

# **SAFEWAY MEMBERS LOCK IN A NEW FIVE-YEAR DEAL**



**THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE**

**MAY / JUNE 2022**

# 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!**

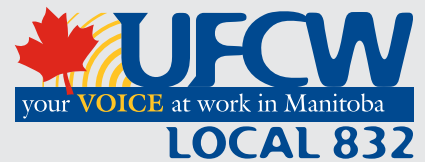
On the meeting days, if you don't get a call by the start time, you can dial in at 1-877-229-8493 and enter ID Code: 112418 to join the meeting.

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.



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## 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



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**Marie Buchan**  
Secretary-Treasurer

# A Measly Minimum Wage

The Progressive Conservative government recently announced that minimum wage will go up 40 cents to \$12.35 on October 1. While there's no doubt an increase was needed, this number isn't even close to a living wage.

Currently, Manitoba has the second lowest minimum wage in Canada (which is only 13 cents higher than the lowest – Saskatchewan). Depending on what Saskatchewan announces for its October minimum wage in the next few weeks, we could end up at the very bottom.

Our PC provincial government has the ability to do better for Manitobans coming out of the pandemic. Just look to the PC government in New Brunswick, which just recently announced they are increasing their minimum wage by \$1 in April with a second \$1 increase coming in October. Their premier declared it still wasn't enough for low-wage workers. Our premier has yet to comment on our dismal increase – I can only imagine she thought it might actually be a good news story.

The reality is that the ever-increasing cost of living affects low-wage workers the most. While some may struggle to fill a tank of gas, there's others who have to decide between a bus pass or groceries while continuing to supplement their less-than-livable income with supports such as food banks.

Minimum wage affects so many Manitobans and our government's decision to move forward with a 40-cent increase affects many of our members. UFCW 832 members in several sectors have contracts with wage scales based on guaranteed gaps above the provincial minimum wage. When that goes up, so do their wages.

This is an even bigger financial impact for our members in security. In 2014, after a lot of work done by UFCW 832, the NDP government established the security guard minimum wage as a four-year plan to get guards to a \$2.25 wage gap above minimum wage. In 2017, the PC government scrapped the security guard minimum wage legislation guaranteeing this gap. This has meant that many guards are locked into a \$12.50 wage, unaffected by changes to minimum wage. As minimum wage goes up, all the work done by security guards, our Union and the NDP government to ensure guards are paid a fair wage with a guaranteed gap above minimum wage slowly deteriorates.

It doesn't have to be this way! While we will continue to fight for a living wage, we can also look forward to our next provincial election in fall 2023. We know that PCs have failed working Manitobans time and time again by making a conscious effort, regardless of who is leading the party, to NOT focus on hardworking Manitobans! We need to elect a provincial government that is willing to put their money where their mouth is and provide all Manitobans with a living wage. We've never been a province that is okay with being at the bottom of anything. Why should this be any different?

Call your MLA and ask them what they think about the increase to minimum wage and what their party is doing to improve the lives of workers here in Manitoba. When candidates start knocking on your door at election time next year, ask about their priorities. Ask about plans for minimum wage. Ask about education. Ask about the things that matter to you and your family, and then let your voice be heard at the ballot box!

# Safeway Members Lock In a New Five-Year Deal



In late February, after the Safeway bargaining committee feared their employer was not taking their requests seriously, workers voted more than 98% in favour of giving the committee a strike mandate. The strong message from the members at Safeway put significant pressure on their employer, Sobeys Capital Incorporated, to bring financial improvements to the bargaining table that wouldn't have otherwise been possible.

With this, the tentative agreement – which included wage increases and funding for the members' benefits plan – was presented to Safeway workers. They voted overwhelmingly in favour of accepting it, making them the highest paid unionized retail workers in the province.

"Our bargaining team worked extremely hard to represent the concerns of the 1,700 Safeway workers across Manitoba," said Jeff Traeger, union president and lead negotiator. "While we still strongly believe that they deserve more after working on the front line for the past two years, this new agreement includes wage and

benefit improvements that are above-and-beyond comparison to other unionized retail grocery workers."

## Jumping into bargaining with FreshCo

During bargaining with Sobeys Capital Incorporated for Safeway, both parties agreed to move Manitoba's six FreshCo stores to their own bargaining unit. This allows us to bring different approaches to the bargaining table for the two units (Safeway and FreshCo) and focus on the distinct needs of members in those units rather than having FreshCo members' concerns overshadowed by those of the larger Safeway group.

