if you have one or keep a distance of at least six feet between you and the other person.
- Keep your voice calm and level.
- Watch your body language – try to keep a natural stance (don't cross your arms).
- If someone tries to record you, say in a calm voice that you do not want to be recorded and that you will get the manager.
- Do not physically block an aisle or exit door.
- Stand at a diagonal so you can turn quickly and run should you need to escape.
- Holding up your hands, palms up, may give you an advantage if you need to push back a physical threat.
- Do not engage in an argument – say you are going to get a manager.

It is unacceptable for a member of the public to take out their frustrations on you or any of our members. In some cases that behaviour may even become physically violent. In that situation worry about yourself, not the merchandise:

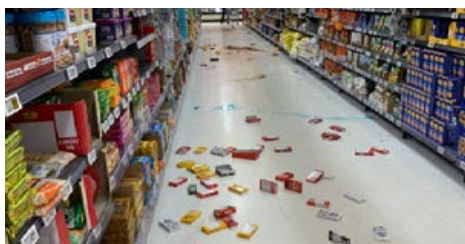
- Increase your distance if you can or remain behind a plastic barrier.
- Try to remain calm and keep your voice level.
- Immediately contact a manager or ask a nearby colleague to do so.
- If you feel you are in danger, leave the area, find a secure place and contact a manager.

Your safety is more important than merchandise. Do not hesitate to call 911 if you fear being attacked or if someone has acted or said something threatening.

Do not try to stop someone from leaving or attempt to apprehend them.

If 911 has been called you can inform the aggressive person that police are on their way, but do not try to stop them from leaving – that's a job for the police.

Never engage physically with someone threatening you or another person – call 911.



The photo on the left is taken at a retail location here in Manitoba, where a frustrated customer was escorted out due to unknown reasons. They then re-entered the store shortly after and they walked up and down the aisles knocking items off the shelf. This is just an example of one of the unnecessary risks that retail workers face.





## Support From the Inside Out

### *Instabox activists Jason Renaud and Josh Kennedy*

Jason Renaud and Josh Kennedy are UFCW 832 shop stewards at Instabox Winnipeg – a family owned and operated manufacturer of corrugated cardboard boxes and displays in Winnipeg. They make standard and custom boxes for customers all over the world; boxes to hold everything from pizza to bus bumpers to lotto tickets. The work our members do on various machines is very technical and their work in the plant in general is very physical.

Both members take a lot of pride in their work and in the end-products they are a part of making each day. Their plant can make tens of thousands of boxes in a day.

“When the Jets came back to Winnipeg in 2011, we did the recycling box bins and the boxes for

programs,” says Jason. “It was an exciting time and when I went to a game, I was pointing it all out to my wife.”

Because of the additional needs around food and medical supplies during the pandemic, their work has increased and it’s been very steady with longer shifts and overtime. In fact, they’ve been so busy that one of their struggles right now is around managing older equipment. As a result of working with little downtime, keeping everything running smoothly hasn’t gone without some bumps in the road. That’s meant switching production orders to meet deadlines and adding extra shifts when machines break down.

As a 23-year employee, the two biggest changes Jason has experienced on the job have been the increase in staff as the company has grown and the shift in relationships when they joined UFCW Local 832 eight years ago.

“We felt like our voices weren’t being heard and we needed some backup,” he says. “I wasn’t afraid to speak my mind and fight for others, but it wasn’t until we were unionized that I felt like we had some power.”

Jason notes that one of the most notable things members recognize about UFCW 832 is the structure it brings in. “We know our rights and as an activist, I’ve gained knowledge through training and listening to others.”

Josh is newer to the workplace and to his position as shop steward. He started at Instabox two years ago and became a steward one year later. He mirrors Jason’s sentiment about the value of training he’s received from the Union.

“We know what we can say and what we can get done as a collective,” he says. “I feel empowered to make things better for my co-workers.”

Josh adds that the Union has also helped him with anxiety. “I’ve become a better worker and a more confident speaker,” he says. “When my co-workers approach me with issues, it helps me to take a step back from my anxieties and help them with theirs.”

UFCW Local 832 proudly represents 24 full-time members at Instabox Winnipeg who work in production, shipping and receiving, and maintenance.

