

LOCAL 832'S FIRST EVER

# YOUNG-WORKER EDUCATION PROGRAM



THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

NOVEMBER / DECEMBER 2022

TELEPHONE TOWN HALL

# GENERAL MEMBERSHIP MEETINGS

IN 2023

**Tuesday, February 7**

**Tuesday, May 16**

**Tuesday, September 19**

**Tuesday, November 14**

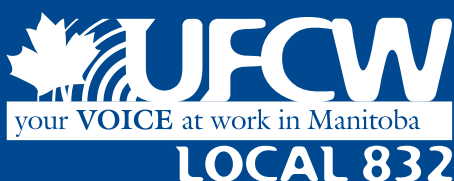
**Starts at 7:00 p.m.**

**Join the meeting by phone!  
It's easy – we'll call and invite you in!**

If you don't receive a call by 7:10 p.m. on the day of the meeting, call 1-877-229-8493 and enter ID Code: 112418 to join the meeting.

The President's Report, Secretary-Treasurer's Report and the minutes will be online before the meeting for you to review.

**[UFCW832.com/GMM](http://UFCW832.com/GMM)**



## **President**

Jeff Traeger

## **Secretary-Treasurer**

Marie Buchan

## **Executive Advisor to the President**

Ron Allard

## **Director of IT, Facilities and Privacy**

Max Paches

## **Executive Board**

Deborah Jones

Sandy Barylski

Deb Stewart

Kathy Brnjas

Alex Ciumac

Wes Connell

Charlene Desjarlais

Dianne Gibson-Pierce

Dave Hamalainen

Lisa LaRosa

Frank Managire

Colin Marnoch

Cosmo Paton

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

Dustin Rogers

Morag Stewart

Hillary Prociw

Dan LeClaire

Tyler Ledoux

## **Legal Counsel**

Debra Malmquist

## **Education and Training**

Erin Selby

## **Organizing**

Loreto Gutierrez

## **Negotiators**

Blake Crothers

Phil Kraychuk

Joe Carreiro

## **IT and Facilities**

Ericson Ortega

## **Communications**

Chris Noto

Crystal Klippenstein

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Young members from across Manitoba met in for Local 832’s Young-Workers Education Program (YEP). . . . . 8

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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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**Jeff Traeger**  
President

# Out With the Old, In With the New

This is the last issue of UNION for this year, so I thought I'd take a look back at the year that has been and the one that is yet to be. It's impossible to do that without considering the ongoing pandemic's impact on Local 832 members. For our members working on the front lines, it's as important today as it ever was to remember to be kind to those who keep our communities going. We all owe a debt of gratitude and respect to the thousands of front-line workers who have been there for us throughout the crisis.

## Looking back on 2022

Despite COVID, we started 2022 by renewing the contract for all Safeway workers in Manitoba who voted overwhelmingly in favour of the new five-year agreement. It was the first 832 contract to be ratified through online voting – a process that we will continue to use in the future.

In May, the Manitoba Federation of Labour (MFL) held their first ever virtual convention, and Kevin Rebeck and myself were re-elected as President and Secretary-Treasurer, respectively.

In August, UFCW members gathered from across Canada at the UFCW National Council Convention. Attendees reviewed the challenges of the pandemic across all of Canada's workplaces and took a closer look at how we can be better prepared in the future. Our own former executive board member Tom Biebrich was also able to share his story as a product of the Sixties Scoop.

Also, in August, at a time when inflation was soaring (that hasn't changed), our Premier decided to listen to the loud voices from the labour movement and finally made a move on minimum wage. Unfortunately, even after increases, Manitobans still have the second lowest minimum wage in the country.

UFCW has always been front and centre when it comes to lobbying for fair increases to the minimum wage. All workers deserve a living wage. One of the advantages to being a Union member is that we will continue to push for even greater increases for you at the bargaining table.

## Looking forward to 2023

In 2023, we'll be back at the bargaining table with many employers where we'll be pushing for wage improvements and for the National Day for Truth and Reconciliation to be added into all of your contracts, so that all members can acknowledge and reflect on the importance of that day, whether or not it's a provincial holiday.