The Union is now preparing for FreshCo negotiations, including making up a committee of exclusively FreshCo members and collecting ideas from members on where they'd like to see contract improvements.

## Do we have your email address?

Keeping your contact information up-to-date is a huge help. It allows us to get news and info to you faster and saves money in mailout costs. For Safeway's strike mandate and ratification votes, we were able to do everything online and by phone to keep everyone safe and reduce the need to travel to vote! This could not have been done without the work of our negotiations sub-committee, who worked very hard to ensure we had updated information.

To update your info with UFCW 832 or ensure we have your email address, you can reach out to your rep or go to [ufcw832.com/email](http://ufcw832.com/email).

# MEMBER ENGAGEMENT RIDDLE

**I have cities, but no houses. I have mountains,  
but no trees. I have water, but no fish.  
What am I?**

**Do you know the answer?**

If so, email it to [Loreto.Gutierrez@ufcw832.com](mailto:Loreto.Gutierrez@ufcw832.com) to have your name entered into a draw for a \$25 grocery gift card.

## Equal Pay Day brings members and political leaders together!



*Back row: Deborah Malyk, LeAnn Pich, Maxine Pich, Roberta Hoogervorst, Lisa Naylor (Wolseley MLA), Cheryl Lopston, Pamela Lord, Loreto Gutierrez, Kathy Brnjas and Lorna Paragas. Front row: Malaya Marcelino (Notre Dame MLA and Critic for the Status of Women), Katie Sutherland, Jade Pollock, Leah Gazan (Winnipeg Centre MP), Linda Cizik and Deb Stewart. Not pictured: Ligia Mariz, Jaspreet Kaur, Palwinder Singh.*

### **April 12 was #EqualPayDay,**

also known as the number of days into 2022 the average woman needs to work in order to make as much as a man did at the end of 2021.

The wage gap disproportionately affects racialized, Indigenous, newcomer and disabled women and gender-diverse people.

While belonging to a union goes a long way in reducing the wage gap, we still have work to do to ensure everybody gets equal pay for equal work. UFCW 832's Women & Gender Equity Committee hosted an April 12 event, bringing together members and political leaders to talk about the work underway and what remains to be done. Maxine Pich, UFCW 832 member, also led the group in a workshop on stress awareness and reduction.

# The Rising Cost of Living

Has anything gone down in price over the last year? These unprecedented times have left us in a situation many of us have never experienced. As of February 2022, the Cost-of-Living Adjustment (COLA) which is calculated based on changes in the Canadian consumer price index, is sitting at a whopping 6.1% in Manitoba. To put that in perspective, in February 2021, COLA was 0.4%. That is a massive difference – one that all of us have seen firsthand at the grocery store and the fuel pumps.

We hear a lot about this at the bargaining table and in some cases, it has made it difficult to meet expectations. When taking our current conditions into consideration, it's completely understandable. However, we have to look at past and future trends to get the big picture. Although past numbers are easy to access, the future ones are much harder to predict.

While I am not going to deny the immediate impact of the current COLA, it's important to look at the data that got us to this point. As we worked our way through COVID-19 over the last two years, there were times when the COLA was nearly non-existent:

- In 2020, COLA was 0.5%, which continued into early 2021 when spring came early along with a skyrocketing COLA.
- In 2021, the COLA average was 3.3%.
- In the two-year period from January 1, 2020 to December 31, 2021, COLA went up 3.8%. This is big but not inconsistent with previous two-year periods. In some cases, it is actually lower.

These numbers reinforce what we have heard so often: we are living in unprecedented times and things are not progressing the way we have traditionally experienced them.

Let's not overlook the role corporate greed plays into the cost of groceries. Large box store profits are at all-time highs because of opportunity. The excuse for price increases across the board? The product has gone up in price.

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“History would tell us that COLA should stabilize”

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Yes, COLA is incredibly high. Yes, it's high across the country, but, comparing ourselves to jurisdictions across Canada is not easily done, nor is it helpful. Economics in Winnipeg are much different than in Toronto or Calgary. What is important is that we fight as hard as we can when negotiating contracts, we look at all the information (past, present and what could be the future) and we stay united.

History would tell us that COLA should stabilize: when and if that happens, we don't know. My hope is that it is very soon – the last few years have been unpredictable and tough for all of us.



