

SCHOLARSHIP REUNITES FAMILY AND PROVIDES HANDS-ON LEARNING



THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

MARCH / APRIL 2023

TELEPHONE TOWN HALL

GENERAL MEMBERSHIP MEETINGS

IN 2023

Tuesday, May 16

Tuesday, September 19

Tuesday, November 14

Starts at 7:00 p.m.

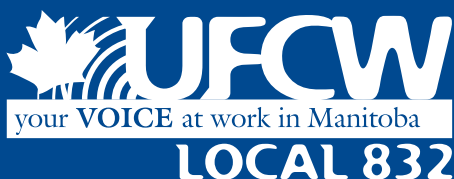
Join the meeting by phone!

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



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Secretary-Treasurer

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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

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Crystal Klippenstein

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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

Loblaw bargaining is right around the corner

Our contract with Loblaw hasn't been negotiated since before the pandemic and it expires this year on September 28. That contract impacts the lives of more than 4,200 hardworking UFCW members and their families at Superstore, No Frills and Extra Foods.

These members, and all grocery store workers across the country, were never able to work from home. They showed up and proved just how important they were by helping their community function during the worst of times.

At the height of COVID-19 they were hailed as heroes as they bravely kept our food supply running in the face of the health risks to themselves and their families. Those valiant efforts continue to this day.

Since the very beginning of the pandemic, retail workers have seen shelves empty out as supply chains are stretched and have watched inflation rise to levels the likes of which haven't been seen for more than 40 years – a lifetime for many.

Originally agitated by long lines and restrictions, customers are now increasingly angry with the inability to find or afford the food they need. That angst is far too often taken out on the grocery store workers – even though none of the causes of customer's frustrations are within the control of a cashier or someone stocking the shelves.

Our members continue to be pushed to their limit and turnover is extremely high as only a precious few new hires decide to stay given the current environment.

All of these factors will have an impact at the bargaining table later this year, but the recently announced increases to minimum wage will likely impact talks the most.

On October 1, 2022, minimum wage rose from \$11.95 per hour to \$13.50 and will rise again to \$14.15 on April 1. The next planned increase is expected to bring minimum wage to approximately \$15 an hour on October 1, 2023. These increases are long overdue as Manitoba has fallen far behind other jurisdictions in Canada. Even with the rate bumps, we will still have the second lowest minimum wage in the country.

Given that inflation has just about everything costing more today than it did last week, the three-dollar-an-hour rise in minimum wage is extremely important for low-income earners and their families. Unlike inflation, minimum wage increases don't impact everyone. They do, however, impact those who need it most.

We're all experiencing the stress of skyrocketing prices in our day-to-day lives, but as inflation increases the gap between rich and poor, I'm glad that we're seeing minimum wage earners moving up from below the poverty line. They're the ones forced to make the hardest choices when it comes to making their hard-earned dollars last until their next paycheck.

And if you work at Loblaw and are wondering when your turn for a wage increase is, did I mention that your current contract expires on September 28? It's high time that your employer recognizes everything you've done for them since 2018.

2023 LOBLAW BARGAINING

For members at Superstore, No Frills and Extra Foods

Thanks to all who submitted proposals! We'll be connecting with members in March at our Member Forums in Brandon and Winnipeg to identify which proposals and priorities we'll bring to the bargaining table.

Make sure the union has your current contact information, especially your email address, so we can keep you updated quickly once we begin negotiations.

For bargaining updates and a link to update your contact info, visit
www.ufcw832.com/loblaw/

Members at Maple Leaf Foods, Red River Co-op, Safeway, Grupo Bimbo and Agropur:

KEEP YOUR DRUG COVERAGE ACTIVE!



Each year, you need to send a copy of your Pharmacare deductible letter to your benefit plan (PBAS - winnipeg@pbas.ca) to keep your drug coverage active.

For members at Maple Leaf Foods, send the letter by June 30 to ensure your drug card remains active!

Pharmacare will mail out 2023-24 deductible letters on April 1.

**Didn't receive your letter?
Call Pharmacare at 204-786-7141**

Questions?

Don't hesitate to contact your Union Representative.

