



Bringing Worker Issues to Ottawa



UNION

THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

JANUARY / FEBRUARY 2024

TELEPHONE TOWN HALL

GENERAL MEMBERSHIP MEETINGS

February 6

May 21

September 17

November 12

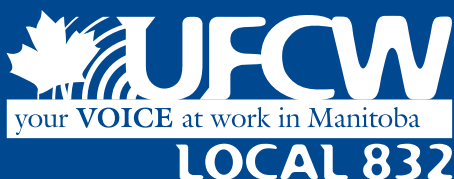
Meetings start at 7:00 p.m.

To participate, pick up when you get a call from 1-888-317-6870. You'll hear more about YOUR union and have the chance to ask questions. Plus: all attendees have the chance to win prizes!

If you don't receive a call by 7:10 p.m., call 1-877-229-8493 and enter ID Code: 112418.

You can read our reports from our President and Secretary-Treasurer before the meeting at

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 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

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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

BENEFIT PLANS

For information on health & welfare, dental and CCWIPP, visit UFCW832.com/BENEFITS



UNION is a publication of UFCW Local 832
Publications Sales Agreement #40070082





Marie Buchan
Secretary-Treasurer

2024: Here We Come!

I hope you were all able to spend some time with your loved ones and reflect on what 2023 meant for you, as well as begin plans for the year ahead.

As your union Secretary-Treasurer, I ensure that our budget aligns with our goals and that your union dues are working to make your work life better! Member dues are the only source of income for the Local. If you look at our 2024 budget on the next page, you'll see how that money is divided and assigned into different categories.

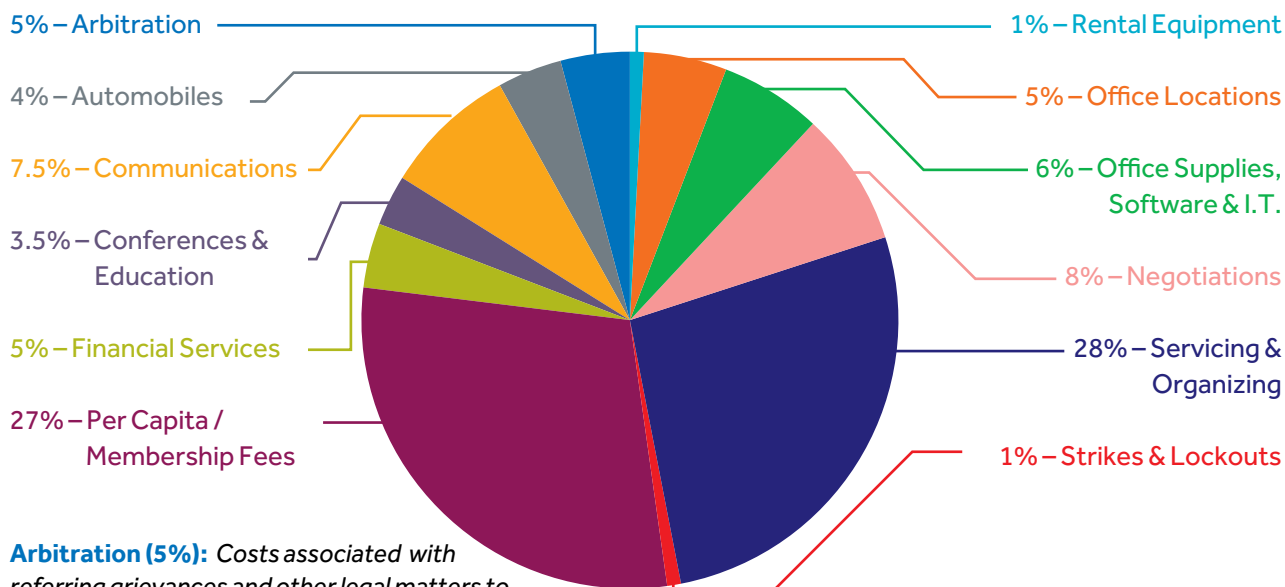
There are aspects of our work as your union that will be much more familiar to you than others, such as the work we do to represent you in your workplace. This includes negotiating your collective bargaining agreement (CBA) when it expires and ensuring we get you the best deal agreement possible. It also includes enforcing your CBA and making sure your employer is following it. We do this by visiting your work and checking in with members in a variety of ways to ensure that your rights, which are outlined in your CBA, are followed. And if they're not, we file grievances and work to resolve issues in ways that benefit you, our member. You can read more about the grievance process and the 390 grievances we filed last year on page 7.