**Phil Kraychuk**  
Negotiations





**Debra Malmquist**  
Legal

## Truth and Reconciliation Day Win

Last September 30<sup>th</sup> was the first National Day for Truth and Reconciliation. Though many have marked the day as “Orange Shirt Day” in the past, it was proclaimed a federal general holiday last June. The day came as a result of Action 80 from the Truth and Reconciliation Calls to Action, which said government would work with Indigenous people to establish a stat day to honour the Survivors, their families and communities who were profoundly and negatively affected by the legacy of residential schools in Canada.

Reconciliation is an ongoing act that not only requires that we individually acknowledge this painful part of Canada’s not-so-distant history, but commit to honouring and supporting the survivors of residential schools, their families and their communities.

Before the first National Day for Truth and Reconciliation took place in the fall, the Union proactively reached out to all employers to verify their intentions on recognizing the day as a general holiday for their employees. A number of grievances were filed against employers that decided not to honour the day and allow their employees to use it to bear witness to the stories of survivors and reflect on their roles in reconciliation, even though their contract language supported it.

General Mills was one of those employers. They did not recognize the National Day for Truth and Reconciliation as a general holiday in 2021, and as such the grievance filed was scheduled for an arbitration hearing on April 13, 2022. Just prior to the arbitration, the Union and Employer were able to come to resolution on the matter.

The settlement included:

- The Employer recognizing the National Day for Truth and Reconciliation as a General Holiday under the collective agreement.
- The Employer compensating employees who:
  - were eligible for general holiday pay in accordance with the language in their contract related to general holidays; and
  - worked on that day in 2021 at an additional double time their regular hourly rate of pay for all such work performed.

Although General Mills did acknowledge the significance of September 30<sup>th</sup>, it’s disappointing to see an employer decide NOT to prioritize reconciliation by allowing employees a day off with pay to honour and support the survivors of residential schools. Especially when the language in the contract supported recognition of the day as a general holiday.

This win shows the significance of language improvements during the contract negotiation process, as without the language in the contract, the Union would not have been successful in arguing for the acceptance of such an important day as a general holiday.

The benefit of belonging to a large union such as UFCW Local 832 is that we have the power and resources to negotiate strong language and ensure enforcement of that language through the arbitration process, with our in-house negotiators and legal counsel. These resources allow us to successfully advocate on behalf of our members and provide them with value for their union dues.





UFCW Local 832 actively advocates for equality and inclusivity for all of our 19,000 members here in Manitoba. We celebrate and fight for diverse communities and promote work environments that are safe and free of harassment and discrimination.

"We are allies for 2SLGBTQ+ people looking for respect, fairness and dignity in their workplace," says UFCW Local 832 President Jeff Traeger. "While we support Pride and the celebration of courage within our community, we also commit to continually learning so we can improve our fight for people's rights and identities in the workplace."

Happy Pride!

Here are just a few of Manitoba Pride events planned this month.

### **Pride Winnipeg**

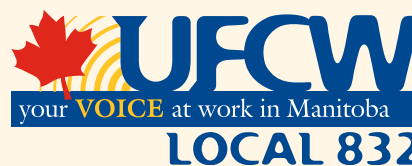
May 27 - June 5, 2022  
[pridewinnipeg.com](http://pridewinnipeg.com)

### **Brandon Pride**

June 12-18, 2022  
[brandonpride.org](http://brandonpride.org)

### **Pembina Valley Pride March (Altona)**

June 11, 2022  
[pembinavalleypride.ca](http://pembinavalleypride.ca)





# Committed to Community

**Member profile on Mohamed Mohamed from IRCOM**

Last year, Mohamed Mohamed joined UFCW 832 alongside 35 of his co-workers who unionized their workplace, the Immigrant and Refugee Community Organization of Manitoba (IRCOM).

He works as a Family Settlement Coordinator at IRCOM's Isabel location, which has 60 suites for newcomer families. Families can live in these affordable housing units for up to three years. During that time, Mohamed helps them to connect with the community and build the skills and confidence they'll need to transition into Canadian life.

"When refugees arrive, they have so many challenges: language barriers, war trauma... they may have been in a refugee camp for many years," he says. "And then, they're in a new community in a new country with people from around the world and they need to learn how to navigate banks, jobs, their rights and responsibilities as a tenant and so much more."

It is no easy task to provide emotional, educational and physical supports to newcomers, but it's something Mohamed is eager to do as a newcomer himself. Mohamed came to Winnipeg in the cold, blowing snow days of December 2016 (where he comes from, a cold, hard winter was about 18 degrees Celsius) and put his experience and passion to give back to the community to work almost immediately.