Nojimu Ogunnoiki: Multi-award-winning community leader



In December, UFCW 832 member Nojimu “Jim” Ogunnoiki from Garda received the Queen Elizabeth II Platinum Jubilee Medal recognizing community spirit, service and reconciliation. This was not the first time his community work was recognized at such a prestigious level – he also received the Queen Elizabeth II Golden Jubilee Medal in 2002.

What led to these awards (and at least a dozen others)? Well, that’s hard to summarize considering Jim has spent the last 50 years working to make the world around him a better place.

Jim emigrated from Nigeria in 1976, got a degree from the University of Winnipeg and worked for Canada Post for nearly 30 years. During that time, he was also part of the Afro-Caribbean Association of Manitoba (ACAM) and was working to establish the Yoruba Language School at Kelvin High School, later becoming its director. The school met every Saturday in hopes of connecting more children with their culture and language. Globally, more than 46 million people speak the Yoruba language.

Through his community work, Jim witnessed a lot of racial imbalances within the workforce. He saw newcomers with two or three degrees struggling to find employment and that led him to start the ACAM job fair in 1999. In the early days, Jim knocked on a lot of doors to recruit employers and job seekers. He recalls meeting with the chief of police, the military and various levels of government departments, getting all on board to participate.

“At that time, the Winnipeg Police Service had only three Black officers,” he says, noting that one of them was Devon Clunis, who eventually became chief of police.

In 2004, Jim used his experience with the annual job fairs to help the Nigerian Association of Manitoba establish Black Entrepreneur Day. The ACAM job fairs have continued as annual events (with a two-year break during peak COVID times) and now connect hundreds of Manitoba attendees with potential jobs and education paths.

Jim’s love of humanity drives everything he does.

Making stone soup at the Thompson Homeless Shelter

UFCW 832's members who are outreach support workers at Thompson Homeless Shelter have experienced a lot of change over the last year. Thanks to support from the union and their employer, everyone's working together to ensure a better work environment for these hardworking people.

Last spring, Thompson's Salvation Army announced it was closing its operations, leaving a vacancy for safe shelter for the region's most vulnerable. This put increased pressure on the Thompson shelter to fill that gap. The union helped by supporting their efforts to secure increased funding and in September, they moved to a space four times larger than their previous space. This brought a great deal of growing pains. They quickly discovered their new work environment came with significant safety concerns that were not an issue at the old location.

"Oh man, the setup in the new place made it risky. It was a whole different situation," says George Mackenzie, an outreach support worker at the shelter who says a lot of the safety concerns were related to potential violence. "When I started five years ago, we had room for 25 people. When we got into the new building, we were accepting everybody. We suddenly had 60-70 people!"

Unionized employees from the shelter reached out to their union rep with their concerns and he quickly brought them up to management. To their credit, management responded promptly and worked with the union to correct all of the issues that were brought forward.

"I always tell the people at work that safety is my top priority," says George, who was happy to see additional safety precautions come into place so quickly. "When a person is safe, they feel cared for."

One of George's roles at work is to make the soup, which he jokingly calls "stone soup," referring to the folk story where one person is able to convince a community that he can make soup from just a stone and then has each person contribute a small ingredient. In the story, they make a gigantic batch of soup for their whole town. George's batches are similar – his often feed upwards of 60 people.

Fresh off of having their safety issues addressed, members at the shelter were reinvigorated and eager to get involved with the union.

"It really opened up the lines of communication," says Mike Howden, union representative. "I had members volunteering to join the health and safety committee, speaking up when they had concerns and then we began bargaining and had such an incredibly engaged group for that process."

In January, the members ratified a new contract with wage increases of \$4.50-\$5.50 over its three-year span. These significant wage increases were achieved due to extra funding by the municipality and to acknowledge the need to recruit and keep new employees for the shelter, which can be a difficult task in the North.

"These members are a great example of what we can accomplish by working together," says Phil Kraychuk, union negotiator. "Our members at the Thompson Homeless Shelter worked closely with the union to improve their working conditions and drive the negotiations process. And then we added a receptive employer to the mix and really got to see the value we can bring to this hardworking group."

