



UFCW MEMBERS HELPING OTHERS WITH VISION LOSS



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JANUARY / FEBRUARY 2023

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!

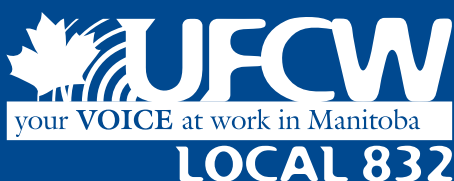
It's easy – we'll call and invite you in!

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



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

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Deb Stewart

Kathy Brnjas

Alex Ciumac

Wes Connell

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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 Foster

Jason Hawkins

Roberta Hoogervorst

Mike Howden

Dan LeClaire

Tyler Ledoux

Hillary Prociw

Dustin Rogers

Morag Stewart

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

ON THE COVER:



Members at Vision Loss Rehabilitation Canada displaying how they would teach an individual how to use the proper vision loss tools.

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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

Happy New Year!

I'd like to take this opportunity to extend my best wishes to all of you for a healthy and happy 2023!

When members ask about the Local's finances, it's usually one of two questions: why do I pay union dues, or, what does my union do with those dues? These are both great questions and ones that I am always happy to answer.

Member dues are Local 832's only income. All union activities are paid by dues and you'll see in the chart on the next page how those activities break down into different categories. One of the union's largest cost categories is the work that our staff does to represent you in your workplace.

- That includes workplace visits from our servicing reps and their time responding to emails, calls and text messages. They work very hard to ensure your collective agreements are enforced and when they aren't, they file grievances. If we can't resolve the issue during the grievance process, we can also proceed to arbitration.
- There are also times when we make presentations at the Manitoba Labour Board or for the provincial government's committees on issues that impact members and all Manitobans.
- Negotiating your collective agreements when they expire is another critical benefit you have as a union member. Our full-time negotiators work year-round to get the best agreements they can for our members.
- We also continue to grow as a union. Staff at the Local meet with non-unionized workers who contact us and who ask for help so that they, too, can have a fair and respectful workplace. These services take a significant amount of time, research, planning and scheduling.
- When our members vote to strike or they are locked out by their employer, the union is there to support members on the picket line by providing strike pay and covering all costs associated with setting up and maintaining the picket line.

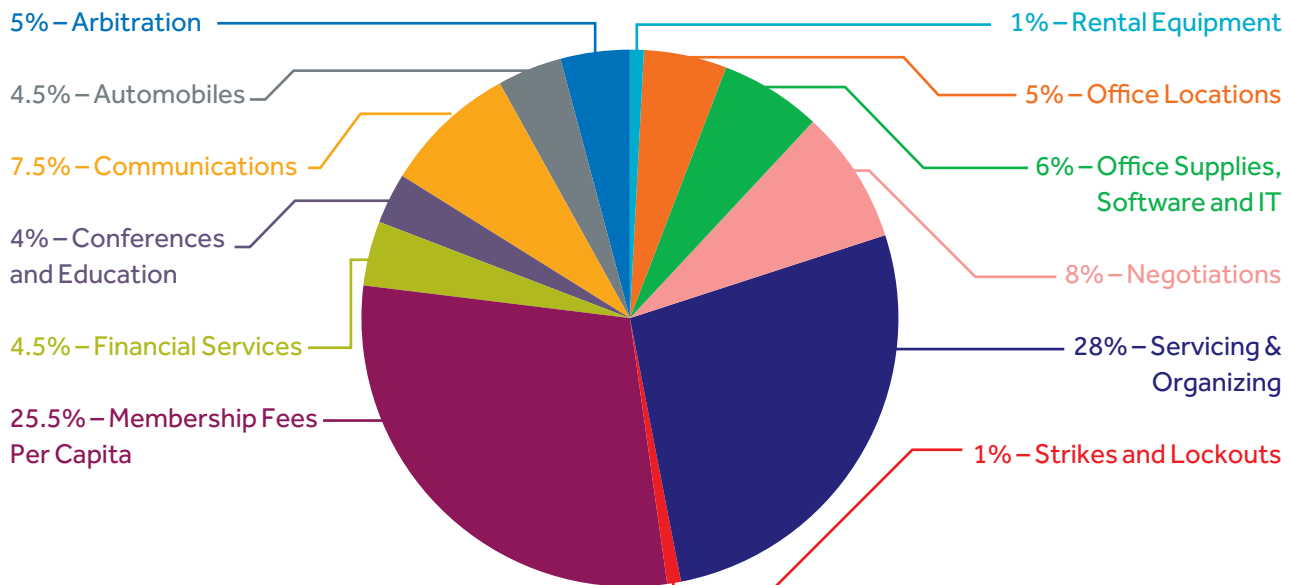
The services we provide to negotiate your collective agreements and ensure they are enforced are extremely important. However, paying union dues is more than just paying for services. Paying dues also ensures you have a voice at work and a strong voice speaking on your behalf at every level of government. We fight for issues such as increases to minimum wage, proclaiming new general holidays and getting paid sick time for all working Manitobans. We're also currently working on improvements to the Manitoba Workplace Safety and Health Act, so all workers go home safely at the end of each shift.