We'll be bargaining with Loblaw, which owns Superstore and No Frills, on behalf of over 4,100 members who need to see their contract improved significantly coming out of the pandemic. The contract expires next September but plans are already in place to get the process started early in the new year.

Finally, I think many Manitobans will be looking forward to a provincial election in October 2023. Hopefully, it will be "out with the old and in with the new" so Manitoba can start moving in a better direction for working people and their families.



# Welcome Aboard!

Since our last issue, two members were elected to our executive board and a new full-time union representative was hired. We look forward to having their input and ideas guide the future work of our union!



**Colin Marnoch**

Vice- President,  
UFCW Local 832  
Executive Board

Colin has been a member of UFCW 832 since 2012, working with Vision Loss Rehabilitation Canada/ Manitoba (formerly CNIB). Colin has been a shop steward and health and safety representative since 2013. He has participated in collective bargaining for the last three contracts, bringing the voice of membership to the table. Colin provides direct service to Manitobans living with vision loss. His speciality is training individuals on how to safely and independently navigate their homes, communities and wherever they need to go. Colin is a passionate advocate for accessibility and actively works with community partners to ensure barriers are addressed and removed.



**Cosmo Paton**

Vice President,  
UFCW Local 832  
Executive Board

Cosmo has been a UFCW 832 member since 2013, working as a cashier at Homestead Consumers Co-op in Carman. They've demonstrated a commitment to their colleagues and the union in several ways: as a shop steward in their workplace, as a bargaining committee member in their last round of bargaining, as a special projects union representative (SPUR), and they have completed training as a course facilitator at the Training Centre. They're a member of the Local's youth committee and have participated in UFCW Canada's Young Workers Internship Program (YIP). In addition, they are the co-chair of Carman's food security working group.



**Dustin Rogers**  
Union Representative

Dustin joined UFCW 832 in 2013 when he was hired at the Safeway Fuel Station in Brandon. He quickly saw a need for a lead within his small team of nine employees and stepped up to become the team coordinator and, shortly after, as a shop steward. He's passionate about helping others and used his one-on-one time at work with co-workers to explain their contract, wages and benefits. In doing so, he supported his colleagues in becoming much more familiar with their rights while creating a better workplace. Throughout the years, Dustin was active on his workplace's Health and Safety Committee, contributed in two rounds of bargaining, was a participant in UFCW Canada's Young-Workers Internship Program (YIP) and has continued his commitment to becoming an even stronger advocate by taking many courses from the UFCW 832 Training Centre. Dustin worked as a relief representative with the union for one year before being hired full-time in October 2022. Dustin will be working out of our Brandon office, currently he's servicing Maple Leaf and Bunge, while Brenda Brown is away on a medial leave.

# Elections for Delegates to Attend the UFCW International Convention



## INTERNATIONAL CONVENTION

The Mirage, Las Vegas, Nevada • April 24-28, 2023

The UFCW International Convention takes place every five years and brings together more than 1,000 union members from across North America who take in guest speakers, workshops, and vote on the International's leadership slate and changes to its constitution.

### NOMINATED DELEGATES

The following members were nominated as convention delegates in our telephone town hall meetings on October 11. All active members will have the opportunity to vote for up to 20 delegates.

Ron Allard  
Max Paches  
Brenda Brown  
Sandy Forcier  
Blake Crothers  
Kim Ferris  
Phil Kraychuk  
Mike Howden  
Roberta Hoogervorst  
Jason Hawkins

Sharon Grehan  
Joe Carreiro  
Debbie Jones  
Kathy Brnjas  
Dianne Gibson-Pierce  
Dean Rodwell  
Sandy Barylski  
Wes Connell  
Charlene Desjarlais  
Kay Wetherill

Kevin Found  
Oluwaseun Akinmuyisitan  
Ashish Sharma  
Daniel Johnson  
German Lombana  
David Hamalainen  
Gurjinder Singh  
Chad Fischer  
Loul Deing

**Six alternates were  
nominated and have  
all been acclaimed:**  
Morag Stewart  
Geoff Bergen  
Chris Noto  
Roger Siemens  
Malcolm Welch  
Modupeoluwa Oyafunke

### - ELECTIONS -

You were mailed your ballot on October 31  
and it needs to arrive in our election mailbox in  
Winnipeg by noon on Monday, November 28.

