NEW RESOURCE CENTRE OPENS NOVEMBER 14!
RESPONDING TO OUR MEMBERS’ NEEDS

While I don’t often get complaints from members, when I do, the most common concern is “Why can’t I talk to a rep when I need one?”

The most common reason is that your union rep is out at a workplace or meeting with another member to address one of their concerns. Often the member has a very simple question such as “When do I get my next wage increase?” or “What’s the phone number for the dental plan?” etc. One of the issues I hear frequently from reps is the amount of time they spend trying to get a hold of members to return their calls. The member may have called during their lunch break and the union rep cannot call them at work, or in the evening they have personal family activities, and it becomes a game of telephone tag before the member can get their questions answered.

All of that should change effective November 14 of this year. Ever since last year’s policy conference, the local has been considering the creation of a resource centre, modelled after one that was created by the Manitoba Government Employees Union. Ours has been customized to meet the needs of UFCW Local 832. We have spent a lot of time meeting with our staff and executive board discussing the issue. The positions were advertised and we received over 45 applications, of which five employees were selected for training. These five individuals underwent an in-depth training program of three weeks looking at all aspects of the union, how it operates and the questions our members would have. From the five individuals two were selected – they are Guy Sylvestre and Ray Lambert. One of the benefits of the resource centre is that we have now formalized our training program for new union rep positions.

The main benefit to the members of the resource centre is the ability to get answers quickly and if you cannot get an answer quickly, your concerns will be detailed and passed on to the union rep in a way that they can deal with it more effectively. For the union the main advantage is that we will now be able to have the union representatives spend more time in workplaces dealing with members’ concerns. As well, in the future we can use the resource centre as a communication vehicle when special needs arise. Another benefit of the resource centre is the increased hours. The resource centre will be open from 8 a.m. to 6 p.m. Monday to Friday, as well as having an electronic record of the concerns that are raised by our members.

Unions helping unions

The union movement and individual members benefit when unions work together. There is no better example of that than the cooperation that we received from Peter Olfert and the Manitoba Government Employees Union. When we first considered looking at a resource centre we met with Peter Olfert and Bonny Neal who came to our policy conference to explain how their centre works. They were very open to share with us the experiences that they had as to what works well and what could be improved. This is nothing new for MGEU and their parent organization, the National Union of Public Government Employees, who have always worked well with the United Food and Commercial Workers. In the past Jim Clancy, the Canadian director of NUPGE, worked with UFCW in the battle with Wal-Mart in Quebec and across Canada. A special thanks to Peter and Bonny.

We are always looking for ways to improve our service to the members, if you know of something we could do better, let your shop steward or rep know.

Robert D. Ziegler,
President,
UFCW Local 832
Starting November 14 UFCW Local 832 will flip the switch to its new resource centre. The centre has been a priority for the executive of the local since the advisory board meeting in 2005. Last year the advisory board was given a presentation by MGEU President Peter Olfert about the benefits of their resource centre and how it assists the union representatives in speeding up service to the membership.

Training for the resource centre lasted three weeks. Five people were trained for two open positions. Extensive training and testing was done and all five participants scored very high. Susan Hart-Kulbaba was in charge of the three-week training and was impressed with how much the participants learned in that short period. “Each one of the five people trained can handle the job in the resource centre. They all did an amazing job and because of that they will be brought in frequently to keep up on what they learned. As the membership grows we may be adding more people to the resource centre to handle the call volume,” stated Susan.

The first two people who will be working in the resource centre are Ray Lambert and Guy Sylvestre. Ray has been a shop steward at Granny’s Poultry and is also a member of the Local’s executive board. “I’m excited that the local is trying a new approach to interacting with the members,” said Ray. “Coming from Granny’s I know with a large workforce not all the members can ask their shop steward the questions they want when they want, with the resource centre you can call them on your break and get an answer right away.”

Guy has been working for the local over the last four years as a union rep and as an assistant union representative.