UFCW 832 also provides extensive learning and training opportunities. Our Training Centre works hard every day to empower our shop stewards and health and safety committees in their workplaces. The opportunities provided by our Winnipeg and Brandon Training Centres include our adult high school program, our English as a second language classes and our annual scholarships and bursaries. And, let's not forget UFCW Canada's webCampus, where all members and their families can study a variety of topics online for free (read about member Diane Sauer's webCampus studies on page 11.)

I am so proud of our team, and to see their commitment to moving the Labour movement forward is inspiring. They're hardworking individuals who stand behind you each and every day fighting for a better workplace. UFCW Local 832 is YOUR VOICE at work in Manitoba.

Your union dues are tax deductible!
Don't forget to claim them at tax time!

Where Does Your Dues Money Go?



Arbitration (5%): Costs for referring grievances and other legal matters to arbitration or to the MB Labour Board. Includes the cost of in-house legal counsel and, when necessary, outsourcing files to an outside legal firm.

Automobiles (4.5%): Car allowance for Local 832 staff who must travel throughout Manitoba to service members.

Communications (7.5%): Costs for two communication coordinators along with our UNION magazine, our online presence (web, social media) and all of our promotional materials. Costs associated with community partnerships are also included in this category.

Conferences and Education (4%): Union staff and members are trained in numerous aspects of labour relations, including shop steward, health and safety classes, member and sector-based activist forums. This category also pays lost wages for those members whose employers are not part of the Education and Training Trust Fund (ETTF).

Financial Services (4.5%): Three staff members are dedicated to running the finances and keeping the dues as low as possible. Also covers the popular UFCW Income Tax Service provided to members and their families at a great rate.

Membership Fees Per Capita (25.5%): The Local pays membership costs to UFCW Canada, UFCW International Union, Manitoba Federation of Labour and other regional labour groups and councils.

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

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

Office Supplies, Software and IT (6%): Covers supplies such as paper, pens, postage, couriers, computers and software for all office locations. Also covers the staff required to support these services.

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

Servicing & Organizing (28%): Servicing current members and pushing to organize new ones takes up the largest portion of our budget. This covers salaries and costs involved with sending union representatives around the province to the various work locations. Staff also covered in this section include our organizing coordinator, support staff personnel and our union president.

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

There will be no general increase in dues in 2023

The executive board continues to work hard to ensure that dues are as fair as possible. Each workplace has its own wage and benefit structure and varying hours of work, which determines an appropriate rate for their dues.

Some workplaces are paying less in dues than they are categorized for. In this situation, members could see an adjustment to their dues, but only to a maximum of up to 50 cents more per week.

Changes at the Local

We are excited to welcome two new union representatives to our team, both hired in November.



Hillary Prociw
Union Representative

Hillary Prociw has worked at UFCW Local 832 since November 2012. She started as a member of the union's administrative staff, spending the majority of her years supporting the negotiations team. Through that position, she worked alongside many union activists and bargaining committees and developed a detailed understanding of the collective bargaining process and contracts. Hillary worked as a relief representative for several months before she was hired full time.

Hillary is now the Union Rep for our members in the assisted living sector in the Winnipeg area.