# Your Executive Leadership Team



**Jeff Traeger**  
President



**Marie Buchan**  
Secretary-Treasurer



**Deborah Jones**  
Recorder  
Garda  
Security, Winnipeg



**Sandy Barylski**  
Vice-President  
Sysco  
Foods, Winnipeg



**Kathy Brnjas**  
Vice-President  
Loblaw, Winnipeg



**Alex Ciumac**  
Vice-President  
Maple Leaf,  
Lagimodiere



**Wes Connell**  
Vice-President  
Safeway, Winnipeg



**Charlene Desjarlais**  
Vice-President  
Visa Park  
Lodge, Winnipeg



**Dianne Gibson-Pierce**  
Vice-President  
Superstore, Winnipeg



**Dave Hamalainen**  
Vice-President  
Sobeys Retail  
Centre, Winnipeg



**Rob Jessup**  
Vice-President  
Life's  
Journey, Steinbach



**Lisa LaRosa**  
Vice-President  
Safeway, Winnipeg



**Frank Manaignre**  
Vice-President  
Exceldor, Blumenort



**Dean Rodwell**  
Vice-President  
Maple Leaf, Brandon



**Roger Siemens**  
Vice-President  
North of 53  
Co-op, Flin Flon



**Deb Stewart**  
Vice-President  
Manitoba Nurses  
Union, Winnipeg



**John Sulyma**  
Vice-President  
Pepsi, Winnipeg



**Malcolm Welch**  
Vice-President  
Red River  
Co-op, Winnipeg



**Tim Whitford**  
Vice-President  
HyLife  
Foods, Neepawa

# m for 2022-2025



In late January, UFCW Local 832's past president and historic labour leader Bernard Christophe officiated the swearing-in ceremony for President Jeff Traeger, Secretary-Treasurer Marie Buchan, Recorder, Debbie Jones and the 16 Vice Presidents who make up UFCW Local 832's Executive Board, whose four-year terms started on January 1.

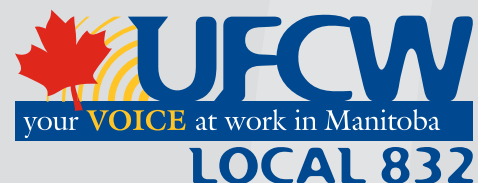
Although this had to happen primarily over Zoom, it was a historic moment to have Bernard present as he only recently moved back to Manitoba. Bernard was UFCW Local 832's first president in 1964 and at that time, the Union had about 700 members. When he stepped down in 2002, the Local's membership had grown to over 15,000.

UFCW Local 832 welcomes all returning and new members to our executive board and wants to thank outgoing board members Laura Cote and Tom Biebrich for their dedication to the executive board over the years. We strive to have the makeup of our 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.

## CONTACT YOUR UNION REP TO UPDATE YOUR CONTACT INFORMATION



**OR VISIT**  
**UFCW832.COM/EMAIL**





**Debra Malmquist**  
Legal

**Terminating employees for innocent absenteeism:**  
*Employers are required to show that an employee's absenteeism is excessive and that there is no likelihood that the employee's attendance will improve in the foreseeable future in order to justify termination of employment.*

## UFCW Local 832 and Malteurop

Innocent absenteeism means that an absence from work is beyond the employee's control. Examples include illness, injury, disability, or a family emergency. Employees cannot be disciplined for innocent absenteeism, but if an employee's innocent absenteeism rates rise beyond an acceptable standard, they will generally be placed on an attendance management program (AMP), and eventually terminated if their attendance doesn't improve.

Recently, UFCW Local 832 won an arbitration case on behalf of a member who was terminated by Malteurop for innocent absenteeism. The Grievor was returned to their previous position.

In this case, the Grievor's absenteeism was excessive. They missed about 60 days/year over the last several years. They had been diagnosed with a mental health disorder and had provided medical documentation to support their absences. The Grievor was a steephouse operator, a skilled position in the plant that not many employees can perform. As such, their absences caused operational problems for the Employer.

Our member proceeded through the steps of the Employer's AMP and was subsequently terminated. The AMP has three steps prior to termination. If an employee is absent on three occurrences in a six-month period, they are elevated to the next step. The member started at step two because of their absenteeism rate and the fact that the Employer had many previous discussions with them about attendance. On the last step, the Employer counted an absence related to COVID-19, a culpable absence, and two innocent absences to justify

three occurrences for termination. The Union took the position that the COVID-19 and culpable absence should not have been counted under the AMP.

