

GILLAM CO-OP'S NEW STORE BRINGS EXCITEMENT AND CHOICE



THE UFCW LOCAL 832 MEMBERSHIP MAGAZINE

MARCH / APRIL 2024

TELEPHONE TOWN HALL

GENERAL MEMBERSHIP MEETINGS

May 21

September 17

November 12

Meetings start at 7:00 p.m.

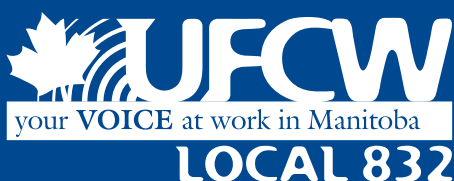
To participate, pick up when you get a call from 1-888-317-6870. You'll hear more about YOUR union and have the chance to ask questions.

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



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Secretary-Treasurer

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Executive Advisor to the President

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Director of IT, Facilities and Privacy

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Jason Appasamy

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Kim Ferris

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Jason Hawkins

Roberta Hoogervorst

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Morag Stewart

Legal Counsel

Debra Malmquist

Education and Training

Bonnie Burron - Interim

Negotiators

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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

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

Protecting Workers in Their Hour of Need



UFCW Local 832 staff met with Malaya Marcelino (middle), Minister of Labour & Immigration to discuss retail workers' safety and security guards' challenges.

Last fall, there was an extremely serious incident at the No Frills on Notre Dame and one of our members was stabbed by a shoplifter. The member spent almost two weeks in hospital and has serious and lasting injuries as a result of the attack.

Sadly, UFCW has recorded several other incidents in the last year where our members have found themselves in harm's way by customers brandishing weapons. These incidents are becoming far too common with some blaming the cost of living and others pointing to a breakdown in the moral fibre of our society.

UFCW has filed multiple grievances with the grocery companies whose workers we represent for failing to provide a safe workplace, which is required by Manitoba law, but our efforts to address this critical issue certainly haven't stopped there.

In November, we contracted Jack Slessor, a recently retired safety and health officer for the province, to provide an educational session to our union representatives working in retail grocery to give them the knowledge of the Workplace Safety and Health Act with respect to violence in the workplace and to provide them with the tools to deal with management effectively.

This spring, we are extending that training to as many retail activists as possible so that people working in the stores will have the same knowledge and tools as the Union Representatives do. You can read more about workplace safety and what we're learning from Jack on page 15.

If we want to make major strides in protecting our retail members from workplace violence, we need government to be aware of the extent of this problem so they can commit to legislating changes to the Workplace Safety and Health Act to greatly improve protections for workers.

To accomplish that, we met with the Minister of Labour & Immigration, Malaya Marcelino, and shared concerns. Minister Marcelino was keen to hear our members' stories and let us know that this is an issue that is very important to her. This was a very positive first meeting and we anticipate working with the provincial government to find ways to address this issue in the months ahead.

While we know that our strategy has the potential to prevent members' injuries – and possibly save lives – we also know that protections gained will help all retail workers, regardless if they belong to a union or work in a grocery store.

No Frills Members Vote Yes to Their First Collective Agreement



The No Frills bargaining committee : Executive Advisor to the President Ron Allard, Secretary-Treasurer Marie Buchan, Kelly Barr (Store 3442), Union Rep Roberta Hoogervorst, Florence Barr (Store 3610), Deborah Rasmussen (Store 7074), Union Rep Mike Howden, and Daylon Vanthul (Store 7499 - shown on the laptop).

Our nearly 550 members at No Frills locations across Manitoba have voted in favour of their first, standalone collective bargaining agreement (CBA).

Prior to this, No Frills' CBA was part of the larger Loblaw CBA that included the 3,500 members from Superstore. Finalizing an agreement with Loblaw to separate these two bargaining units allowed us to address and work through each group's distinct concerns and provided both sides with a stronger voice at their respective bargaining tables.

"Our bargaining committee members stayed focused and worked very hard to achieve some major wins for all No Frills members," says Marie Buchan, lead negotiator for No Frills bargaining and the union's Secretary-Treasurer. "This is their first contract focused just on their needs and we've established a solid foundation that we can build on the next time we bargain."