President Robert Ziegler who sat in on some of the training classes was very impressed with those who participated. “The resource centre is going to be a big help to the members and to our representatives. A member can now call into the office and get information on a majority of items immediately, even if their rep isn’t in the office. This gives our reps the chance to spend more time in the workplaces talking face-to-face with our members,” said Ziegler.

The resource centre will be the first of its kind for UFCW members in Canada. Its purpose is to answer a lot of the “Most Frequently Asked Questions” that the local receives on a daily basis regarding wage increases, benefits, vacation entitlements, etc. When a member has a concern that cannot be answered by the resource centre an e-mail reminder is sent to the representative on who called and what their question was. The representative will then return the phone call to answer the member’s question.

NEW RESOURCE CENTRE FOR LOCAL
Members will benefit from new service.
So exactly what does an OT do? The main function of occupational therapy is to enable people to participate in the occupations that give meaning and purpose to their lives. Occupation means everything that people do during the course of everyday life. When an injury, illness, or disability limits someone’s ability to take care of themselves, work, enjoy their family or their hobbies, an OT can help. An important motto used by occupational therapists is “Skills for the job of living”.

Tara Roberts’s enthusiasm continues, “How do you get dressed in the morning after you’ve had a stroke? That is where I’d come in. OK you don’t have the use of your arm or your leg anymore, how are you going to get your pants on? An OT is able to give you the ways to do it or provide equipment to help you do it, like a dress stick.” An important part of being an OT is to understand the goals of a patient—what is important to them. They may want to save their energy to play with their grandkids, instead of spending it getting in and out of the bathtub. An OT would work with them to make it their life and what they want to do with it. Occupational therapists work in a wide variety of settings, not just in the hospital. They are found in schools, care homes, private companies, WCB, etc. Patients range in age from premature babies to one of Tara’s oldest patients who is 104.

Tara is a true “people person”. In her spare time, Tara teaches tap dancing to beginners as well as advance students. She also takes some classes herself.

The aspiration for Tara to help people doesn’t stop here. Tara is now assisting her co-workers as a shop steward. She decided to become more involved with the union in an effort to learn more about how a union operates. She wanted to understand the process and the collective agreement.

She is also currently involved on the negotiating committee bargaining for a new collective agreement. The collective agreement at the Grace expired March 31, 2006. Tara will also be volunteering with The Workers of Tomorrow, who do health and safety presentations at high schools.

Union rep Michelle Masserey stated, “Tara is a very positive, upbeat person. Her eagerness to learn and her desire to help people are just awesome.”
Canadians need a National Child Care Act

Conservatives need to wake up and smell the baby formula.

For working women, access to quality affordable child care is an important issue. It means equality in the job market. It opens doors to greater job security, to skills training and the ability to compete for jobs. It means their children are not disadvantaged by the fact that mom (or dad) needs to work for a living and cannot afford to stay home. It means their kids will get access to early learning and development—that they do not have to settle for less because of where they live or how much they earn.

The Harper government has announced that they are cancelling the child care deals that the previous government had negotiated with the provinces. Although many saw those deals as inadequate the new government “program” is even worse. The Conservatives have announced they will allocate $100 per month for each child under the age of six, effective July 1, 2006, to be given to parents so they can have a “choice” in how they want to provide care for their children. This bonus is given regardless of whether you are looking for care or the level of your income. It does not address the needs of working parents with children over the age of six who have no care over the summer or before and after school.

Anyone who pays for child care knows that $100 per month is not enough to cover the costs of child care in a meaningful way. For some it doesn’t cover the costs of child care for one week. Even the government admits this is a baby bonus not a program. This $100 is taxable in the hands of the lower earning parent, which erodes this amount even further. The Caledon Institute looked at the impact of income and taxation on the $1200 per year to see how much money would really go into the hands of the family. Their research shows that a dual-income family with a net family income of $30,000 would only receive $199 for the year after taxes while a single income family with a net family income of $200,000 would be able to keep $1,076 of the $1,200. What this really shows is the support of the Harper government to promote private child rearing within the home for single income families.