Thompson Homeless Shelter Inc. is also called "Nanatowiho Wikamik," which means "a place of healing." They work closely with the Canadian Mental Health Association to provide programs, support and services to help empower their clients.



Phil Kraychuk
Negotiations



Mike Howden
Union Rep



Murray Thomson (middle) joined by president Jeff Traeger (left) and secretary-treasurer Marie Buchan.

A Half-Century in the Grocery Game

A member profile on Murray Thomson

Murray Thomson has marked 50 years of working for Safeway. Through those years, he remained committed to his work and worked for long periods of time at several locations in Winnipeg. In fact, Murray saw four Safeway stores through the process of closing and opening up at a new, nearby location.

"It was always exciting to be part of that, especially in neighbourhoods that I had worked for a long time," he says. "I liked working with my hands and helping to put the new stores together... sometimes we'd have competitions to see who could build displays the fastest."

Murray always appreciated the opportunity for hands-on work and recalls several times where he was told to stand at the door greeting customers and handing out flyers. Though he's fond of the many nice people he met over the years, standing around was not what he wanted to be doing.

"I'd catch someone coming into the store that worked on the Safeway team setting up the new store (but didn't work at that location) and give them the flyers, saying I'd be right back... then I went to help assemble shelves and never return," he says with a laugh.

Five years ago, Murray retired from working as a full-time receiver at his current store location on the corner of Portage and Cavalier. He used his holidays and took about a month off but quickly became bored and anxious to find something to do.

"So I went back and talked to the manager and he asked me to do him a favour and come back part-time nights."

Night shifts weren't new to Murray. He used to work three months of nights and then switch to three months of days earlier in his career, but his body didn't like having to make the switch so he eventually opted to stay on nights. He estimates about 20 of his 50 years were night shift.

Murray currently works from 11 pm to 3 am, four nights a week, helping the night crew stock shelves. He's mastered his sleep routine by going to bed as soon as he's done work and then taking a short nap in the evening before starting his shift. During the day and on his days off, Murray can be found relaxing, playing with his grandchildren and working in his garden.

We congratulate Murray on this significant milestone and wish him the very best in the years ahead!

Probation or Not, Employers Have to Act in Good Faith

Every single person reading this article has probably gone through a probation period. If you're not sure what that is, the probation period is a set amount of time when you and your employer decide whether you're a good fit for each other. If the employer decides you aren't a good fit before the end of the probation, they can terminate your employment with no notice (a.k.a. fire you); and if you decide the company isn't a good fit for you, you can resign (a.k.a. quit) with no notice.

While on probation, union members cannot access the grievance and arbitration process as an individual. That means that in a unionized workplace, the employer will still have the right to terminate your employment without notice and little reasoning, as long as they follow the collective bargaining agreement (CBA) and have followed the law. In legal terms, we call this acting in good faith.

Recently, Dauphin Co-op terminated a member while they were on probation. Although the CBA requires it, there was no shop steward or other bargaining unit member present and the employer failed to provide a notice of termination to the union. Because these items are laid out in the collective agreement, the union rep was able to grieve the termination on behalf of the member and also file a policy grievance, alleging that the employer violated the terms of the CBA.

The employer denied that they did anything wrong, saying that the collective agreement gives them the sole discretion to fire or terminate any worker on probation, and the member had no right to access the grievance and arbitration process. They also denied violating the collective agreement.

Every collective agreement is different, but this CBA does say:

- The employer has sole discretion on firing or terminating workers on probation.
- A shop steward or someone else from the bargaining unit must be present when any member is being terminated or disciplined.
- The employer will give the affected employee, the shop steward involved and the union a copy of any written discipline or termination notice within 48 hours.

Because the CBA was clear, we felt we had a strong case and pushed forward with the grievances. We had dates set to have the case heard by an arbitrator over December 2022 and January 2023, but before arbitration could take place, we had another conversation with the employer and reached a settlement that both sides were happy with.

The member had already found a new job and did not want to return, so the employer and member agreed to a positive resolution. The employer also agreed to follow the collective agreement going forward.

The union grieved this termination as we believed it was handled improperly, and as a result, we were able to get a favourable settlement. If you are a probationary employee that has been terminated and you believe your termination was improper, discriminatory or made in bad faith, please contact your union representative to discuss your options.