The Employer took the position that termination was warranted as there was no reasonable expectation that the Grievor's attendance would improve in the foreseeable future. To support its position, the Employer relied on the fact that: the Grievor's medical notes cleared him to work without restriction, yet his absences continued, and the Grievor never requested a disability accommodation.

The Union took the position that the Employer had not met its onus of establishing that there was no reasonable likelihood that the Grievor's attendance would improve in the future. To support its position, the Union relied on the fact that the Employer had not accommodated our member, improperly applied its AMP by starting the Grievor at the second step, and terminated the Grievor prior to them accruing the requisite number of absences. Additionally, the Employer didn't consider the Grievor's improved attendance in the months preceding the termination. For the previous five months, our member was only absent on two occasions, and those two occasions occurred just prior to termination.

The arbitrator determined that the termination of the Grievor was improper and the grievance was allowed because the AMP wasn't applied properly and the Employer failed to consider the improved attendance.

# Steinbach's Citizens on Patrol Receive a UFCW Canada Equity Grant

In 2021, UFCW Canada launched the Equity Grant Program to build on its longstanding mandate to support the work of UFCW members and their communities. UFCW 832 executive board director and member Rob Jessup saw it as a perfect opportunity for a group he volunteers with: Steinbach's Citizens on Patrol Program (COPP).

"I saw the grant program and thought COPP was a good fit," says Jessup. "The program lost its corporate sponsorship in 2019 so we've been writing letters as needs come up."

Steinbach COPP was one of the first recipients of the new grant aimed at supporting community action. COPP's Steinbach chapter is comprised of volunteers who work together with a goal of improving safety in their city. They patrol the city in pairs, looking for cars left running, open garage doors or people doing questionable activities. If they find open doors, they'll knock on the home to let people know, but for everything else, they call the RCMP.

For COPP patrols, the idea was that two friends could grab a coffee and have a chat while driving around and keeping their city safe. Due to COVID, patrols are now done by pairs in separate vehicles, so the group used their grant funds to purchase two-way radios to ease communication during patrols.

"I joined COPP out of frustration with all the break-ins we were experiencing in our community a few years ago," says Jessup. "This volunteer work has given me huge satisfaction in being a part of a group that is actively working to reduce crime in our neighbourhoods."

Steinbach COPP is always looking to bring in new volunteers. If you're interested, search "Steinbach COPP" on Facebook for more information.



*Rob Jessup on a recent patrol. Rob works at Life's Journey in Steinbach and is also a Vice-President on the UFCW 832 Executive Board.*

**UFCW Canada's Equity Grant Program** provides three grants of \$1,000 annually to Union members and allies. The program aims to support projects under three streams:

- Newcomer/Immigration
- Human Rights
- Community Action

If you're involved in a community initiative that could benefit from an Equity Grant, visit [ufcw.ca/equitygrant](https://ufcw.ca/equitygrant) for more information. The deadline to apply is May 1, 2022.





# Cycling for My Granddaughter

Written by J.P. Petit, UFCW 832 Union Representative

My granddaughter Éveline is a bright, beautiful 2.5-year-old who has been battling end-stage renal disease for her entire life. It's a journey many of us cannot imagine, and with the support and hard work of her parents, she's undergone daily dialysis to help her non-functioning kidneys and has defied the odds stacked against her.

We've waited anxiously for her to grow big enough to receive a kidney transplant (donated from her Daddy) and that is coming true! Though COVID has affected the timing, she's currently scheduled to receive her kidney in March, which is also Kidney Health Month.

As Éveline's Papi, I've seen how much perseverance it has taken from her, her siblings and parents to get to this point. To support them and promote kidney disease awareness, I've planned a fundraiser.

On June 4, I'll leave Winnipeg on bike for a 13-day cycle to Hot Springs, South Dakota. That is where I ran my first 100-mile ultra-marathon and in the middle of town there is a natural spring fountain called the Kidney Springs. It contains minerals that promote kidney health, making my 1,350-kilometre journey so much more emblematic of little Éveline's journey.