The problem is if your “choice” was to have your child enrolled in a non-profit child care space that meets the QUAD (quality, universality, accessibility, development) principles, the new program ensures there is not enough money available to create any new spaces in the future.

The Harper government has set aside a one-time amount of $250 million next year to create new spaces on the basis of tax credits of $10,000 each. Creating one child care space costs a minimum of twice that amount. Non-profit organizations cannot access tax credits because they don’t pay taxes. A survey was done to see if businesses supported this idea and a majority of 150 Fortune 500 companies said they were not interested in accessing the tax credit because it only provides money for bricks and mortar and they would have to foot the bill for ongoing costs of having a child care facility. There would be no money for upkeep, operations, staffing, etc. into the future. Business has said they prefer the idea of a National Child Care Act that gives parents security about the care their children are receiving. This is important to business as the labour market gets tighter, the baby-boomers begin to retire and skill shortages occur. Additionally there is no requirement to have any companies who might access the money to incorporate the QUAD principles into their plans.

This government philosophy ignores the reality of Canadian families. As of 2004, only 15.5 per cent of Canada’s children have access to a regulated child care space. Sixty-five per cent of all women with children under age three were employed in the workforce. Seventy per cent of women whose youngest child was aged three to five worked for pay. Seventy-three per cent of women with children under 16 years still at home were in the workforce and 68 per cent of single mothers were in the workforce. These families will not have a “choice” for their children. We need a National Child Care Act now.

by Susan Hart-Kulbaba
with files from the Canadian Labour Congress

Send Stephen Harper a message protesting the Conservatives view on child care.

E-mail: pm@pm.gc.ca
Fax: 613-941-6900
Or write to him at:
Office of the Prime Minister
80 Wellington Street
Ottawa
K1A 0A2
UPDATE - WHAT’S HAPPENING!
Mark December 6 on your calendars.

The MFL Women’s committee consists of delegates from various unions, who pay affiliation dues to the MFL. They meet and make recommendations to the MFL executive as well as participate in community events as representatives of the MFL. The committee plans actions to promote awareness of women’s issues within unions, their workplaces and communities. Delegates to the various MFL committees are reviewed at each federation convention and the renewed committees struck shortly thereafter.

Debbie Jones has been our delegate to the Manitoba Federation of Labour (MFL) Women’s Committee for the past several years.

Women’s Forum at the MFL Convention

The focus of the Women’s Forum at the MFL convention will be on identifying barriers to women’s involvement in the labour movement. We encourage all our delegates, particularly our female delegates, to attend. The Judy Cook Memorial Award in recognition of women’s achievements will be awarded at the convention. The woman given the last award was Darlene Dziewit, a former Local 832 staff and now President of the MFL.

December 6 Luncheon at noon at the Union Centre—275 Broadway.

MFL President Darlene Dziewit will be present as will guest speakers Barb Byers, Canadian Labour Congress vice-president, and a female police officer. Cost of the luncheon is $15. Proceeds in the past have been given to women’s shelters such as Ikwe-Widdjiitwin, whose employees are Local 832 members.

The recent murders of the young woman in Quebec, the young woman in Winnipeg in September and the murders of the young Amish school girls makes our work on ending violence against women even more critical. Only by speaking out together can we make a difference.

WESTMAN WOMEN’S COMMITTEE

The Brandon area held their regional women’s committee meeting on Saturday, October 7. Brandon Regional Chairperson Kim Knox-Powers expressed disappointment with the participation. But at the same time recognizes how busy women are—balancing their jobs, their family and union activities in addition to learning new languages and culture.

The committee is strategizing on the best course of action to take. One of the strategies will be to post notices in Spanish in the Maple Leaf workplace and at the training centre.