Election results will be posted on [ufcw832.com](http://ufcw832.com)  
and in the next magazine.

If you haven't received your ballot or have  
questions about the election, please contact:

**Crystal Klippenstein,**  
General Election Chairperson  
204-786-5055 ext. 254 or 1-888-832-9832  
[crystal.klippenstein@ufcw832.com](mailto:crystal.klippenstein@ufcw832.com)

# Our PC Government is Overpromising and Under-Delivering

When a government announces funding, it doesn't always end up being the saving grace they claim it to be.

In April, the Stefanson government announced \$29 million to support disability services and increase wages for support workers in our province. No doubt this sounds like a huge amount of money, but what the PCs failed to provide were the specifics on who would receive it, when they would receive it and exactly how it was to be used.

Given how underfunded this sector is, \$29 million doesn't even begin to compensate the hundreds of organizations that support our province's most vulnerable people. In the end, this amount of money, wouldn't provide much of a wage increase for the sector's workers.

This announcement has created confusion and conflict between workers, their employers and their unions. Workers heard their government say they deserve to make more money and that the government was committing money towards this. As representatives of those workers, we're being told many different things by employers while at the bargaining table. Some have yet to receive the funding, some are not getting any increases, and some barely received enough to impact their already stretched budgets.

Our members and the union are all waiting in limbo for the provincial government to put their "good news" announcement into action. This is just one of many examples of our government talking up some very big change and then failing to deliver. Making big splashy announcements and then not delivering on these promises shows just how little this government cares for working Manitobans.

It's disrespectful to the many hardworking Manitobans who have had their hopes for an improved wage dashed by Premier Stefanson. We need to rally together and focus our anger on the PCs. **We want to see adequate, sustainable, transparent funding that properly compensates and acknowledges the very difficult job support workers do.**

## Want to help?

### 1. Let Premier Stefanson know!

MGEU and CUPE joined forces with us to launch NotJustAJob.ca – a campaign launched in 2021 to advocate for support sector workers and raise awareness of the issues associated with chronic underfunding in that line of work. You can help us by visiting the website and sending a letter to Premier Stefanson, asking her to step up for those who support vulnerable Manitobans.

### 2. Vote for change!

Vote for a party that represents workers' best interests. Vote for a party that is transparent and shows empathy and commitment to the working class!



**Phil Kraychuk**  
Negotiations





## Did you learn something useful at the Young-Worker Education Program?

# YEP!

*Over the summer, we hosted the Young-Worker Education Program (YEP). The purpose was to educate young workers about the union, and listen to their perspective on how to make the union work better for young workers. The following is written by Emily Buhler, a UFCW 832 member who participated in the Union's first YEP weekend and works at McKenzie Seeds in Brandon.*

"YEP was a great introduction to the union and how it helps us as young workers. It was a helpful opportunity to learn about how to get more involved."

"It was such a great and insightful experience!"

These are a few words from some of the amazing people I got to spend a weekend with at the first ever Young-Worker Education Program, YEP for short. As a fairly new union member, I had no idea what was available to me and I didn't know where to start looking. It was very overwhelming to start and I didn't know what the union did for me, or what it meant to be a union member.

I received an email inviting me to apply for YEP and was selected to participate. I arrived at the



## YEP attendees for bargaining



Training Centre in Winnipeg and was greeted by a passionate Geoff Bergen (union representative), who was exuding positive energy.

I met the other young workers I'd be spending time with that weekend and we all got to meet NDP leader Wab Kinew, who welcomed us and helped kick things off.



Saturday was a full day, learning briefly about the history of the union and its ties to politics. We had a speaker from the Manitoba Young New Democrats. In the afternoon, we practiced collective bargaining and were assigned to be on sides representing either the union or management. We had a couple of hours to get through three different scenarios in this exercise. We hardly made it through the first scenario and barely came to an agreement on anything... If we had to do all three, we easily would have stayed

there until 9 pm! It was the biggest hit of the weekend for a lot of us.

