

Dear New Member of UFCW Local 832

UFCW Local 832 Respectful Interactions

As the Executive Board of UFCW Local 832, we would like to welcome you to the UFCW family. You are now a part of Manitoba's Largest Private Sector Union. UFCW Local 832 is an organization that fights for the rights of working Manitobans each and every day. We have your back!

As an organization, we, the Executive Board want to ensure that all interactions between member and interactions between members & staff of the Union are respectful ones. We know that we may not always agree on everything and that is ok! We want to make sure that our opinions, ideas and thoughts when shared are done so in a respectful and professional manner. Just as the Union would never be ok with any member of Management being disrespectful to any of our members, we have the same expectation on all of our members.

Below is a copy of our Code of Conduct for all Members. Please take a moment to review.

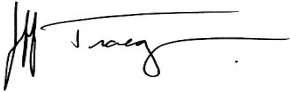
Code of Conduct – All Visitors to UFCW Local 832 & All Delegates/Participants & Members to UFCW Local 832 Meetings & Events

- **We must treat all people with respect and dignity.**
- **We will show professionalism and integrity in all of our actions towards others.**
- **We will not cause disruption at/during the event or present obstacles to other participants/delegates.**
- **We will not discriminate against a person or group based on any of the following: race, ethnic or national origin, colour, religion, age, sex, sexual orientation, marital status, family status &/or disability.**
- **We will not make unwelcome remarks, comments or jokes about anyone. This includes gossip or expressing directly to another person.**
- **We will not threaten or intimidate others using words or actions. We will not use unwelcome or unwanted verbal or physical conduct.**
- **We will value and respect our similarities and our differences.**
- **We will communicate in an effective, courteous manner at all times.**
- **We will not judge, blame or shame others.**
- **We will make a sincere effort to understand others points of view.**
- **We understand and accept that others values and opinions are not wrong. They are different from our own.**
- **We will not call anyone by a derogatory name even if we are hurt or angry.**
- **We will seek assistance from Leadership of the Local if we are unable to resolve the situation ourselves. If our issue is with a member of Local Leadership, we will seek the assistance of a different member of Leadership for resolution.**

We are one Union, but we represent many ideas and experiences. We value each other and each other's contributions. This is key to the success of our local now and in the future.

Once again, we would like to welcome you to UFCW Local 832, the VOICE of working Manitobans.

In Solidarity,



Jeff Traeger
President



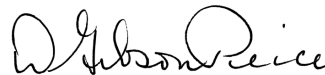
Marie Buchan
Secretary Treasurer



Deborah Jones
Recorder



Kathy Brnjas
Vice President



Dianne Gibson-Pierce
Vice President



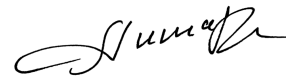
Dean Rodwell
Vice President



John Suyma
Vice President



Frank Manaique
Vice President



Alex Ciumac
Vice President



Sandy Barylski
Vice President



Wes Connell
Vice President



Charlene Desjarlais
Vice President



Roger Siemens
Vice President



Malcolm Welch
Vice President



Lisa Larosa
Vice President



David Hamalainen
Vice President



Tim Whitford
Vice President



Deb Stewart
Vice President



Colin Marnoch
Vice President



Cosmo Paton
Vice President