Tyler Ledoux
Union Representative

Tyler Ledoux became a UFCW Local 832 member while working at Viterra. Viterra unionized in 2018 and as a result, Tyler saw firsthand the improvements that the union brought into his workplace. He was a part of the negotiating committee for both of his workplace's contracts and was a dedicated shop steward and a health and safety member. Tyler was passionate about representing his fellow colleagues at work and was asked to assist UFCW 832 as a relief rep beginning in 2021.

Tyler is covering for John Anderson in the Neepawa area while he is away on sick leave.



New Face at the UFCW Training Centre

There's a new, friendly face greeting members and students at the Training Centre! Angela Sanders began working as the Training Centre's new Reception/Admin Support person in late November. She comes to us with a lot of union experience having previously worked for Ironworkers Local 728 as their Admin Assistant/ Training Coordinator.

Angela Sanders

Welcome to the team, Angela!



INTERNATIONAL CONVENTION

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

ELECTION RESULTS

The results are in! The following UFCW 832 members are heading to Vegas this April to represent our union at UFCW International's Convention.

Jeff Traeger	Charlene Desjarlais	Daniel Johnson
Marie Buchan	Kim Ferris	Debbie Jones
Ron Allard	Sandy Forcier	Phil Kraychuk
Sandy Barylski	Sharon (Grehan) Foster	Max Paches
Kathy Brnjas	Dianne Gibson-Pierce	Dean Rodwell
Joe Carreiro	Jason Hawkins	Morag Stewart
Wes Connell	Roberta Hoogervorst	
Blake Crothers	Mike Howden	

Should a delegate vacancy occur, the remaining delegates will vote for the alternate who will fill the vacancy. Our acclaimed alternates are:

Geoff Bergen	Malcolm Welch
Chris Noto	Modupeoluwa Oyafunke
Roger Siemens	



Debra Malmquist
Legal

Successful Grievances: A Year in Review

As 2022 ended, we took the opportunity to review the grievances processed throughout the year.

IN 2022, THE UNION:

- filed 429 grievances against employers.
- Resolved 204 issues directly with the employer without referral to our legal department.
- Referred 92 grievances to our legal department, 13 of them were resolved prior to being referred to arbitration.
- Resolved 30 cases after they were referred to arbitration.
- Proceeded to arbitration with 5 cases.
- Began work on 106 files or workplace concerns that are still in the grievance process or have been scheduled to proceed to arbitration this year.

Another important highlight of the union's success in the arbitration process is that we had numerous disciplines reduced or removed from our members' personal files. In addition, five members were reinstated to their positions after their employer had terminated their employment, **and we were able to put over \$100,000 back into our members' pockets through the arbitration process.**

The grievance process is a way to protect your rights under your collective agreement. It is important that you understand it, so that you can enforce your rights if necessary. Most of our grievances are settled before arbitration. We do this through discussions between our legal counsel, union reps and the employer, along with their legal counsel. If we can settle a grievance in our members' favour before going to arbitration, we will always do so to cut back on unnecessary legal fees. In the first 11 months of 2022, we have spent almost \$200,000 on fees associated with arbitration.

The steps of the grievance process:

1. A member with an issue contacts their union rep to discuss. The rep files a grievance.
2. The union representative investigates the matter and meets with the company to discuss and potentially resolve it at an early stage.
3. If the grievance cannot be resolved and it has been determined that it has merit, the grievance is forwarded to the union's legal department.
4. The legal department reviews the grievance alongside the CBA and previous arbitration decisions to determine whether the matter should be referred to arbitration.
5. If referred to arbitration, an arbitrator is selected and hearing dates are set.

If you have any questions regarding the grievance process, or would like to file a grievance, please contact your union representative.

Federal Government Launches 10 Sick Days

No one should have to choose between staying home when they're sick or paying their bills. On December 1, the Government of Canada announced that 10 days of paid sick leave is now a reality. Before I go any further, I have to clarify that **this is for federally-regulated workplaces only**, and most of our members are provincially regulated. Even though this new amendment to the Canada Labour Code doesn't help everyone, it's important for us to talk about it, and to make sure we are pushing for any improvements to be made in our provincially-regulated union contracts.

So, how do these new sick days work?

If you work in a federally-regulated workplace, as of December 31, 2022, you will have access to three of your 10 days. Starting on February 1, 2023, you will gain your fourth day. You'll gain an additional sick day on the first of each month, until you've earned your maximum of 10 for the year.