On Sunday, we got a behind-the-scenes tour of the Manitoba Museum, learning about the 1919 Winnipeg General Strike. We got an in-depth look at how everything happened, who started things and what was accomplished during and after the strike.

We also got to meet with the Union President Jeff Traeger and Secretary-Treasurer Marie Buchan. We told them about our weekend, the things we'd learned and our ideas of how to further improve the program for future attendees.

All of us made sure to exchange information so we can all stay in contact, build our friendships and encourage each other whenever needed. It was fantastic, and we all hope to be invited back to further our education and to help get more young members involved.



ace off during the  
g workshop



**Debra Malmquist**  
Legal

# Unfair Labour Practice Filed Against Paladin Security

In September 2021, our union began an organizing drive for security guards employed by Paladin Security. The drive was progressing as anticipated until Paladin addressed it in an email to its Winnipeg and Brandon employees. The email contained several untruths and threats to its employees related to unionization.

**Paladin's worst untruth was implying that employees would lose their health and welfare benefits if they became union members.**

As a result of Paladin's email, we filed an unfair labour practice application at the Manitoba Labour Board alleging that the untruths and threats written in the email were a violation of the Labour Relations Act. We also argued that the email had caused employees to be afraid of speaking to and joining the union.

In response to our unfair labour application, Paladin responded by filing their own unfair labour practice against us. In their application, Paladin alleged that we had illegally obtained an employee contact list and contacted employees without their consent. To be clear, UFCW 832 has never used fraudulent means to obtain employees' contact information. It is not illegal to contact employees without their written consent as long as requests to be removed from contact lists are respected.

As a result, we settled the matter with Paladin through mediation, on the following basis:

- Paladin is required to make a \$1,000 contribution to United Way Winnipeg on behalf of UFCW;
- Paladin is required to send another email to all affected employees clarifying that information in the original email was not correct, and that its original email was not intended to disparage UFCW or discourage employees from exercising their rights to join a union;
- Both unfair labour practice applications will be withdrawn.

This case shows that employers will go to extreme lengths to prevent employees from exercising their rights under the Labour Relations Act. It is important to remember that all employees have a right to become a member of the union without interference by their employer, and that the Labour Relations Act protects those rights.

If you have friends or family members who could use UFCW's help to make their workplace better, tell them to contact Loreto Gutierrez at 204-786-5055 or email her at [Loreto.Gutierrez@ufcw832.com](mailto:Loreto.Gutierrez@ufcw832.com).

# Empowering Fellow Members with Support And Knowledge!

## Member Profiles on Vijaykumar Patel and Brenda Ramirez

UFCW Local 832 represents over 1,900 members at Brandon's Maple Leaf pork processing plant. It's a diverse workplace that includes many newcomers to Canada. The CBA at Maple Leaf in Brandon is translated into five languages (Chinese, Spanish, Ukrainian, Hindi and English) but there's over 18 languages spoken within the plant. With so many languages, translation is essential to ensuring that all of our members understand their rights and have someone to speak to when questions or concerns arise. Many of our multilingual members at the plant help each other out with day-to-day language barriers and we thank all of them for contributing to a safer work environment!



Vijaykumar came to Brandon from Gujarat, India, nearly five years ago and began working at Maple Leaf. He trained and worked as a primary school teacher in India and the skills he had from that have helped him in his current role as a shop steward. Whether it's identifying needs, listening to people's problems or helping them find ways to solve them, his skillset from working in education has been a huge asset for all of the people he's helped on the job.

"When people have a language barrier at work, it creates additional fears," he says. "They can come talk to me and I can help them understand their rights, encourage them to speak up, and remind them that the Union is here to help."

Vijay speaks Hindi and Gujarati in addition to English and has co-workers reaching out to him often for support. He estimates there are about 400 workers at the plant who speak Hindi. He helps them understand the various policies, emphasizing to them that they shouldn't be afraid to be straightforward and ask for a translation to make sure they know their rights.



When Brenda moved to Virden with her family from Mexico at age 12, they were the only Spanish-speaking people in their community. She had to learn English quickly to make friends and keep up at school. When she'd hang out with others in the community, she'd bring a dictionary so she could look up words and practice her English.