There are other aspects of our work that you may be less familiar with. For example, when members are on strike or have been locked out, we cover the costs to set up and maintain their picket line, as well as provide strike pay to help them make ends meet while fighting for a fair deal. We bring worker concerns to the highest levels of authority. We meet with all levels of governments to remind them that we need to ensure workers' voices are heard and at the forefront of the decisions that are made. In 2023, I had the pleasure of being a part of the United Nations Commission on the Status of Women, of lobbying Prime Minister Trudeau on the need for a retail price freeze (see page 10) and of hosting our current Premier (then an NDP MLA) Wab Kinew alongside our president Jeff Traeger and our executive board. We heard about the plans he had for Manitoba and asked the questions we knew were important to our members.

Your union dues are also tax deductible. Don't forget to claim them come tax time! They reduce your taxable income, which lowers the amount of taxes you have to pay. **Don't forget to claim your union dues when filing.** And if you want to save money and have a professional help you file, check out the back page of this magazine for more information about our incredibly popular Income Tax Service.

Each day I come into work I am so proud of our staff team and of how passionate they all are in moving the labour movement forward. A team of hardworking, committed individuals who want to ensure you know we are behind you each and every day fighting for a better workplace. We take our role as your voice at work in Manitoba incredibly seriously and thank you for trusting in us to ensure you are safe and protected at work.

Where Do Your Union Dues Go?



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

Automobiles (4%): Car allowance for Local 832 staff who must travel throughout Manitoba to service members.

Communications (7.5%): Covers two communication staff along with all costs associated with the magazine and our online presence (web, social media). All promotional items and materials and community partnerships are included in this category.

Conferences & Education (3.5%): Union staff and members are trained in numerous aspects of labour relations, including shop steward and 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.

Financial Services (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.

Per Capita/Membership Fees (27%): The Local pays membership fees 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 & I.T. (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 things for 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 & 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 2024

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 50 cents more per week. In December of 2023, letters were sent out to shop stewards and management of those affected units and notices were also posted in union bulletin boards in the workplace.



Back row (UFCW 832 staff): Ron Allard, Executive Advisor to the President; Marie Buchan, Secretary-Treasurer and Lead Negotiator; Roberta Hoogervorst and Mike Howden, Union Representatives. Front Row (No Frills members): Debbie Rasmussen (7074), Kelly Barr (3442), Florence Barr (3610) and Daylon Vanthul (7499).

Bargaining Underway for No Frills

During Loblaw bargaining in the fall, No Frills and Superstore were split into their own bargaining units, which has allowed the union to focus each group's bargaining on their distinct needs. We kicked off negotiations for No Frills at the end of November with two days of positive discussions and were able to address quite a few of the non-monetary proposals.

We'll be back at the table January 9-10 and then again January 15-19, 2024. Our goal is to have a tentative agreement by January 19th, 2024, that we can then bring to No Frills members to vote on.

No Frills members: please make sure the union has your correct email and mailing address. You can make updates at www.UFCW832.com/email.

RW Consumer Products Ratify!

On October 26, members working at RW Consumer Products Ltd. in Winnipeg voted 95% in favour of their new four-year collective agreement.

Members will receive wage improvements of 11% along with two additional personal days per year. Improved language on plant shutdowns, vacation and work uniforms were also added in this round of bargaining.



Helping members WIN in 2023

If your employer doesn't follow the terms of your collective bargaining agreement (CBA), we can enforce the CBA by filing a grievance. We took the opportunity to look back last year's grievances to highlight our successes.

2023 Grievances

There are many grievances still underway, but in 2023 the union:

- **Filed 390 grievances** against employers.
- **Resolved 177 disputes** before involving the legal department.
- **Resolved 33 out of 79 disputes** sent to the legal department before there was a hearing in front of an arbitrator or Manitoba Labour Board.
- **Brought 2 disputes** before an arbitrator.