The new five-year agreement includes:

- Higher wages, including increases as high as \$5.00/hour over the five-year term and signing bonuses of up to \$1,000;
- Enhanced health & welfare benefits for full-time members, and now part-time members can be eligible for benefits after six months;
- Improved contract language and additions to bereavement leave, and increases to the allowances for shoes, premiums and cold-weather clothing.

The union held meetings in each No Frills store in Manitoba to discuss the tentative agreement and to vote from February 5-8. Ballots were counted on February 9.

Changes at the Training Centre

At the end of January, Erin Selby left UFCW Local 832 for a new career opportunity. Erin was with the union for over eight years, first as a negotiator and then as the Director of Education and Training. Her passion for improving the lives of working people combined with her strong work ethic and political knowledge has been invaluable, and while we will miss her contributions to our union, we wish her the very best in her new role!

Bonnie Burrton will be keeping things rolling at our Training Centres as Interim Director. She's worked as a financial and administrative support person at our Training Centre since 2014 and is looking forward to continuing to work with our activists and members.



Bonnie Burrton (left) is the new Interim Director of Education and Training, taking over for Erin Selby (right).

Message from Erin:

My very first job was working the deli counter at a Loblaws store in Ottawa. I was in high school and rather horrified that I had to wear a two-piece polyester uniform. On my first day, the store manager gave me a copy of our CBA, which in my memory was as thick as the phone book. I went home and read every page even though I wasn't really sure what my union, UFCW, was.

Decades later I found myself reading more UFCW CBAs when I was hired in 2015 as a negotiator for 832. This time I understood the power of those pages. After being a negotiator for a few months, the job of Director of Education and Training for our union was posted and I was the successful applicant.

Working as the Director of Education and Training for our union felt like a natural fit for me and I embraced the opportunity to help empower our members. I often thought my career had come full circle, that I would start and end my working life with UFCW.

One thing I've learned about making plans...they're bound to change. After eight years with UFCW 832, I am leaving to for a new challenge. While I won't be at the Training Centre anymore, I will always be proud of the work we did here together.

Change can come with some hiccups as we navigate the learning curve but I know the staff at the UFCW 832 Training Centre remain committed to our members. When I spoke with our president, Jeff Traeger, about the changes, I think he summed it up best;

"The toughest part is losing good people but the good part is you get to work with some new ones."

That's how I feel as well about leaving.

Thank you to all the 832 staff, the staff at the Training Centre and, most of all our members – I know you'll continue making me proud.

*In solidarity,
Erin*

New Union Representative!



Loreto Gutiérrez

Union Representative

Loreto Gutiérrez has taken over as the union representative for Geoff Bergen's territory. Previously she was the union's organizer and member engagement coordinator. Loreto comes from a family of union activists and joined UFCW when working at St. Boniface Hospital, where she was a shop steward.

Geoff Bergen left the union in February to work at the Canadian Labour Congress as their prairie representative. Geoff was a UFCW member and activist from Superstore before becoming a Union Rep eight years ago and his commitment to fighting for workers has always been evident. Though we'll continue to work with him in his new role, we'll miss seeing him at the Winnipeg office.

DO YOU WORK AT:

Maple Leaf Foods, Red River Co-op,
Safeway, Grupo Bimbo or Agropur?

RENEW YOUR DRUG COVERAGE!

If you work at one of the workplaces listed below, there's an essential step you need to take each year to keep your drug coverage active!

Pharmacare will mail out 2024-25 deductible letters on April 1. When you receive yours, send a copy to your benefit plan.

Maple Leaf Foods
PBAS
mapleleaf@pbas.ca

Send before June 1 to ensure your drug card remains active.