Brenda and her family later moved to Brandon and she began working at Maple Leaf nearly 12 years ago, becoming a health and safety committee member a few years later. She wanted to be helpful to others who didn't want to speak up, especially if they had suggestions on how to fix things.

At work, Brenda is asked to attend orientations to help new hires, support people who have to see the on-site nurse, or to translate for others who might be uncomfortable with how to approach certain situations. For example, a worker will need a certain piece of equipment and although they've asked their supervisor, it's taking a long time to get it.

"Through all of the translations I've done, I've become really good friends with a lot of people at work," she says. "They'll talk to me, text me, call me, check on me... the help I gave them has come back to me."



# UFCW LOCAL 832 SCHOLARSHIPS

We award more than \$44,500 in scholarships annually to members and their families to help pay for post-secondary education. To be eligible, members must work for an employer that contributes to our Education Training and Trust Fund.

Congratulations to these students who were awarded scholarships in 2022! The union is honoured to be a part of so many people's education!



## **\$1000 INDIGENOUS SCHOLARSHIP**

Sarah Gregoire, UFCW 832 member from Safeway

Sarah is in her second year at the University of Manitoba in the Faculty of Science. She's working towards a career in healthcare with kids.

"I have chosen to study this because, personally, helping people when they are at their most vulnerable is the most rewarding thing a person can do. Especially with kids who are easily influenced to make choices based on their environment. Once I finish studying I'm hoping to be able to work with Indigenous children on different reserves who require healthcare or support but don't have the resources to get help."



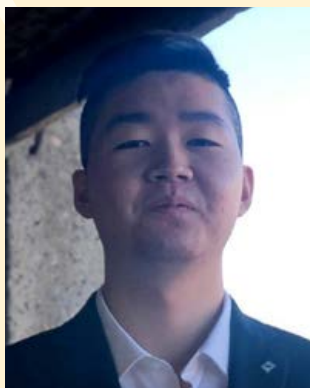
## **\$500 RED RIVER COLLEGE SCHOLARSHIP**

Nerice Cresencio

Parent: Caroline Cresencio, UFCW 832 member from Maple Leaf Winnipeg

Nerice is pursuing a Business and Administrative Studies program diploma at Red River College.

"By awarding me this scholarship you have lightened my financial burden which allows me to focus more on the most important aspect of school."



## **\$1000 GENERAL SCHOLARSHIP**

Jing-Lun Zhang

Parent: Bo Zhang, UFCW 832 member from Maple Leaf Brandon

Jing-Lun is finishing his last year of accounting at the University of Alberta.

"After graduation, I am hoping to find a job related to accounting, especially auditing. My ultimate goal is to pass all the CPA preparatory courses and become a Chartered Professional Accountant."

## **Applications for 2023 scholarships open on February 1, 2023**

For more information on all of the scholarship and training opportunities available to you as a UFCW 832 member, check out [ufcw832.com/training](https://ufcw832.com/training).

# We Can Help You Upgrade Your Skills!

The UFCW Local 832 Training Centre is funded completely by employers – never through your member dues. Employer contributions to the Education and Training Trust Fund (ETTF) are a part of contract negotiations and the money from that fund supports all Training Centre activities.

While all members can take advantage of education opportunities through the Training Centre, not all employers contribute to ETTF. To provide an additional benefit to ETTF-funding employers, we have scholarships, bursaries and substantially discounted first aid training for their employees.

## Bursaries

The Training Centre bursary program runs year-round and can provide funds for courses that will help you with on-the-job skills. That could be anything from upgrading your computer skills to a language class that helps you better communicate with customers or co-workers whose first language may not be English.

*Not all training is acceptable under the bursary program – for instance, taking a yoga class would not be permitted.*

To qualify for a one-time bursary of up to \$450:

1. You must be the employee (not family) of an employer that contributes to the ETTF. Check for your employer at [www.ufcw832.com/ettf](http://www.ufcw832.com/ettf)
2. You must take a course or training that will help you at work.
3. You must show proof of paying for and completing your course.
4. You must not have ever received a previous ETTF bursary.