Debra Malmquist
Legal

2023 Successes

For non-monetary victories, we were able to:

- **Reduce or remove many disciplines** from members' personnel files.
- **Reinstate four members** back to their positions after they were terminated.

Financially, we were able to return:

\$165,000

to our members in the form of monetary settlements, compensation and damages.



Most grievances are resolved without going all the way to an arbitration hearing – we had a settlement rate of 99.2% in 2023. This is important because it allows the union to avoid unnecessary legal and arbitration fees.

In the first 11 months of 2023, the union spent just under \$100,000 on these fees. If it is possible to settle a grievance to the advantage of our member without going to arbitration, we will do so.

The Grievance Process:

UNION MEMBER

- has an issue and contacts their union rep to discuss. The rep reviews and files a grievance.



UNION REP

- Investigates the matter to determine if it has merit, then meets with the company to see if they can resolve it.
- If they can't, they send it to the union's legal department.



LEGAL COUNSEL FOR THE UNION

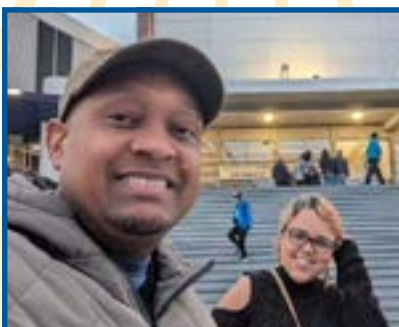
- Reviews the grievance, the CBA and previous arbitration decisions and decides whether it should be referred to an arbitration hearing.
- If referred, an arbitrator is selected and hearing dates are set.
- Represents the union at any legal proceedings.

OUR MEMBERS WIN BIG!

In October, we asked members to complete a short survey on union communications. We drew names from those who completed it and a few of the winners of sports tickets and grocery gift cards are featured below. Thanks to all who provided feedback!



Glen Bowers, Safeway



**Kelvin Jimenez,
Maple Leaf Winnipeg**



**Miao Zhen Huang,
The Fairmont**



Rafael Drez, Superstore



**Rodel Partido,
Maple Leaf Winnipeg**



Susan Tremblay, MNU

One thing we learned from the survey is that members aren't aware of the many discounts available to them. **Here's two places to find these great deals:**

Local 832 Discounts

www.UFCW832.com/discounts

Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers in Manitoba. If you've misplaced your card, reach out to your union representative to request a new one.

Union Savings

www.unionsavings.ca

Union Savings leverages the collective strength of Canadian labour union members to deliver benefits to labour union members and their families across Canada for many chain stores and online shops, **including one of the most recommended discounts mentioned in our survey: Marks Work Warehouse!**

Member Discounts

**Up to
40% off**



Travel discounts

Save on hotels, car rentals, attractions, airport parking

And much more!

Entertainment
Fashion
Insurance
Services
Wellness

**Up to
30% off**



Mobile phone plans

Save with preferred rates on phone plans

**Up to
30% off**



Electronics

Save on laptops, tablets, desktops, mobile phones



REGISTER TODAY!
www.unionsavings.ca





UFCW Members Hit The Pavement In Ottawa to Highlight Worker Issues

L-R: Brayden Tomiski, Marie Buchan, Jagmeet Singh, Sadbhawna Sharma

In November, two UFCW 832 members joined other young workers in Ottawa, where they learned about labour activism and put their teachings into practice. Sadbhawna Sharma and Brayden Tomiski are alumni of UFCW Canada's Young-Workers Internship Program (YIP) and were invited to be a part of YIP 2: Young Workers on the Hill.

Brayden, a shop steward at Superstore in Brandon, has always struggled with public speaking and decided to volunteer to be one of two speakers during a mock town hall debate.

"I felt there was only one way to overcome the fear and prepare myself for the upcoming lobby day with MPs," he says. "It was fun but also challenging. It really showed how communication, teamwork, up-to-date info and research is essential in making your case."

The lobby day was a UFCW Canada initiative. It included representatives from locals across Canada as well as the YIP 2 participants. The three issues this group lobbied for were:

1. A National Pharmacare System

Canadians across the country need a universal, accessible, public prescription drug plan so that they aren't paying higher drug costs and different dispensing fees for the same medications.