**Red River Co-op,
Safeway, Grupo Bimbo
and Agropur**
D.A. Townley

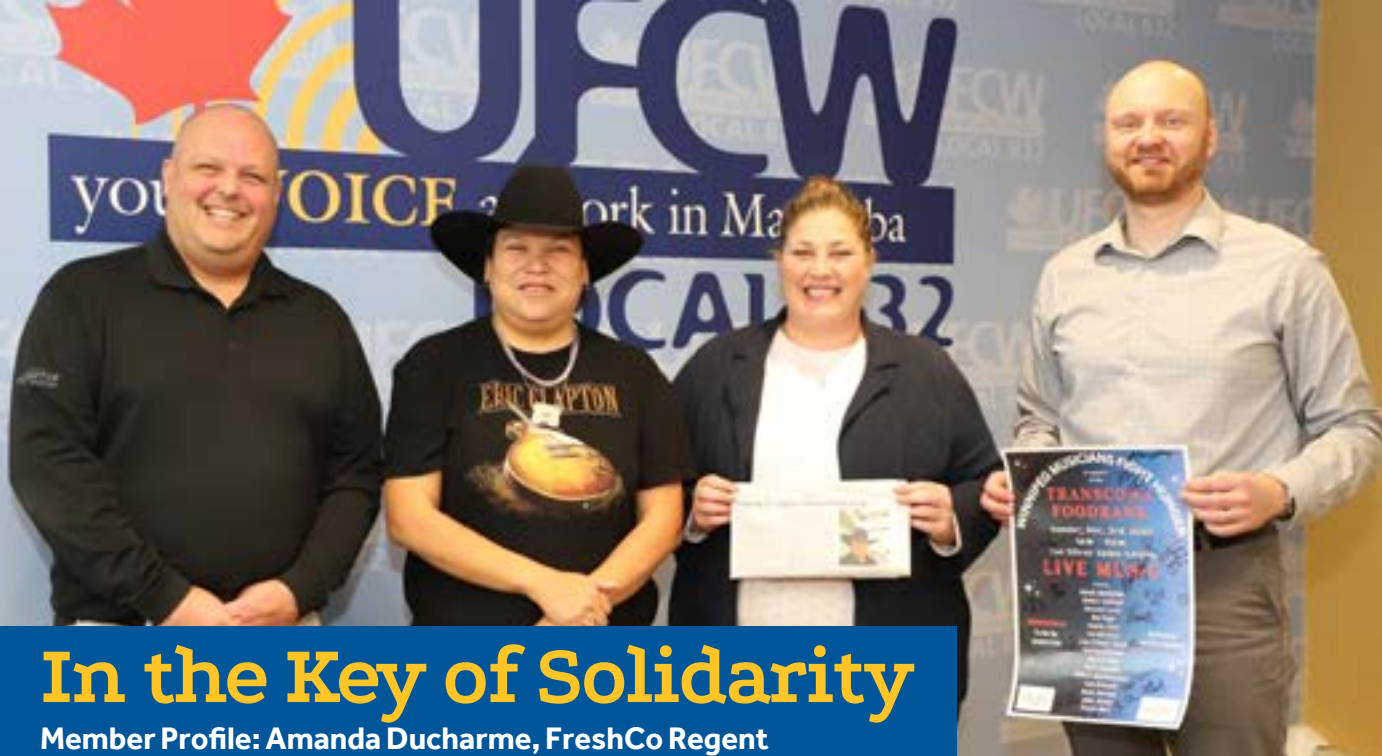
ufcwadmin@datownley.com

Didn't receive your letter?

Call Pharmacare at 204-786-7141

Other Questions? Contact your Union Representative.





In the Key of Solidarity

Member Profile: Amanda Ducharme, FreshCo Regent

By day, Amanda (Mandy) Ducharme is a shop steward at FreshCo on Regent; by night, she's a rockstar. Though it may come as an initial surprise, there's some key characteristics that help her find success in both roles.

Mandy is a passionate, community-minded person who grew up very close to where she still lives and works in Transcona. She became a shop steward and health and safety committee member about five years ago and credits her 15 years of experience performing in equipping her with some essential skills.

"I'm definitely not shy by any means," she laughs. "I'm good with words and people like me."

Leading up to the holidays in late 2023, Mandy noticed more customers struggling to get everything on their lists and an increase in shoplifting at the store. She was aware of the rising demands on the Transcona Food Bank in her neighbourhood because her boss was regularly supporting them. She decided she wanted to help.