Debra Malmquist
Legal



UFCW LOCAL 832 SCHOLARSHIPS

OUR PROGRAMS CAN HELP WITH YOUR FAMILY'S EDUCATION!

One of the many perks of being a member of our union is that there's an abundance of programs to help with education! If you or a dependent child are pursuing post-secondary education in fall, don't forget to look into scholarships!

EDUCATION FUND SCHOLARSHIP

If your employer contributes to our Education Fund, several of these scholarships may apply to you! **Not sure if you're covered?** Check the list of employers at www.ufcw832.com/ettf

\$2,000 Workplace Scholarship (4 available – one per employer)

For members from Loblaw (Superstore, Extra Foods, No Frills), Maple Leaf, Red River Co-op or Sobeys Capital (Safeway, FreshCo) or their dependents.

\$1,000 General Scholarship (18 available)

For Education Fund members or their dependents.

\$500 Red River College Polytechnic Scholarship

For Education Fund members attending RRC Polytechnic. Not available for dependent children.

\$1,000 Indigenous Scholarship (5 available)

For Education Fund members or their dependents. If chosen, the member will need to provide proof of treaty, Métis or Inuit status.

Scholarship applications will be accepted until May 31, 2023.

ALL UFCW LOCAL 832 MEMBERS

You or your dependents may be eligible to apply for scholarships through the Manitoba Federation of Labour, Brandon and District Labour Council, UFCW Canada and UFCW International.

CONGRATULATIONS

to all of our members and their dependents who were awarded

MORE THAN \$44,500

in scholarship money in 2022.



SARAH GREGOIRE
\$1,000 INDIGENOUS



AVA ACEVEDO
\$1,000 GENERAL



BO ZHANG
\$1,000 GENERAL



JOSHUA HAWTHORNE
\$1,000 GENERAL



KALYNNE REIMER
\$1,000 GENERAL



LAURA HIEBERT
\$2,000 RED RIVER CO-OP



NERICE CRESENCIO
\$500 RED RIVER CO-OP



RILYNN ENNS
\$1,000 GENERAL



ROSANNA DINULOS
\$500 RED RIVER CO-OP

GET MORE INFO AND APPLY AT:
UFCW832.COM/SCHOLARSHIPS

Sharing Skills and Hope



In February, UFCW 832's Women & Gender Equity (WGE) Committee kicked off their 2023 activities with a Valentine's event at the Winnipeg Training Centre in support of Ikwe-Widdjiitiwin, a women's crisis shelter (see sidebar on next page).

With help from three members with extraordinary knitting talents (Deb Stewart from Manitoba Nurses Union, Pamela Lord from Superstore and Katie Sutherland from UFCW 832), 26 members learned the basics and were sent home with needles and yarn to complete their project.

In lieu of a registration fee, the committee accepted donations from the night's attendees of baked goods and snacks which were brought to IKWE along with some other much-needed items on their wish list to share with the families it supports.



Ikwe-Widdjiitiwin: **WOMEN HELPING WOMEN**

IKWE is a crisis shelter for Indigenous women and their children that works to end family violence and provide hope, change and empowerment for the future. UFCW 832 represents the workers at IKWE and our WGE committee identified it as its community organization of choice for 2023.

We'll collect donations for IKWE in various ways throughout the year. If you're interested in the committee, donating or setting up a collection box at your workplace, please visit www.ufcw832.com/committees for our contact information.

IKWE wish list:

- Towels and blankets (new, any size)
- Warm winter items: scarves, toques, mitts
- Toys, clothes and books (new or gently used)
- Nut-free baking/snacks



Board Member Profile:
Deb Stewart

Deb Stewart got her start in labour activism over 30 years ago when health care cuts forced Manitoba nurses into the longest and largest nursing strike in Canadian history. At the time, Deb was a nurse and took the opportunity to work more closely with the Manitoba Nurses Union (MNU) to improve working conditions for nurses. With that as her goal, Deb worked in several roles on the union and hospital side of things, always pushing to make things better.

In late 2021 as a labour relations officer at MNU and UFCW 832 member, Deb decided to put her name up for UFCW 832's executive board elections.