Mohamed's career before coming to Canada was in the non-profit, humanitarian sector. He worked for 13 years in Sudan and Somalia supporting people in emergency situations.

"When I first arrived, I started as a volunteer at five different organizations, including at IRCOM, where I eventually got hired," he says. "I got to try new sectors and experiences very different from my previous career, but the core principle of humanitarian work is always the same."

Mohamed's commitment to his community remains strong to this day. He's an active member of the Sudanese Association of Winnipeg, volunteering as an advisor for youth and working to connect new generations of Sudanese people in Canada to their culture and heritage.

Not only that, he also just wrapped up his role on the bargaining committee for IRCOM's first union contract. Although he's been part of a union in previous jobs, this was his first time being a part of negotiations.

"It was a hard process and it took a lot of work and time because it was the first contract," he says. "Big shoutout to Joe [Carreiro – union negotiator] who was keen to cross every t and dot every i for the agreement. I learned so much from him."

# Apply To Be a Facilitator!

Our shop stewards attend classes through our UFCW 832 Training Centre to help them better serve our members. Did you know that many of those classes are taught by our members?

To be a member facilitator, you don't need to be a shop steward in your workplace – just eager to help make our union stronger! We provide training and support for all of our member facilitators.

To apply, email our Director of Education and Training with all of the information detailed below:

- a. Your resume.
- b. A 300-word essay explaining why you want to be a facilitator.
- c. Mention of any expertise/experience you may have in a particular area.  
For example, our Indigenous Elder is a former member who helped develop our Indigenous Awareness course!

Apply before 9 am on May 30, 2022 to: [erin.selby@ufcwtraining.mb.ca](mailto:erin.selby@ufcwtraining.mb.ca)

Only those applicants chosen will be invited to facilitator training.



**Erin Selby**  
Training Centre Director



## New Scholarship Available to Members in Brandon

The Brandon and District Labour Council (BDLC) have announced a new scholarship in honour of Colleen Seymour, longtime member and community leader.

The \$500 scholarship will be awarded to a BDLC delegate or family member.

If members in the Brandon area would like to apply or would like more information, please access the application form at the bottom of the page at [ufcw832.com/scholarships](http://ufcw832.com/scholarships).

Deadline to apply for this scholarship is May 30.





Scott (left) with Carlos Sosa (right) after the last round of bargaining finished with their employer.

## Winnserv Members, Working to Improve the Lives of Others

After 32 years, Scott MacAulay is retiring from full-time employment as a residential care worker for Winnserv Inc. in Winnipeg. He plans to remain on as a casual employee and see how that goes.

Back in 2009, when the workers at Winnserv voted yes to joining UFCW, Scott wanted to know more about the Union and how to be involved.

"The Union was going to be making decisions on my behalf, so I felt it was my responsibility to be involved," said MacAulay.

Scott appreciated the new Union environment, specifically, the structure and professionalism that a collective agreement brought to the workplace.

As a shop steward and health and safety committee member, most of Scott's activism came in the form of active listening to his coworkers and guiding them to either resources or the Union rep when necessary.

Winnserv Inc. is one of a handful of agencies that provide housing and recreational opportunities for people with a developmental disability. Scott helped the residents in the home lead a fulfilling life.

The care industry is filled with challenges for the individuals being assisted as well as the staff. For Scott, watching people interact with the residents he supported has long been a source of frustration.

"It's unfortunate, but some people still don't treat our residents like the adults they are. Instead, they're looked on as children," said Scott. "The residents we care for are adults and should be

afforded the same respect and dignity that the rest of us demand."

The continued lack of proper government funding is a constant strain. Low funding doesn't allow for fair wages, and there's an ongoing sentiment that workers in this field don't do the work for money – they're doing it to nourish the caring side of their personality. "The client comes first" is a phrase that's often used as an excuse to overlook the needs of the workers. The care industry is tough, and Unions help to remind employers that not only do they have to care for their clients, they also must provide fair conditions for their staff.

In an industry that has trouble keeping and maintaining good staff, one of the things that Scott is most proud of is the consistency that he's been able to provide. The average person with a disability will see approximately 770 support workers cycle in and out of their lives. Scott was able to work in the same home and provided stability that so many others did not have.