Mandy reached out to her band, The Absolute B's, as well as to her community of musicians and the Silver Spike Saloon to put together an afternoon of entertainment. When Mandy's rep, Kim Ferris, got wind of the plans, the union got involved and matched all donations up to \$500. In the end, Mandy raised over \$2,200 plus collected lots of donations of food and hygiene products for the food bank.

"It was nice to show that we're more than just musicians. We care about our community and we bring people together," she says.

That's absolutely true for Mandy. Over the last three years, she's worked with over 50 musicians on four separate fundraiser shows that raised more than \$7,000 total for Ukraine humanitarian efforts, the CancerCare Challenge for Life and the food bank.

Mandy's helping out her community. Want to help her?

You can listen to her music at:
www.facebook.com/MandyDucharme78

Mandy's goal is to get her song, "That's Where I'll Be," into the single digits on the Canadian Indie Country Countdown. If you'd like to vote for her, you can do it via email once a week until the end of March. Votes need to be sent between 4 p.m. on Friday to 11 p.m. on Saturday with her name and song title in the email subject line, as shown below.

Email: ciccweeklypoll@outlook.com
Subject line: Mandy Ducharme – That's Where I'll Be



The Paws Are the Cause

Shelly Jones is a cashier at the North of 53 Co-op in Flin Flon, where she's worked for 13 years. In her free time, Shelly volunteers at the Flin Flon, Creighton and Area Society for the Prevention of Cruelty to Animals (SPCA), where she is also the vice-president of the board.

Shelly was initially hesitant to go to the shelter because she thought it would be too heartbreaking. Now, she goes every Sunday on her day off from work and also jumps in if the shelter is short-staffed or there's extra work needed to prepare for a fundraiser.

"It's very fulfilling when you leave and know that all the animals are fed and cared for," she says.

Being in a relatively remote area of our province, the shelter gets animals from a huge area around Flin Flon, and the demand has continued to expand. They don't have a veterinarian in town, but one travels in one day a week. If an emergency occurs on any other day, it's up to a volunteer to drive the animal the 1.5 hours to The Pas to get help, which happened recently with a small puppy who swallowed a fish hook. The vet was able to help and they named the puppy Minnow.

"It's very sad to see the animals that come in here and they've been abused and neglected," she says. "Shylo came to us a year ago. She had been living under someone's doorstep and had a litter of puppies. She was so scared of people and got sick so we had to take the puppies away from her to give her the treatment she needed. For days, I would go sit in her kennel and try to get her accustomed to humans.... Now, she's ready to be adopted! She loves people and her whole transformation is so heartwarming!"

The SPCA gets a lot of support from Shelly's employer, North of 53 Co-op, and UFCW 832 also made a small donation to help them along. Winter tends to be their busiest season and they're currently at capacity with ten dogs and three cats.

Their biggest needs are new kennels because their current ones are aging and difficult to clean.

If you'd like to see the great work the Flin Flon, Creighton & Area SPCA does or make a donation, check out:

www.facebook.com/FlinFlonCreightonAndAreaSPCA



Shelly is pictured with Shylo, a dog she worked with for a very long time to build up its trust and comfort with humans.



APPLY FOR A UNION SCHOLARSHIP

We can help fund you or 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! Last year, we awarded more than \$44,500 to UFCW 832 members and their dependents, a few of whom are pictured here.

If your employer contributes to our Education Fund, several of these scholarships may apply to you in 2024! Not sure if you're covered? Check the list of employers at www.UFCW832.com/ettf

Get more information on all of the scholarships available and apply by May 31, 2024

www.UFCW832.com/scholarships

\$2,000 Workplace Scholarship

Four available – one per employer – for members from Loblaw (Superstore, No Frills), Maple Leaf, Red River Co-op or Sobeys Capital (Safeway, FreshCo) or their dependents.