"I wanted to give back to my union before I retire," says Deb. "I've been taking all the advantages of the Local's work, and contributing to the labour movement through MNU, but wanted to share my experiences through the executive board."

Deb was elected to the Local's board in late 2021 and has brought with her a wealth of experience and enthusiasm. She gives a special shout-out to her fellow executive board member Debbie Jones, who has become an invaluable mentor, bringing her in to work on both the Manitoba Federation of Labour's and UFCW 832's women's committees.

Deb has been generous with her time and talents. She trained to become a facilitator at the Training Centre and will be teaching her first courses this fall. She also led our WGE Knit Night in February.

Deb is a talented fibre artist and says knitting is a good way for her to relax her brain. She has an extensive knowledge of each step in the process of getting wool from an animal spun into yarn and then knit into a warm sweater.

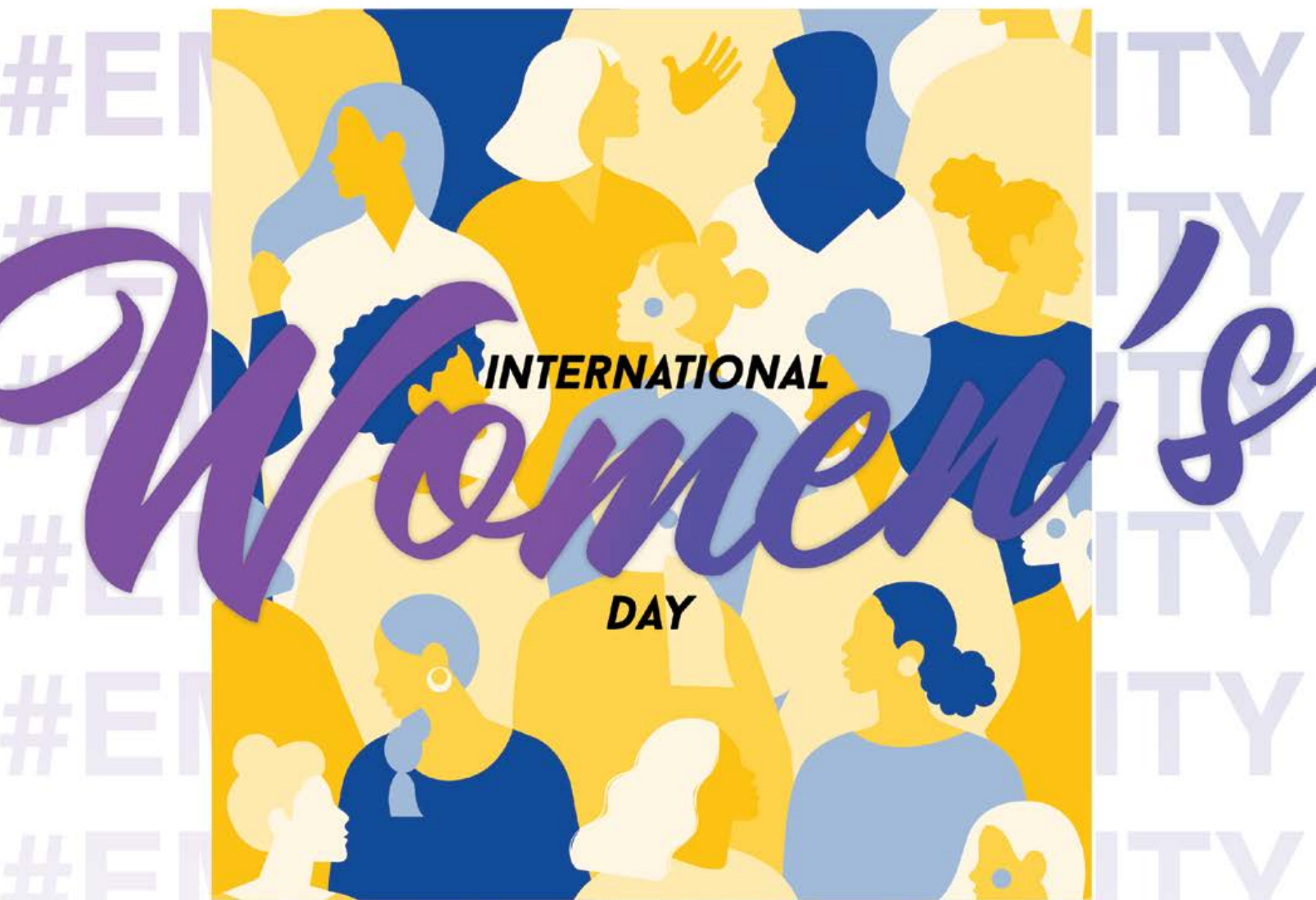
"When the zombies come, I'll be clothed," Deb jokes.