What if a new person is hired in the middle of the year?

It works in a very similar way to the answer above. You get your first three sick days after 30 days of continuous employment. Starting in your third month of employment, you'll gain an additional sick day on the first day of each month, until you've reached your 10 days.

Can I carry sick days over to the next year?

Yes you can, but you can never earn more than 10 days. And, any day that you carry over is removed from the maximum number of days you can earn in the next year. For example, if you carry over four unused sick days, you can only earn six more in the next year.

What if my hours of work vary? Or if I'm paid by contract and not time?

There is a formula under Section 17 of the Canada Labour Standards Regulations where you can find out how and when you gain your sick time.

Was anything else updated?

You can now take 26 weeks of unpaid medical leave. This is increased from 15 weeks. This is the same as the Employment Insurance Sickness Benefit that also increased from 15 to 26 weeks.

Even though most of our membership does not qualify for these new benefits it's important to keep an eye on what is happening at all levels of government so we can identify the best from each environment and push for these improvements in your collective agreements.

Visit the *Federal Workplace Standards* page to see which workplaces are federally regulated and find the *Canada Labour Code*: www.canada.ca/en/services/jobs/workplace.html

Or Visit the *Province of Manitoba Employment Standards* page to read the *Employment Standards Code* and view other laws regarding workplaces: www.gov.mb.ca/labour/standards/acts_regulations



Joe Carreiro
Negotiations



Loreto Gutierrez
Organizing

Organizing Victories of 2022

This past year we were honoured to welcome many new members to our Local. A large part of this success is due to our wonderful Special Project Union Representative (SPUR) team, made up of our members. As members themselves, the team has been tirelessly spreading the word about the benefits of belonging to UFCW 832 and were instrumental in our successful union drives with CBI Health and The Joint. We are looking forward to the discussions and challenges that 2023 will bring, and to welcoming many more members!

200 Workers at CBI Health in Brandon Join UFCW 832

The results are in, and workers at CBI Health in Brandon have voted overwhelmingly in favour of joining UFCW Local 832.

"Our new union members at CBI Health have gained a strong voice at work and support when they need it most," said Jeff Traeger, president of UFCW Local 832. "We look forward to diving deeper into the issues they face and working with them to develop a fair contract with their employer that addresses those issues."

CBI Health workers voted electronically from October 6 to 8. However, due to a dispute over voter eligibility, the workers had to wait and wonder about the outcome. On October 27, the union received the certificate from the Labour Board, and the workers were thrilled to hear that they had officially unionized their workplace with UFCW!

The 200 new UFCW members from CBI Health include direct support professionals and team leads who support individuals living with disabilities or illnesses, which can be related to cognitive challenges, physical health or mental health. They will join over 1,400 current UFCW 832 members in the assisted living sector here in Manitoba, working at over a dozen similar agencies.

Retail Cannabis Workers at The Joint Join UFCW Local 832

In June 2022, workers at all nine locations of The Joint Cannabis Shop in Winnipeg blazed a trail by becoming the first unionized, private-sector cannabis retail chain in Manitoba.

The Joint has roughly 100 workers, including management, that will join UFCW.

"I want to congratulate these young workers for taking this first step," said Jeff Traeger, president of UFCW Local 832. "We look forward to working together to improve their workplace and bring them the fairness they deserve."

UFCW unions across Canada and the U.S. have won many improvements for retail cannabis workers. Members working in the cannabis industry have achieved employer-paid health benefits, pension plan contributions, health and safety enhancements, legally-binding job security and guaranteed annual pay increases.

Our negotiators are now working hard to get our new members their first collective agreement.

Lifelong Learner

Diane Sauer is a UFCW 832 member who works at Wings of Power, a grassroots community and family-based resource centre in Pine Falls, Manitoba. She is also a keen student and superuser of UFCW Canada's webCampus – an online learning portal available to all UFCW 832 members. In just over two years, Diane has taken 47 courses (and counting...)!

"I'm challenging myself," says Diane, who tries to spend a bit of time each day studying.

Diane started by taking courses she knew would help her at work. She's studied everything from mental health to workplace math and writing skills to health and safety. When she needed a break from some of the tougher topics, she took two courses on floral design.

Diane says her studies have given her more confidence. She understands more of what's happening at work and feels empowered to provide suggestions.