2. A Freeze on Retail Food Prices

Canada's largest grocery stores have committed to rolling out various actions with the intent of lowering grocery prices, including price freezes and price-matching campaigns. However, workers, unions, and labour advocates need to be included in these discussions and the Canadian government needs to include protections for workers within these prices.

3. Affordable Housing

The rising cost of homes and rent is taking a toll on workers whose wages are not keeping up. The government must introduce robust legislation by building purpose-built rental housing, providing rent support and introducing a national standard on rent control.

For lobbying, UFCW members from across Canada were split into teams and met with various MPs, including Prime Minister Justin Trudeau and NDP Leader Jagmeet Singh. While Brayden was a little nervous for his first lobbying meeting, Sadbhawna went into it feeling excited and prepared.



"After doing the research for the town hall, I was totally prepared and excited," she says. "I felt that we were representing millions of people by bringing our concerns forward and it was a huge responsibility and opportunity."

One of the MPs Sadbhawna met with was Leah Gazan, who represents Winnipeg Centre and carries several critic files relevant to the committee's asks as the critic for Women and Gender Equality; Families, Children and Social Development; and Deputy Critic for Housing.

Marie Buchan, UFCW 832's Secretary-Treasurer, joined the group in Ottawa for UFCW Canada's lobby day.

"It was really exciting to see Sadbhawna and Brayden in action," she says. "They both made the most of this opportunity and did such a wonderful job sharing their experiences and representing worker concerns to our federal government."

Both Sadbhawna and Brayden aligned most closely with the retail food price freeze, something they've both struggled with personally. As a replenishment clerk at Superstore who is used to updating store prices on the shelves, Brayden had been observing the changes for years and wanted to do something about it.

"To speak to MPs about the things I see every day was even more of a dream," he says.

Brayden's advocacy efforts really came full circle when he saw a video of Jagmeet Singh on Instagram, talking about the very same things he had talked to Jagmeet about: retail food costs.

"I burst into tears," says Brayden. "All of the union work I do, the advocacy, it's all because of my mom. She was really involved in MNU and I do this all in her honour."





L-R: Vicki Dawson, Shaun Oakley and Charlene Adair, members on the bargaining committee.

CBI HEALTH'S FIRST YEAR

In August 2022, an organizing campaign began with the workers of CBI Health in Brandon who were frustrated with their employer. By the end of October, the workers had officially unionized their workplace and gained the collective strength to negotiate with their employer for better wages and more reliable payroll practices.

"It was an employer that needed to be organized to get organized," said Loreto Gutierrez, union organizer. "Employees were seeing new people hired at rates higher than those with seniority. And those newly hired employees were put into positions they shouldn't have had to deal with."

CBI Health's workforce is made up of over 200 Direct Support Professionals and Team Leads who support individuals living with disabilities or illnesses. Faced with the challenges of payroll errors, favouritism, and unwanted scheduling changes, the workers had had enough and wanted a stronger say in their workplace and their livelihood.

Union rep Morag Stewart and negotiator Phil Kraychuk held several meetings to get to know our new members, hear their frustrations about their workplace. Bargaining began in February, 2023 shortly after Charlene Adair, Shaun Oakley and Vicki Dawson joined Kraychuk and they started to go through proposals.

"I went to a meeting and Phil said he needed people, so before I knew it, I was on the committee," said Charlene Adair. "I found the process frustrating at times, but overall my first time on a bargaining committee was very interesting."

Bargaining was slow but positive and the employer and union had a good working relationship for the most part. However, in the summer, bargaining came to a head when the two parties dove into the

monetary aspects of the agreement. The employer and the union were very far apart on what each side thought the pay and benefits should be.

To add extra context, this came after the Manitoba government announced a new \$104-million funding commitment to support disability services. Most of this funding was meant to go towards increasing wages for workers.

Seeing that we were not going to get a fair deal at the bargaining table, negotiator Phil Kraychuk applied to the Manitoba Labour Board to have them settle the first agreement, a special provision under Manitoba labour laws that can be used when dealing with first contracts. The Labour Board looked at the items where there wasn't agreement at the bargaining table and helped the two parties find agreement on some items. For wages, which was a huge sticking point, the Labour Board made the final decision of how they would be settled.