Deb volunteers at the Manitoba Highland Gathering and the Folklorama Scottish Pavilion, demonstrating how yarn is spun on a spinning wheel and gets to talk to lots of kids and families about the process of taking care of the earth, its animals and appreciating all that we get back.

Deb's words to her fellow UFCW 832 members looking to become more active?

"You might look at the union and think you are not able to find your place, but we can find a place for you," she says. "Every member has many skills and the Training Centre can help you learn about all of the opportunities so you can figure out what fits for you."

#EMBRACEEQUITY



For International Women's Day on March 8, let's all fully #EmbraceEquity.

We can all challenge gender stereotypes, call out discrimination, draw attention to bias, and seek out inclusion.

Collective activism is what drives change. From grassroots action to wide-scale momentum, we can all embrace equity.

Sean Champion-Taylor: Sharing the Stories of Neurodivergent Manitobans

Sean Champion-Taylor is a UFCW 832 member from Safeway. In addition to working in the produce department, he's also studying at the Winnipeg Adult Education Centre and hoping to break into Information Technology. When time allows in his busy schedule, he's also developing a podcast to advance broader conversations about neurodiversity in Manitoba.

Sean was awarded UFCW Canada's \$1,000 Equity Grant for "Rivercity Neurocast," a podcast where he'll use storytelling to connect, share and explore the many different ways that people think. Sean is neurodivergent but lived his childhood and early adulthood undiagnosed. He went through an arduous gatekeeping process to be diagnosed in his early 30s and it's helped him to look back at past experiences and appreciate the way he thinks.

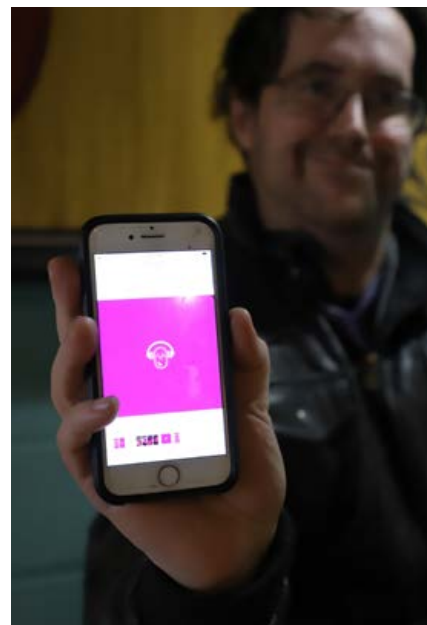
"I'm a tinkerer, I like to take things apart," says Sean. "I like to break things down into their simplest form and then they make sense."

With the grant money, Sean's been able to set up a recording studio at home and work with a graphic designer to develop the podcast's logo and branding. He's been diving into learning more about storytelling and the elements of a good story and has been using that info to write monologues about some of his experiences. He's also interviewed fellow Manitobans and is working through some of those clips to identify themes and opportunities to help others share their stories.

To listen to Sean's podcast, search "Rivercity Neurocast" on [spotify.com](https://open.spotify.com/).

UFCW Canada provides three grants of \$1,000 each year to support members' work advancing equity and social justice within their communities. To learn more or to apply, go to:

ufcwcanada.ca/equitygrant





STUDENTS MAKING THE CUT

Assiniboine Community College (ACC) opened its Food Processing Centre for Animal Proteins in Brandon in January 2020. The centre was co-funded by various organizations, including the federal government, the province of Manitoba, Manitoba Pork, Maple Leaf, HyLife, UFCW Local 832, and Brandon Hog & Livestock Show. Its primary goal is to provide students with the necessary training and experience to start their careers in the meat processing industry.