My goal is to raise \$20,000 for Éveline's ongoing transplant costs and for the Children's Hospital of Manitoba's nephrology department. You can follow along on the journey and donate at [www.cycle4eveline.ca](http://www.cycle4eveline.ca).

## March is Kidney Health Month

Most people have two kidneys and their primary job is to remove waste and balance fluids within the body. When kidneys are beyond the point of healing, kidney dialysis is required. Éveline is one of approximately 1,845 Manitobans receiving life-sustaining kidney dialysis treatments. With the help of machines, dialysis cleans the blood and balances the body's fluids.

One in ten Canadians have kidney disease. Although diabetes is the leading cause of kidney disease, there are actions we can all take to lower our risk, such as:

- Make healthy food choices
- Make physical activity a part of our routine
- Aim for a healthy weight
- Get enough sleep
- Stop smoking
- Limit alcohol intake
- Explore stress-reducing activities
- Manage diabetes, high blood pressure and heart disease.

# Security Initiative Success

## Local 832 Welcomes Neptune Security

In the fall of 2021, the UFCW 832 initiated an advertising campaign across Manitoba focused on reaching out to security guards who were not unionized. The initiative is not just organizing the unorganized, but also and more importantly reaching out to our own guards and educating them on the rights and benefits they currently have.

It was a multi-prong approach with hard work from Union Representative, Sandy Foricer, who represents our unionized security guards, and Loreto Gutierrez, our Organizing and Membership Engagement Coordinator. They have been strengthening relationships with our guards who work in security and encouraging more to become stewards or health and safety representatives. It's challenging to organize and represent security guards because they are spread throughout the city, and province, at various locations. Gutierrez and her team of Special Project Union Representatives (SPURs) were instrumental in meeting with guards from all of the security firms and educating them on their rights with or without a union collective agreement. As more guards become aware of the rights a union can bring them, they sign up. The goal is to reach the necessary threshold that we can either obtain a voluntary certification or apply for a representation vote.

It was Gutierrez's team that started the ball rolling on organizing Neptune Security – a firm that has guards throughout Manitoba and across Canada. With her work and the assistance of UFCW Local 333 in Richmond Hill, Ontario, (which represents Neptune guards in their region) we were able to negotiate one of the best collective agreements for security guards at the Local.

The security initiative has been successful in bargaining the renewal of collective agreements that ensure we bring the whole industry up not only in terms of the wages and benefits, but also on the language related to their workplace rights with their current company. Because many contracts become interchangeable when security jobsites go up for tender, we're trying to bring parity to the industry since a guard can stay at one jobsite over a period of time yet work for many of the security firms during that time.

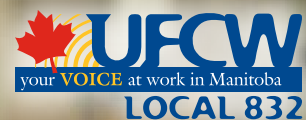
While the success of a new contract is great, the road is long for this industry. Not only are we working to protect those we represent, but we're also working to help those who we don't represent to stand up and fight for the rights they deserve.



**Blake Crothers**  
Negotiations

# BETTER WAGES AND BENEFITS

LEARN MORE AT:  
[UFCW832.COM/SECURITY](https://www.ufcw832.com/security)





**GOING  
TO  
SCHOOL  
IN THE  
FALL?**

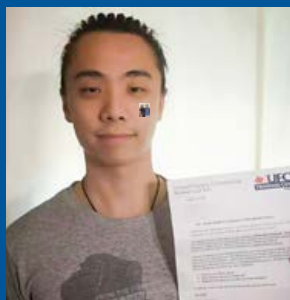
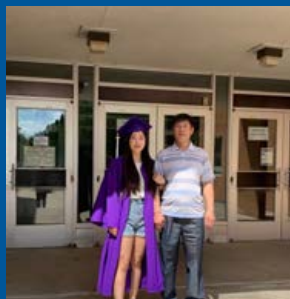
**APPLY  
FOR A**

**SCHOLARSHIP!**



If you or your dependent child are planning to attend post-secondary education in fall, there's an abundance of scholarship options available to you!