UFCW has 13 other collective agreements in the support sector and their wages showed a pattern quite a bit higher than what CBI was offering. The union was able to show the Labour Board that workers in this sector deserve a higher wage than what was initially offered. First contract legislation will only get you a one-year agreement, so the two sides will be meeting again later this year.

"There's more work to do, but we are starting to see some things like seniority be respected now," said Vicki Dawson. "Our hope is to keep working for better working conditions. Then we can give the clients better care."

The story of CBI Health workers sends a powerful message that when employees stand together, they can overcome challenges and create positive change in their workplaces.



UFCW 832 Welcomes the Workers at Trailblazers to the Union

Workers at Trailblazers Life Choices in Steinbach cast their ballots on November 15, and an overwhelming number voted YES to joining UFCW Local 832! The 25 new members are Direct Support Workers for a day program that supports adults with disabilities.

"We are thrilled to welcome our new members," said President Jeff Traeger. "We have a lot of great collective agreements in this sector, and we're confident that we'll be able to improve things for

the workers at Trailblazers."

The employer was very quick to agree to an access agreement, which allowed union rep Hillary Prociw to check in at the workplace and meet her new members. Negotiator Phil Kraychuk, has reached out to the employer to arrange for bargaining dates and is in the early stages of working towards the new members' first CBA.

Welcome to UFCW Local 832!

Welcome to the team!

The staff of UFCW Local 832 is pleased to welcome new support staff members at the Winnipeg office. Both began working at the Local in term positions in August and were hired full-time in November.



Carrie Hayward

will be working as the union's file clerk.



Lanai Willits

will be supporting the union's negotiations department.



Erin Selby
Director Education
& Training

Do You Qualify For One Of Our Indigenous Scholarships?

UFCW 832 worked with Eric Flett, UFCW Canada's Indigenous Elder, to develop our land acknowledgement.

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.

Acknowledging the injustices done to Indigenous people is just one way your union is working towards reconciliation. It is not enough just to speak the words, we must use our privilege where we can to help everyone reach their full potential.

Every year, UFCW 832 awards thirty scholarships to our members, and their dependents, who work for an Education Training & Trust Fund (ETTF) employer. Of this nearly \$45,000 annual total, five scholarships of \$1,000 are given, in the spirit of truth and reconciliation, to our Indigenous members and their dependents.

How to find out if you qualify for an Indigenous Scholarship:

- Check if your employer pays into the Education Fund (also known as ETTF). You can do that by going to our website at www.UFCW832.com/educationfund
- Only members who work for an ETTF employer on this list can apply for this scholarship.
- You or your dependent must be attending a recognized, post-secondary institution in the upcoming school year (fall/winter 2024).
- If selected, you or your dependent must be able to show proof of Treaty status, Metis membership or your Inuit card.

Scholarships are awarded based on the following:

1. Indigenous members applying for themselves (ranked by seniority within the union).
2. Members applying for their Indigenous dependents (ranked by seniority)

You can read more about all of our scholarships and apply to as many as you qualify for between February 1 and May 31, 2024, at www.UFCW832.com/scholarships

We also have information on that page on union scholarships available to all members, including those who do not work for an Education Fund employer.



Shyanne Beardy was a recipient of a \$1,000 Indigenous scholarship in 2023. She worked at the Co-op in Leaf Rapids and is now studying hairstyling at the Aveda Institute.

Workplace Profile on the Members Who Work at The Reh-Fit Centre

UFCW 832's members at the Centre work very hard to deliver on the promise of care, community and cleanliness.

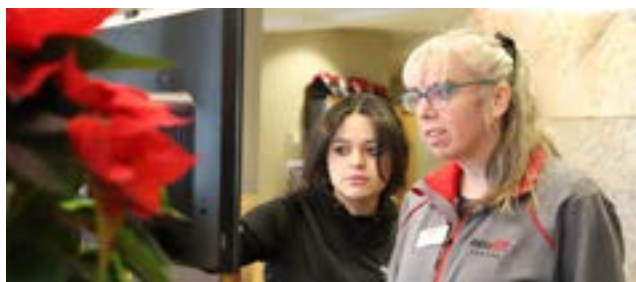
UFCW 832 proudly represents just over 40 members at the Reh-Fit Centre in Winnipeg, a medical fitness facility where they take a distinct approach in helping all adults learn the strategies to overcome life's challenges and stay committed to a healthier lifestyle.