The mental health classes have stood out for me," she says. "They reminded me about how little we know about other people's struggles and they've helped me get to know people better by opening up and getting others to talk."

Diane appreciates that the larger courses are broken into parts and that at the end of them, there are often a list of resources and links to further learning. She also receives email updates when information changes from courses she has already completed. A few times, she's been stuck on something and called UFCW Canada's facilitators and they were very helpful in answering her questions.

Are you thinking about trying out webCampus? Take Diane's advice:

"Start with something small. There's a bunch of 15-minute classes you could try to see if it works for you. The courses encourage you and your confidence will grow as you do them... there's so many different things I still want to study!"

Diane hopes to one day get through all of the classes offered by webCampus, but as much as she appreciates the variety of topics, the continued addition of new classes is making it tricky for her.

"For every one I complete, they add three more!"



webCampus

To check out the course offered, visit www.ufcw.ca/webcampus



Anne Freitas and Colin Marnoch demonstrating some of the tools and methods used to help their clients.

Helping People Help Themselves

Vision Loss Rehabilitation Canada (VLRC) is a Canada-wide, not-for-profit healthcare organization that focuses on rehabilitation therapy and healthcare services for individuals with vision loss. Here in Manitoba, they have offices in both Brandon and Winnipeg, and the workers at both locations have been members of UFCW Local 832 since 1995 originally under the name of the Canadian National Institute for the Blind (CNIB).

These members provide custom-designed services to best address the needs and rehabilitation goals of people experiencing vision loss. Whether from birth or later in life, whether it's age-related or an injury related to trauma, the services help people maximize their vision using technology and tools.



Anne Freitas and Colin Marnoch in front of the Winnipeg office of VLRC.

Colin Marnoch grew up with his own vision loss and this launched his desire to help others and make a difference in people's lives. Colin works with individuals to ensure that they can travel safely and navigate the inside of their homes and their communities. His work has him helping clients with transit training and finding the best routes to commute around and across neighborhoods. Most importantly, he teaches people how to safely use a crosswalk and go through the mental checklist of safety items before stepping out onto the street.

Colin also works with physiotherapists and other physical rehabilitation providers when necessary, but his specialty is teaching clients how to use a white cane independently or with a guide dog. You may not know it, but an individual needs a lot of training before getting a guide dog.

Colin is proud of the consultation work that he does with both the province and municipalities. His input has helped to guide the Accessibility for Manitobans Act, and he provides input to the municipalities on how to improve accessibility at crosswalks, including everything from the sensors to addressing snow build-up.

On top of helping his clients every day, Colin is also a Shop Steward and is trained and ready to stand up for his coworkers when necessary. He's also a

member of the UFCW 832 Executive Board, where his perspective will help guide our local.

Anne Freitas became interested in vision loss at university, where one of her best friends was visually impaired. This led her to better understand the challenges that people with vision loss face, and she wanted to help. She's held a few positions over her 17 years, but today she is a certified low vision therapist.

Anne helps people use their remaining functional vision to the best of their ability. Using hands-on devices, she helps people with a wide variety of tools created for vision loss, including filtered glasses, hand-held magnifiers, assistance with smartphone apps, and worksite assessments where necessary.

Anne says it's rewarding to work with clients and help them get back to the things they've missed out on.

Anne is also a Shop Steward, and in the same way that she cares about her clients, she also cares about her coworkers. She says that she's someone that people naturally come to and is happy to listen to any of their concerns.



Niki Harper in front of the Brandon office

Niki Harper is a Shop Steward out of the Brandon location. She first got involved with visual disabilities when she was in grade 4. To help support her best friend, she went to CNIB to learn Braille. In high school, she got a job placement there, where she learned more about how to support individuals. She then went on to school to become a Rehabilitation Teacher for the Blind and Visually impaired and has been working with CNIB and VLRC ever since!

Since the Brandon location has a smaller team than Winnipeg, Niki has multiple roles. Primarily, she's a certified vision rehabilitation therapist, helping people manage and adapt in their own homes. This work covers everything from making the bed to planning their wardrobe. She also teaches independence in the kitchen, a place that can be very intimidating and hazardous if you don't have your full use of vision. Dangers like knives and hot surfaces, plus how easy it is to under or overcook your food, make for a definite learning curve for individuals.