If you're not sure whether your area of study would qualify or you have other questions about bursaries, contact the Training Centre:

Toll-free: 1-877-775-8329

Phone: 204-775-8329

Email: [info@ufcwtraining.mb.ca](mailto:info@ufcwtraining.mb.ca).



**Erin Selby**  
Training Centre Director

## DIAGEO SCHOLARSHIPS

Our members from Diageo's Gimli plant can apply for scholarships for their dependents each year. The scholarship fund stems from when UFCW Local 200D merged with UFCW Local 832 in 2011. This year, three students are studying with scholarship funds.



**Thea Goodman  
and Jeff Melsted**

*Not pictured:*

**Sophie Lebel, daughter of Steve Lebel**

**Vanessa Acton, daughter of Randy Acton**

# GRIEVANCE UPDATE

## ON LOBLAW TIER 2 BENEFITS CLAIMS

### Attention Part-Timers at Superstore and Extra Foods:

Please read the information below, review any benefits claims you made going back to 2018 and enter them into the survey portal.

*The following is information previously provided to members from Loblaw:*

#### TO ALL PART-TIME COLLEAGUES

The Collective Agreement states that part-time employees are covered for the Company Group Insurance Plan (prescription drugs, short term disability) and Tier 2 extended health and medical benefits under the health and welfare trust plan after working an average of thirty-two (32) hours or more per week during any thirteen (13) consecutive week period.

The union and Loblaw wish to know if anyone who worked those hours did not receive benefit entitlements under the current Collective Agreement, effective September 28, 2018. Please see the link to survey questions below and respond to the questions no later than November 30, 2022, if any of them apply to you. The Union and Loblaw will review any information you provide to determine whether you were entitled to benefits coverage and/or benefit claims. Any disputes that are not resolved by the Union and Loblaw will be determined by an independent arbitrator.

<https://www.surveymonkey.com/r/Z7FD6QG>



Part Time Colleagues working in Manitoba Superstores and Extra Foods stores can qualify for the Company Group Insurance Plan (defined in Appendix A of your Collective Agreement) based on the eligibility requirements (averaging 32 hours in any 13 consecutive week period).

It is important that you include a personal email address as soon as possible on your Workday account so you can receive up-to-date notifications.

Once you become eligible, you will receive a notification to your Workday account, and you will be required to enroll in the Plan and complete tasks in Workday.

#### To do so:

- Log in to your Workday account and select the 'My Tasks' icon:
- Select the benefits election task
- Complete your benefit elections package (you will not have the option to waive any elections, only to select single or family coverage)
- Complete your election details (ie. Dependants)
- Ensure you review all details, any misinformation may delay the enrolment process
- Click 'SUBMIT' to complete the event, then 'DONE' to close the summary

*\*\* If you do not complete your Hire Event within 31 days, please note it will be finalized and benefit plans will be setup using default coverage. Default coverage differs per plan.*



# 16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

November 25 - December 10

Every year, from November 25 (International Day for the Elimination of Violence Against Women) to December 10 (World Human Rights Day), People around the world observe the #16Days of Activism Against Gender-Based Violence. It is an opportunity to come together to call out, speak up and renew our commitment to end gender-based violence.

This September in Iran, 22-year-old Mahsa Amini was detained and beaten by Iran's morality policy, which enforces strict rules on how women dress. She fell into a coma and died three days later, sparking passionate acts of protest and solidarity across the world.

Here in Canada, Indigenous women and girls, 2SLGBTQ+ and gender-diverse individuals, and those with disabilities and/or living in remote communities, are at a greater risk of experiencing violence due to colonialism and other forms of discrimination.

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

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

---

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

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

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## **December 10 - Human Rights Day**

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

# CHECK YOUR PAY STUB!



**It's important to make sure these details are correct every time you get paid:**

- Wage
- Premiums (overtime, specialty pay, etc.)
- Total number of hours worked
- Pension calculation
- Benefits deduction (if you pay for benefits, make sure they are being deducted)

**If an error occurs in any of these items, fix them right away.**

Often, errors are accidental but the longer you wait, the larger your issue may be.

**IMPORTANT!** If you move, you need to update your contact information with your employer, your union, and any benefits or pensions plans you have.

**Publications Mail Agreement # 40070082**

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5