The Reh-Fit Centre opened 45 years ago and was set up to support cardiac rehabilitation clients (aka "reh-fits") and non-cardiac clients (aka "pre-fits") under one roof. It's grown since then and currently has approximately 700 people visiting each day, which means our members are busy!

In 2012, the Reh-Fit Centre earned the title of Canada's first certified medical fitness facility, meaning it meets the highest standards for programs, staff, safety and community service. The medical aspect of the facility and its offerings attract older adults interested in taking care of their health.

Our members' commitment to providing a safe and accessible environment for all means they are at the top of their game, whether it's through seeking the highest certification in fitness – Clinical Exercise Physiologist or being "Clean it Right" certified so that the facility is cleaned to a high standard.

Our members are trained fitness professionals, dietitians, nurses and specialists in member and building services. If ever you're at the Reh-Fit, you'll see how hard our members work to support a community-oriented, safe place that is accessible to all!



Isabella Angel Bastos is training Jennifer Adams at the front reception desk where they greet members as they check-in, as well as answer questions about classes and schedules, room locations and memberships.



Tesfaye Tsadik and Maribel Sallong both work in building services, which keeps them on their toes, especially during the winter months when snow, slush and sand are brought in. Safety and stability is top of mind as they work to keep the foyer clean.



Shauna Watt is a fitness professional and we caught her in the newly renovated staff lounge after teaching a class. The room has massage chairs in private areas for staff to relax, which Shauna uses 2-3 times a week. When they're on the floor, they are asked a lot of questions and bring a positive, energetic attitude to their members, so the chairs are a way for staff to prioritize their health and wellbeing.



Katarina Zimmer is a fitness professional and provides one-on-one training to clients who want a safer, more motivating experience.

Retirees' Club Update



Fall Luncheon

On October 24, we held our Fall Luncheon at the Assiniboia Downs. Everyone enjoyed the meal and gave us good feedback. Congratulations to all the winners of the prize draws and thank you to all who attended. We hope to see you at the Spring Luncheon!



CASINO TRIPS CANCELLED

We are no longer going to be involved in organizing casino trips for our members.

However, we have been in touch with Dynasty Tours who offer day trips to Sand Hills Casino and South Beach Casino.

If you are interested in taking a day trip, call Pam Lambert at 204-338-9090.

SCHOLARSHIP WINNERS

Congratulations to the following applicants who have each received a \$1,000 scholarship.

Brooke Christine Hill

Attending Brandon University

Grandparent: Joycelin Louise Hill

Parker John Stokell

Attending Purdue University

Grandparent: John Stokell

Sarah Madelyn Cornwell

Attending University of Winnipeg

Grandparent: Ronald Lotz

Grandparents, please remind your future applicants to include proof of attendance to the schools with their application as it is required in order to be considered for a scholarship.

WGE ART NIGHT

In November, our Women & Gender Equity (WGE) committee kicked off its 16 Days of Activism Against Gender-Based Violence with an art night at the Winnipeg Training Centre. Members came with generous donations of food, clothing, books and linens for Ikwe-Widdjiitiwin, an Indigenous women's shelter in Winnipeg where UFCW 832 members work.

Loreto Gutierrez, Union Organizer and Member Engagement Coordinator, guided the attendees through a paint-along session and the group shared laughs while everyone made their own custom works of art. It was exciting to see new and old friendships grow and to witness the caring commitment everyone shared in fighting violence against women and gender-diverse people.

WGE IS LOOKING FOR LEADERS!

The WGE committee is looking to change things up in 2024 and will be hosting a meeting in February with any members interested in taking on roles:

- planning events and/or finding opportunities to bring union women and gender-diverse people together;
- identifying a community organization to support for the year;
- bringing forward and listening to member ideas and goals that relate to the committee's goal of advancing the labour movement and supporting Manitoba women.

If you want to get involved, provide suggestions, or be alerted to details around the February meeting once they're confirmed please reach out to our current committee leads:

Crystal Klippenstein

crystal.klippenstein@ufcw832.com

Roberta Hoogervorst

roberta.hoogervorst@ufcw832.com



Workplace Burnout is a Prevalent Issue



Burnout is different than day-to-day annoyances. It's defined by the World Health Organization as an extended period of workplace stress that's not successfully managed. And at the end of the day, it can feel like things just aren't getting better.