Now that Scott is moving to a casual position, he has a pile of books he's been meaning to read, a guitar he's been hoping to master, a dog, Scout who he's planning on spending more time with, and of course his family.

The Union wishes Scott a happy semi-retirement.

If you'd like to show support for care workers, visit [NotJustAJob.ca](http://NotJustAJob.ca) (more info on the back cover of this issue).



# Inclusive Hiring

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.



**Shinice Whiteman**

Red River Co-op  
Grant Park

Shinice Whiteman works in the Click-and-Collect department at Red River Co-op Grant Park. Shinice says filling online orders for customers means she has really gotten to know where everything is and especially enjoys learning about foods that are new to her. When things are slow in her department, she's happy to help restock in other areas.

Shinice says the best part of her job is her co-workers and getting to meet new people every day. At first she found dealing with customers a bit difficult, but the more she does it, the more comfortable she gets. No doubt Shinice is looking forward to warmer weather because taking the bus in the cold has been the worst part about her job!

Shinice has faced some challenges in her workplace because of her different abilities, but says her co-workers know how to look out for her and she feels good knowing they are there to help.

In her spare time Shinice enjoys expressing herself through art – she paints landscapes and makes dreamcatchers to stay connected to her Indigenous community.

Shinice is really enjoying her work at Co-op and hopes that she gets the chance to work in other departments and positions in the future.



**Ashley de Monye**

Red River Co-op  
St. Vital

Ashley de Monye is a member at Red River Co-op St. Vital – she works as a cashier and cleaner. UFCW 832 connected with Ashley through community support groups SCE Lifeworks and Ready, Willing and Able. She likes being on the till and speaking with customers but sometimes finds it hard to remember all the produce codes!

In her spare time, Ashley enjoys watching YouTube and Netflix and taking care of her pet fish. She is hoping to travel to Egypt and Iceland someday.

As a new union member Ashley is still learning about UFCW 832 through our UNION magazine. We thank Ashley for letting us get to know her better and for sharing her story.

## DID YOU KNOW?

Nationwide, there are approximately 500,000 working age adults with an intellectual disability or Autism Spectrum Disorder (ASD), but only one in four are employed.

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, skills and qualifications of people with an intellectual disability or Autism Spectrum Disorder.



# Congratulations!

Brandon MacDonald works as a courtesy clerk and was chosen as a finalist in this year's Value Champion Award!

The Value Champion Award is a new award given out by Sobeys Capital Incorporated to recognize and reward employees across Canada who are customer-driven, people-powered, community engaged and results-oriented.

UFCW would like to congratulate Brandon for his hard work and effort!



*Shown in photo: Brandon accepting his finalist award standing with his parents, co-workers and managers.*

## 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:

Cinnaholic (Kenaston)  
My Gym (St. Vital)  
LS Alchemy Medical Aesthetics  
Jack Pott's Thrill Zone  
Tracy Mainland Kramble - Realtor

If you know of a location that would like to be included in our discounts program,  
**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)

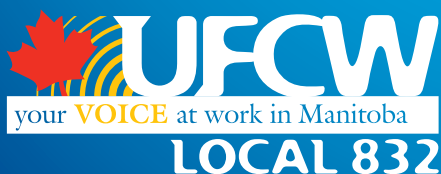
# CHECK YOUR PAY STUB!

## HELP PREVENT WAGE THEFT!

Sometimes mistakes happen, and sometimes employers don't want to follow the collective agreement. The best way to ensure you're paid what you're owed is to check your pay stub regularly and compare it to your tracked hours of work and your collective agreement.

If something doesn't look right, bring it up with your manager. If they won't review it and correct any errors, call your union rep.

The Union has helped MANY members over the years correct payroll issues with management and we're glad to help you if you have an issue.



**UFCW832.com**

If we don't have your email address, visit [ufcw832.com/email](https://ufcw832.com/email) and fill out the form, or talk to your union rep.



# For workers supporting vulnerable Manitobans, it's not just a job.



Dedicated workers are providing care and support to vulnerable Manitobans. But these workers are not getting the support they need from the Manitoba government.

Low pay and limited resources, has led to constant turnover, making life harder for front-line workers and the people who rely on them.

**It's time to fix the problem –  
and make life better for everyone.**

**Tell the government to fund quality  
care to support quality of life.**

**Learn more at  
NotJustAJob.ca**

**CUPE**  
MANITOBA



A collaborative campaign between MGEU, UFCW Local 832, and CUPE

**Publications Mail Agreement # 40070082**

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5