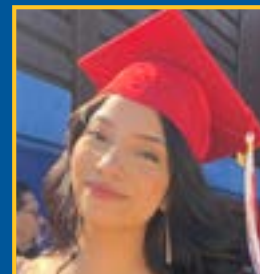
LUZMINDA DELA ROSA,
Maple Leaf



SARA BERGEN
Red River Co-op

\$1,000 Indigenous Scholarship

Five available for Education Fund members or their dependents. If chosen, the member will need to provide proof of Treaty status, Metis membership or their Inuit card.



SHYANNE BEARDY
Leaf Rapids Co-op

\$1,000 General Scholarship

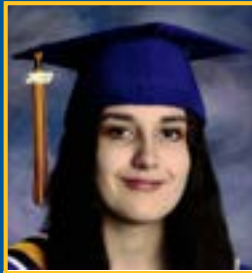
18 available for Education Fund members or their dependents.



EVAN GLAZIER
Safeway



ARLYNN WILDEMAN
Safeway



HALLE SCHEWE
Red River Co-op



SHUBHAM SHUBHAM
Allied Universal Services



CASSIDY VU
Superstore



OWEN GUILBERT
Safeway



RACHHVIR DHALI WAL
Superstore



RYLAN HUDSON
Red River Co-op



SHANA IQBAL
Sobeys Extra



JENNA LAVALLEE
No Frills

\$500 Red River College Polytechnic Scholarship

For Education Fund members attending RRC Polytechnic.



ANTON CHERNO
Maple Leaf



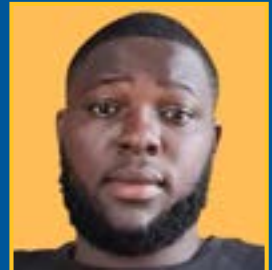
HARKIRAT KAUR BRAR
Superstore



VIHAN MEHTA
Garda



BRYLEE MACFARLANE
Child of Barb MacFarlane
Safeway



BADRU RILWAN
Sysco

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.

Visit our scholarship page at UFCW832.com/scholarships/ to learn more.

Road Trip to the North

In December 2023, Union Negotiator Joe Carreiro and Communications Coordinator Chris Noto accompanied Union Rep Mike Howden on a routine, northern servicing trip. During the three-day journey, they covered over 2,400 kilometres and engaged in many discussions with members, while travelling in the surprisingly warm weather on the winter roads.

Their first destination was Thompson, where they conducted a ratification vote for Impact security guards. This offered the workers a chance to cast their votes in person, instead of the usual mail-in ballot procedure.



Micky, Chris, Manju and Mike snap a quick photo. Micky and Manju are guards for Impact.

The team also took the opportunity to tour various locations in Thompson, connect with security members working for Impact and Garda to address any ongoing union matters.



Linda at the Thompson Legion.

The ratification vote took place at the Thompson Legion, where the workers are also UFCW 832 members. This allowed union staff to meet those workers and discuss their latest CBA.

Continuing their journey, the team proceeded to Gillam to explore the new Co-op and learn about the changes it brings for the town (see following page). Members there were excited for the re-opening of Highway 280, which significantly reduce their travel time to Thompson.

The final day, began by visiting Safeway in Thompson, where they addressed safety concerns related to non-workers accessing the back rooms. Then, they visited Leaf Rapids, where they conducted local servicing for Leaf Rapids Co-op, and held a proposal meeting to prepare for upcoming contract negotiations.



Precious, Devin and James at the Leaf Rapids Co-op.

This road trip proved invaluable for Joe and Chris, who don't get as many opportunities to connect face-to-face with our members in the North and gain a deeper understanding of the distinct issues they face.



Left to right: Creeanna is new and likes the friendly Co-op environment. Kristen preps sandwiches for the deli. Fred is responsible for the Liquor Mart.

New Store Brings New Excitement and Choice for Gillam Community

The new Gillam Co-op which combines a grocery store, Liquor Mart, and convenience store under one roof, had just recently opened. The gas station, a familiar location, remains unchanged, but the new 22,000-sq.-ft. space, brought new excitement for grocery options in the community.

The soft opening took place in October 2023, and today the new location is running seven days a week with extended operating hours, offering the community more flexibility in their daily routines for shopping and making more work hours available for our members.