Although burnout is classified as an occupational phenomenon rather than a mental illness, its impact on mental health is undeniable. Recognizing the signs and seeking support is crucial for individuals navigating these challenging experiences.

Dimensions of burnout

1. Physical and emotional exhaustion

- Pervasive fatigue that doesn't go away with time off.
- Physical symptoms like headaches and stomach aches.
- A profound sense of having nothing left to give.

2. Disengagement and Emotional Distancing

- Feeling emotionally disconnected from your job.
- Increased frustration, negativity, and reluctance to participate in work activities.
- For caregivers, a challenging aspect can be diminished empathy and compassion due to overwhelming stress.

3. Decreased Job Satisfaction

- A shift from loving the job to hating it.
- Feeling less capable and questioning one's value at work.
- A pervasive sense of dissatisfaction with the job.

There are many causes of burnout. Some examples include an unmanageable workload, a perceived lack of control over work, schedule, and tasks, lack of recognition and reward for contributions and negative workplace relationships and perceived unfairness.

Coping with burnout

1. Don't ignore the early signs of burnout. If you find you are not coping as well as you used to, get help. Acknowledging burnout takes courage and vulnerability.
2. Talk to trusted individuals such as family, friends, therapists and/or health care providers.
3. Finding a creative outlet, spending time in nature, meditation, exercise and connecting with others are a few things that may help you cope with the symptoms of burnout.
4. Setting healthy boundaries and learning to say no can help you manage stress.

In November, Lisa Houtkooper from the MFL Occupational Health Centre (OHC) joined our general membership meeting to talk about psychological health. One area covered was stress and burnout.

The OHC is a community health centre that help workers, employers, and joint health and safety committees improve workplace health and safety conditions and eliminate hazards.

Visit their website: www.ohcmb.ca

Working Together to Make a Difference in YOUR Community!

"If you want to lift yourself up, lift up someone else."

- Booker T. Washington

Giving back to communities across the province is essential in encouraging connection and supporting the greater good in the places our members work and live. On behalf of our nearly 19,000 members, we make an annual donation to these **four organizations** that help Manitobans succeed.

1

United Way Winnipeg

They distribute their donations to a network of 125+ agencies and programs in Winnipeg and Selkirk that work to help kids be all they can be, move people out of poverty and build healthy people in strong communities.

2

United Way Brandon & District

They support people throughout Westman by maximizing its financial resources and providing funding to nine non-profit groups in Central Plains.

3

Salvation Army Neepawa

They operate a thrift store and food bank, and provide other community and family services to its region.

4

Thompson Crisis Centre

They provide support for victims of domestic violence, including emergency shelter, transitional housing and an outreach program. They work to eradicate family violence by providing tools such as a crisis line, education and counselling to enhance growth, encourage violence-free living and promote a healthier tomorrow.

HELP IS JUST A CALL AWAY!

At the end of November, a new mental health emergency call-in line opened to support Canadians in mental health crises, including suicide prevention: 9-8-8.

211

Connects you to non-emergency resources for health and social services.

988

Provides support for those considering suicide or facing mental health issues.

911

Delivers immediate support for those experiencing a mental or physical health emergency such as harming themselves or having plans to attempt suicide.

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.

TIMES AND LOCATIONS AROUND MANITOBA

City/Town	Dates	Office Location	Address	Phone #
Winnipeg	Feb. 12 - Apr. 30	UFCW Training Centre	880 Portage Ave.	204-786-5037
Brandon	Feb. 26 - Apr. 30	UFCW Office	530 Richmond Ave. E	204-730-9455
Flin Flon	Feb. 12 - Apr. 30	Carol's Tax Service	163 Centre St.	204-687-3337
Neepawa	Mar. 10, Mar. 24, & TBD	UFCW Office	342 Mountain Ave.	204-730-9455
Portage La Prairie	Mar. 24	Canad Inns	2401 Saskatchewan Ave. W	204-786-5037
St. Malo	Mar. 17	Epic Smile	112 St Malo St. off PR 218	204-786-5037
Thompson	Feb. 12 - Apr. 30	Liberty Tax Service	50 Selkirk Ave.	204-778-8416

Call now to book your appointment!

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