Niki also works in assistive technology, keeping up-to-date on technological advances that can provide assistance to VLRC's clients through the latest Windows or MacOS update, or through smartphones and tablets. Tech companies are getting better and better at building accessible tools that Niki's clients can take advantage of without having to spend a large amount.

Finally, Niki is also a certified low vision therapist, helping clients in the Brandon area with their custom -designed solutions to their needs.

The amount of stress and additional considerations that individuals with vision loss go through each day is astronomical. Most people wouldn't be able to understand the level of support and training that clients receive from our members at VLRC and how meaningful that work is for those who benefit from these services.

DID YOU KNOW?

Manitobans aged 18 and under can go get their eyes checked for no charge at an optometrist.

If you are experiencing vision loss and think you might benefit from VLRC's services, you can reach out to them directly or be referred by an eye care professional and get a no-charge assessment.

UFCW LOCAL 832 SCHOLARSHIPS

EDUCATION FUND SCHOLARSHIP APPLICATIONS OPEN ON FEBRUARY 1!

If you or your child are planning to attend post-secondary education in the fall, check out our website for information on the many scholarships available!

UFCW832.com/training

If your employer contributes to our education fund, you're eligible to apply for the scholarships offered by our Local. We award more than \$44,500 in scholarships to our members and their families each year! Here's a few of the recipients of last year's scholarships.



\$2,000 WORKPLACE SCHOLARSHIP – RED RIVER COOP

Laura Hiebert, Selkirk Co-op

Laura's in her fourth year at the University of Winnipeg in the Faculty of Education.

"I have chosen to study this path to influence those around me and make a difference in children's experiences within a school setting. This has been a great opportunity for me that has lots of value and I continue to learn more about myself throughout this program."



\$500 RED RIVER COLLEGE SCHOLARSHIP

Rosanna Dinulos, Maple Leaf Brandon

Rosanna Dinulos is a first-year student at the Continuing Education of Civil Engineering Technology program at Red River College Polytechnic.

"I am currently pursuing a three-year Civil Engineering Technology degree on a part-time basis. I intend to major in Structural Engineering because I believe that I must work for the safety of individuals and uniqueness of this specialization."

Childminding in Brandon



Brandon Maple Leaf member Mei welcomes children to the UFCW 832 childminding room.

Trying to balance family and work can be challenging. Many of our members in Brandon are doing both plus attending English as an additional language classes. We know it can be hard for parents to attend in-person classes and that's why the UFCW 832 Training Centre in Brandon offers free childminding on Saturdays from 1-3 p.m. for anyone attending our EAL program.

Parents can concentrate on their studies knowing their children are being watched by Mei, our childminder, in a nearby room stocked with toys and crafts. There is no need to register and children under 12 are welcome. There is a napping area provided as well.



Erin Selby
Training Centre Director

Union Job Fair



Employers across Manitoba are short staffed, including at UFCW 832 workplaces. That's why our Training Centre held its first union job fair in October for employers who pay into the Education Fund (ETTF).

Four UFCW 832 workplaces took part: Garda Security, Sobeys grocery stores and support, Epic Opportunities and Maple Leaf Winnipeg. Approximately 200 jobseekers hoping for union jobs attended over the course of the afternoon.

The employers were happy with the turnout and shared that they met several interview candidates. They were already asking when we would hold the next job fair before the first one had concluded! It seems the union job fair will become an annual event.

Stay tuned for more information on our UFCW 832 Brandon job fair taking place in April. UFCW 832 is always happy to bring more members into our union family.

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

In Memory of Aline Audette



Aline Audette, a labour leader and activist who committed over 30 years to advocating for hardworking families and helping her co-workers, passed away on October 31.

Aline started as a kitchen aide at the St. Boniface Hospital in 1984, then moved into housekeeping and went on to take the health care aide course. During her time at St. Boniface Hospital, she used her experience as a rank-and-file union activist to help her co-workers. Aline became a shop steward, a negotiating committee member, and a long-term vice president of UFCW 832's executive board.

In 2003, Aline became president of UFCW Local 1869, when St. Boniface Hospital members formed their own Local. Aline held that position until Local 832 and 1869 remerged in 2016. From 2016 until her retirement, Aline continued to represent the members at the St. Boniface Hospital in her position as Local 832's health care co-ordinator and union representative.