**New in 2022:** As part of its ongoing commitment to reconciliation, UFCW 832 has a new Indigenous scholarship!

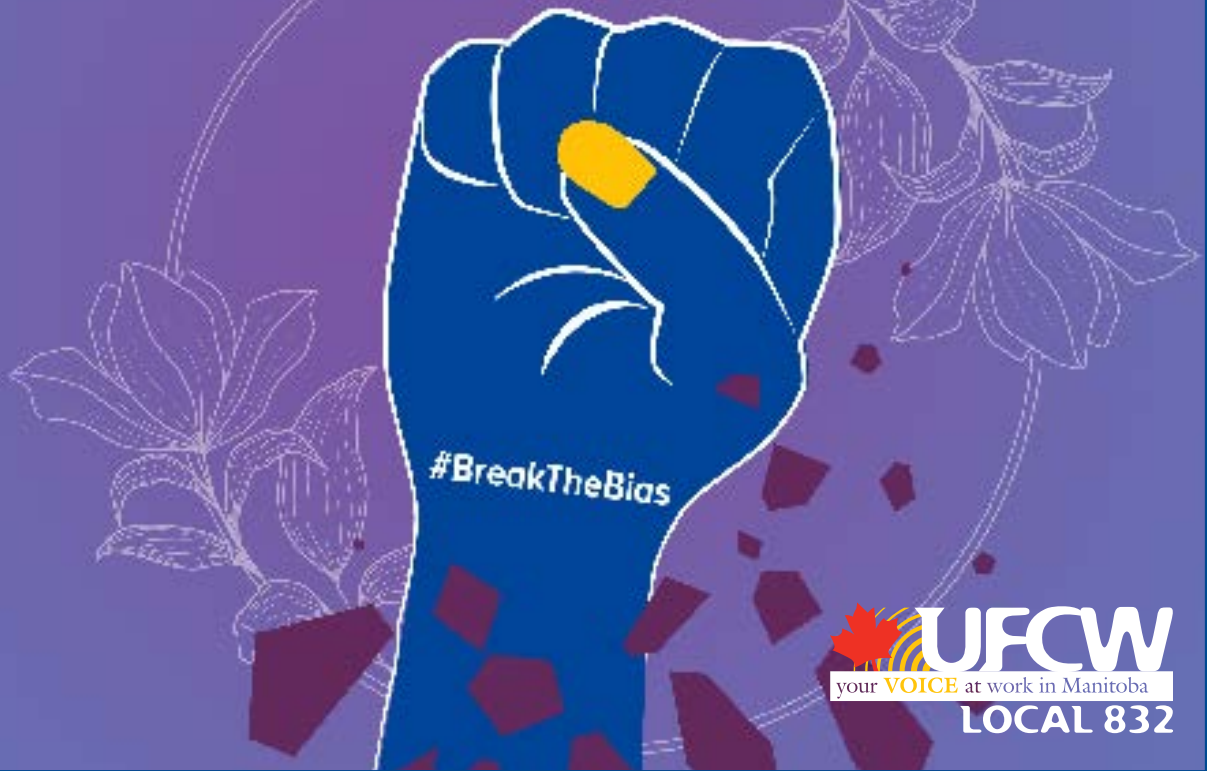


**Visit [UFCW832.com](https://www.ufcw832.com) for info!**

If you have questions, contact our Training Centre:  
Toll-free: 1-877-775-8329  
Phone: 204-775-8329  
Email: [info@ufcwtraining.mb.ca](mailto:info@ufcwtraining.mb.ca)



# INTERNATIONAL *Women's* DAY MARCH 8



## NATIONAL DAY OF MOURNING

**Wednesday, April 28**

The National Day of Mourning is a day to remember workers we lost to workplace injuries and illnesses.

The Manitoba Federation of Labour will host an event on April 28.

[Facebook.com/ManitobaLabour](https://www.facebook.com/ManitobaLabour)

**UFCW 832**

# Member Discount Program

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!

## Some of the NEW discounts available you:

**All Locations:**

Don's Photo

**Selkirk:**

Addies World of Colour

**Brandon:**

A&L Cycle

Best Buy Homes

Clarion Hotel

The Chilli Chutney

The Dock on Princess

**Winnipeg:**

Academy Massage

Crock A Doodle (Kenaston)

Fionn MacCool's

Home Inspections by Les

Manitoba Museum

Shooter's Family Golf

United Boxing Club

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](mailto:loreto.gutierrez@ufcw832.com)

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

# 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 follow all of our COVID protocols in place at the time of your appointment.

#### Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5