The increase in hours also brought new eager faces onto the staff, and we welcome our new members! The new location has a much-needed staff room, providing the 78 members with a welcoming space to recharge.

Our members proved to be the backbone of this transition, embracing new responsibilities and acquiring new skills. A baker, a luxury the community hadn't enjoyed before, now fills the store with the aroma of freshly baked bread. A hot meal counter, featuring irresistible chicken tenders, quickly became a favourite with residents eagerly grabbing them fresh out of the heating tray. Moreover, several members have now have training on forklifts for the new warehousing space.

This location has come a long way from the hectic summer of 2019 when members dealt with two unexpected closures: one to deal with a skunk in the store and another during the police search for two suspects believed to be in the area.

UFCW members are proud of what they've accomplished during this transition to a nicer store.



Left to right: Zach serves the popular chicken tenders, Danielle makes sure the pop is stocked properly. Brody works at the gas bar a few blocks away!



Walking the Talk

Executive Board Profile: Dave Hamalainen, Sobeys Retail Support Centre

Dave Hamalainen has worked his way up through nearly every warehouse position at Sobeys Retail Support Centre over the past 35 years. Before today's technology came in, they had to put stickers on the boxes to track orders. Now, the warehouse runs off headsets and scanners with everything connected like a symphony with time and product tracked closely for efficiency. As a loader, Dave's job includes offloading trailers of milk and frozen product, then putting them into lanes to prepare them for loading into another trailer. From there, they are sent to a local Sobeys or Safeway store.

Growing up, Dave participated in marathons. He signed up for the first ever Manitoba Marathon in 1979 because his sister dared him to. That first marathon wasn't as easy as his youthful courage and optimism thought it would be, but he did finish the race. For the next 20 years, Dave participated in all kinds of marathons, often dedicating a run and giving his medals to a family member or an individual who was going through tough times.

Dave doesn't run anymore because 30 years of warehouse life have taken a toll on his body, but he certainly hasn't slowed down. Dave's passion for activism, helping others and personal growth keeps him consistently busy.

During the most recent Manitoba general election, Dave supported multiple NDP candidates on the doorsteps, helping them push towards their victories. Lately he's been helping Thunderbird House by donating and delivering granola bars, socks and home made sandwiches to those in need.

"This is just stuff I can do," says Dave. "It's not a lot of money and you're helping. I love doing that."

Dave's passion for labour activism is relentless. He works as an organizer, helping workers join UFCW. He's active on the Winnipeg Labour Council as the third vice-president, and also on the education committee and the action and engagement committee. Last but not least, he's a member of the executive board of our local, ensuring that worker's voices are heard at the leadership level.

In February, Dave was in Moose Jaw helping UFCW Local 1400 members who were locked out by their employer, the Heritage Inn. Those members were locked out six months ago and we hope they get a fair resolution soon.



"I am always impressed by the amazing solidarity everyone shows," says Dave. "I feel privileged to walk the picket line with them, support them, and hear all of their stories!"

UFCW is a stronger union with Dave's passion and activism.

WORKPLACE INJURIES

WHAT TO DO

The number and severity of incidents our members have had as a result of shoplifters has risen dramatically. In our retail theft and safety survey from December, we noticed that many members were not reporting these incidents to Workplace Safety and Health (WSH), and the Workers Compensation Board (WCB). We were also shocked by the number of people whose management asks them to intervene when shoplifting occurs.

1

Get medical help if necessary

Call 911 and contact your supervisor or manager.

2

Secure the scene and preserve the site

Free any trapped person as necessary, and move obstacles to remove hazards, but otherwise leave the site as is. Ensure management has been contacted.

3

Contact Workplace Safety and Health

Contact the Workplace Safety and Health (WSH) department if it's a serious incident as soon as possible.

Winnipeg: 204-957-SAFE (7233) • Toll-free: 1-855-957-SAFE (7233)

4

Contact Workers Compensation Board

It is management's duty to contact the Workers Compensation Board (WCB). However you have the right to also report your accident, and you should ensure your claim was made.