UFCW 832 president Jeff Traeger says, “unions are known for bargaining and enforcing collective agreements, but they also work to provide their members with educational and training opportunities.”

The union believes that this course and facility will help future members enhance their skills and increase their job and wage opportunities.

However, high tuition costs are a significant barrier for international students wanting to participate in the program. To address this, UFCW 832, Maple Leaf, and ACC partnered to create a scholarship for family members of current Maple Leaf employees who are referred to the program. Grace and Jasmin are the first scholarship recipients to arrive, and more are on the way.



Grace and her sister Clarinda

Grace grew up in rural Philippines, coming from a family of hog farmers and butchers, and Jasmin grew up in the capital city of the Philippines, Manila.

Grace's sister Clarinda, who works at the Brandon Maple Leaf plant on the kill side, referred her into the Food Processing course at ACC.

Grace taught English in Thailand before moving back to the Philippines to teach in her community. She decided that Clarinda's referral for the scholarship was a good opportunity and came here to Canada.

Clarinda started working at Maple Leaf in 2015, and hadn't seen Grace in over eight years. Grace was a young teen the last time they saw each other and now she is a young adult who spends her spare time cooking, often for the both of them.

Grace's background in education has led her to become the big sister and an assistant to her teacher in the ACC classroom. She often checks in with her classmates and helps them absorb all the information.



Jerome and his sister Jasmin

Jasmin was referred into the same program by her brother Jerome who works on the cut side at Maple Leaf. She studied medical biology in Manila and is hoping to put those skills to work while she's in school at ACC. Eventually, she's hoping to work at Maple Leaf as a quality inspector.

Jerome came to Canada and started at Maple Leaf in 2022 because he wanted to give his young family the best life possible. Jasmin is his first family member to join him in Brandon and he's hoping to bring his wife and kids over soon.

When the Animal Proteins scholarship came up, Jasmin had just graduated from school. This is her first time leaving home. but now that she's here in Canada, she's hoping to try all of our winter activities and hopes to be active outside as much as possible.

Both Grace and Jasmin are enjoying what they've seen in Canada so far. Even the layering up of clothing required in winter. Recently, their class went for hayride to Shilo and they really enjoyed it.

Back home in the Philippines, Grace and Jasmin didn't know each other and led very different lives, but when they met each other in class at ACC, they quickly became partners in crime and fast friends.

Both Grace and Jasmin are eager to finish school and are hopeful that they get to start their new careers at Maple Leaf.



JOIN US AT PRIDE!

Pride events will be scheduled around the province throughout the summer.

If you want to walk with your Union at a local pride event or if there's a Pride event happening in your community that you'd like to take part in, contact 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

IN MEMORIAM:

Norma Kinnear

President, UFCW 832 Retirees' Club
March 23, 1937 – January 13, 2023



It is with great sadness that we announce the passing of Norma Kinnear, President of UFCW 832 Retirees' Club. Norma was very well known for her kindness, great sense of humour, friendliness and caring nature.

She worked for Safeway for twenty-five years, and after retirement she sold Avon and made many friends along the way. She enjoyed her delivery days because she could visit or joke around with her many customers.

Norma was the Retirees' Club President for numerous years and was respected and loved by all the board members who worked with her to organize member events. She made sure that events were well planned and organized and wanted the members to always have the opportunity to connect at annual luncheons, casino trips or at the golf tournament.

We thank you, Norma, for all the years of your unfailing guidance in the Retirees' Club. Rest in peace, sister. You will be missed deeply.

CALLING ON YOU!

If you have spare time and have thought about joining the Retirees' Club as a board member, we would love to hear from you! If you have any questions, please call our line and leave a message with your name and phone number. Someone will get back to you. Thanks!

UFCW 832 Retirees' Club:
204-786-5055 ext. 215

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 space requirements in the office, only one person is allowed in the tax office at a time. If you are not feeling well, please reschedule your appointment. Masks are recommended, but not mandatory. Failure to be respectful to security and staff could 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