"Aline was the person who got me involved in the labour movement and her passion for working people was inspiring. She always led with a kind heart, but was fierce and tough on the issues when she needed to be. She had unmatched strength and commitment for the members."

Marie Buchan, Secretary-Treasurer, UFCW 832

"Aline made a tremendous contribution to our Local, our members and their families throughout her years. Our deepest condolences go out to her husband, sons and their families who have lost such an important person in their lives."

Rest in solidarity Aline, you will be missed.

Jeff Traeger, President, UFCW 832



Supporting Victims of Gender-Based Violence Through Art Activism

In late November, UFCW 832's Women and Gender Equity Committee kicked off the 16 Days of Activism with an art night. Debbie Jones, the committee's activism lead, talked about several of the key days of action and provided important resources to all attendees on how best to support anyone experiencing violence in their home. Members painted one-of-a-kind trees and the evening included delicious snacks and even better company!

The Art Night also brought in donations for the WGE Committee's period products collection drive for Willow Place. Willow Place is a Winnipeg-based shelter that provides inclusive, no-cost family violence prevention services. The WGE Committee ran a collection drive for Willow Place for six weeks and was able to drop off several large boxes of products generously donated by our members and the community in mid-December.



Loblaw Bargaining in 2023!

To our members at Superstore, Extra Foods and No Frills: we're preparing to start negotiating your next contract with your employer this spring.

Make sure we have your correct mail and email address so we can keep you updated in the year ahead. You can make contact info changes directly with your union rep or at ufcw832.com/email.

Check your inbox in early January for information on:

- bargaining timelines,
- opportunities to join the bargaining committee, and
- collecting member ideas for contract improvements (proposals).

RETIREE CLUB UPDATES

The UFCW 832 Retirees' Club board held its first meeting since the COVID-19 pandemic began. We discussed restarting some of our activities in the spring and are looking into options. We will share more information, as well as send members an invitation soon.

Our main concern is that everyone remains safe and healthy from this ongoing pandemic and we hope that the end of it is here. Please watch for information. We wish you all a safe and healthy new year!

Retiree Club scholarships

Annually, the UFCW Retirees' Club awards scholarships to children or grandchildren of Local 832 retired members to help them reach their educational goals.

Congratulations to the following winners:

- Kennedy Seidel, University of Manitoba
- Miguel Garrido, University of Manitoba
- Levi Derkatch, University of Saskatoon
- Jackson McKay, Queen's University

BOOK YOUR HOLIDAYS EARLY!

Most CBAs have language that includes deadlines for booking holidays.

This is to ensure that members can book by seniority. Otherwise, your holidays are first come, first serve and you may not get the time you want.



IT'S TAX TIME!

BOOK EARLY TO FILE YOUR TAXES 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.

Non-member rates may vary depending on location of services. Prices include taxes.

In Winnipeg you can call to book your appointment after January 2
Outside of Winnipeg, you can call to book your appointment after February 13

TIMES AND LOCATIONS AROUND MANITOBA

City/Town	Dates	Office Location	Address	Phone #
Winnipeg	Feb. 13 - Apr. 30	UFCW Training Centre	880 Portage Ave.	204-786-5037
Brandon	Feb. 27 - Apr. 30	UFCW Office	530 Richmond Ave. E	204-730-9455
Flin Flon	Feb. 13 - Apr. 30	Carol's Tax Service	163 Centre St.	204-687-3337
Neepawa	Mar. 12 & Mar. 26	UFCW Office	342 Mountain Ave.	204-730-9455
Portage La Prairie	Mar. 26	Canad Inns	2401 Saskatchewan Ave. W	204-786-5037
Russell	Feb. 13 - Apr. 30	Merril's Tax Service	110 Assiniboine St.	204-773-2290
St. Malo	Mar. 19	Epic Smile	112 St Malo St. off PR 218	204-786-5037
Thompson	Feb. 13 - Apr. 30	Liberty Tax Service	50 Selkirk Ave.	204-778-8416



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

Publications Mail Agreement # 40070082

Please return undeliverable Canadian addresses to:

UFCW Local 832

1412 Portage Ave.

Winnipeg, MB R3G 0V5