Winnipeg: 204-954-4321 • Toll-free: 1-855-954-4321

5

Fill out the Workplace Violence Form

If you witness or are involved in a violent incident either from shoplifting or from a customer, fill out our **Workplace Violence Form**. This will inform your union rep so they can help you improve the safety of your workplace.

www.UFCW832.com/wvform



DO NOT INTERVENE.

If someone is being violent or stealing, it is not your job to intervene and you can risk injury and your employment by stepping in.

Remember it is management's duty to create a safe workplace, if you think any of the steps above are not being followed, contact your union rep as soon as possible.



DID YOU KNOW?

Your UFCW membership card will get you access to **ALL KINDS** of discounts across Manitoba!



**Clothing • Cosmetics • Electronics • Entertainment
Financial • Gyms • Health • Home Improvement
Hotels • Insurance • Restaurants • Plus many more!**

Visit **UFCW832.com/discounts**

Key Dates Ahead

March 8 – International Women’s Day

A day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating women’s equality. Here’s some ideas for a pledge you could take for the year ahead:

- I will maintain an inclusive mindset.
- I will call out gendered actions or assumptions.
- I will forge positive visibility of women.
- I will help forge a gender equal world.

April 24 – UFCW 832 Welcome Webinar for New Members

Are you new to the union and wondering what your Union is all about? Join us for this one-hour webinar on Zoom to learn about where you dues go and what we do for you beyond bargaining better wages and benefits. You’ll also have the chance to ask questions to union leadership and staff.

All new members who attend the full session will be sent a \$10 grocery gift card after the event.

UFCW832.com/events



April 28 - Day of Mourning

A solemn and very important day to gather alongside workers, friends and families of fallen workers to refocus our commitment on preventing future workplace injuries and deaths. If you want to participate in a ceremony near you, reach out to your union rep to see what is planned in your area .



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.



Why Don't I Have a Right to Overtime?

This article was written by Tony Dempsey, an articling student-at-law who is working at UFCW 832 with the oversight of Debra Malmquist, UFCW 832's in-house legal counsel.



In a recent grievance, members argued that when call-ins are necessary for overtime hours, senior workers should be offered the shifts before they are offered to other workers who are qualified to do the work and have not reached overtime hours.

Unfortunately, most CBAs do not have language to back that up. It's important to check your CBA to know exactly what does and does not apply at your workplace.

Generally speaking, when production is delayed by worker vacancies or other issues and more time or work is required to complete the task, the CBA's overtime provisions are not automatically in play. Employers have the right to maintain the "efficiencies" of their operations, which includes the right to avoid paying overtime as long as they act reasonably, fairly and in good faith.

Employer actions to avoid paying overtime may include:

- changing schedules on short notice as long as it adheres to the schedule-change notice requirements of the CBA;
- filling planned or unplanned vacancies with relief, part-time or casual employees;
- calling in junior employees who haven't reached their maximum daily or weekly hours and having them work a shift outside of the normal work hours; or
- cancelling scheduled overtime in favour of non-overtime call-ins.

Ultimately, there is no such thing as a "right" to overtime when the overtime can be avoided, unless your CBA clearly says otherwise.

WHEN DO CBA OVERTIME PROVISIONS APPLY?

Overtime articles are only triggered when necessary and authorized by the employer, unless your CBA states otherwise. If this happens, overtime must be scheduled and assigned in accordance with the articles of your CBA. In the very rare case that a CBA does not contain an overtime article, the employer can decide how to assign shifts.

As a UFCW 832 member, you get many of your workplace rights from the language in your CBA. Without specific language, employers are typically within their rights to manage operations as they see fit.

CHECK YOUR CBA!

You can access your CBA online by searching for it at www.UFCW832.com/cba

- It's a good idea to read your whole CBA, but there's times when specific situations require you to read one section in more detail.
- If you don't understand something, talk to your shop steward or union rep.
- Share what you learn with your co-workers. The more you are all on the same page, the better equipped you are to fight together for your rights.

SELF-REFLECT BEFORE YOU SELF-CHECK



The choice is yours—where
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Convenient self-service — or a self-serving way
for corporations to make more money?

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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

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