Union member and shop steward, Karla Budynski, is a UFCW Local 832 delegate to the Brandon and District Labour Council. Karla works at A.E. McKenzie in Brandon as a machine operator. She attends the labour council meetings on a regular basis and recently assisted in organizing the very successful 50th anniversary celebration of the council. She greeted attendees at the banquet, ensured they signed in and located their assigned tables. If you would be interested in attending labour council meetings in your area, contact your union representative for additional information.

Manitoba Women’s Advisory Council
Invites you to attend a Lunch & Learn on Information on Protection Orders: The Domestic Violence and Stalking Act One Year After Amendments
Presented by:
Cheryl Laurie, Manitoba Women’s Directorate and
Joy Dupont, Manitoba Justice Victim Services
Wednesday, November 15, 2006
11:30am to 1:00pm
Formal presentation will begin at 11:50am
Concourse Level
155 Carlton Street
Bring a brown bag lunch, Coffee and muffins are on us.
Please RSVP to 945-6281
UNDERSTANDING WCB
“RETURN TO WORK” / “MODIFIED DUTIES”

Labour welcomes changes to WCB legislation.

Modified duties are duties that an employee is temporarily assigned when he/she is unable to return to his/her regular position following an on-the-job injury or illness. The return to work (RTW) position temporarily addresses the restrictions placed on an individual by his/her treating physician.

Modified duties are a good idea as long as it is done properly.

Recently many union members have been experiencing problems with their RTW or modified duties. Some concerns expressed to the union are members being assigned to watch TV in the back room, members placed into jobs that expose them to further injury or members being told to return to work prior to insufficient healing time. This is a problem that may get worse in the New Year because recent changes to Workers’ Compensation (WCB) legislation require employers, in most cases, to take back injured workers even if they are unable to return to their old jobs because of the workplace injury. This requirement becomes effective on January 1 of this coming year.

Modified duties are a good idea as long as it is done properly. The longer an injured worker is away from work the harder it becomes to safely return to the pre-injury job. Modified duties help to reduce this problem and many workers are able to heal more quickly and successfully after they have worked at modified duties for a while.

Modified duties should follow four main principles:
- The work should be meaningful
- The work should not expose the injured worker to re-injury or to another injury
- Reasonable healing times supported with a doctor’s note should be respected
- The work should not violate the restrictions that a doctor has put on an injured worker’s activities

When an injured member is advised to return to work, by the WCB adjudicator or by their employer, he or she should make sure to follow these steps:

1. The individual should see their family doctor or their attending specialist or surgeon. They should request a report be sent to the WCB and provide them with a note for their employer that describes their restrictions. For example a worker with a back injury may have restrictions such as no bending, twisting or lifting heavy weights. A member with a shoulder injury might have restrictions that they shouldn’t lift their arm over their head or that they shouldn’t use the arm at all and that they can only do “one-armed duties.”

2. The doctor’s note must be given to their employer. The employer should then provide the worker with a detailed description of the duties they are assigning him/her to perform. The doctors should then assess these duties to determine if they are appropriate and fall within the employee’s restrictions.

If these steps are not followed it could result in the WCB benefits being terminated.

Sometimes there is a difference of opinion between the member’s doctor and the doctors who work for the WCB. Occasionally the WCB doctors will say that they feel the employee should be able to do the work that is being offered and their attending physician says that they can’t. The member may be asked to do work he/she feels is inappropriate. Situations such as these can result in WCB benefits being terminated. When this does happen it is very important that the claimant contact the union immediately. Don’t let the problem drag on. The sooner you act the sooner the union can help.

Modified duties are supposed to help the employer and the employee. Any member returning to work on modified duties should keep their union rep informed. That way if a problem does occur, the rep can address the issue at the workplace faster and resolve it more quickly. Remember, WCB advocate Rob Hilliard and your rep will work together to assist you and if need be file an appeal on your behalf.

Rob Hilliard works full-time as Local 832’s workers compensation advocate assisting members whenever they run into problems collecting benefits or encounter other issues involving the Workers Compensation Board. Rob can be reached at 786-5055 or toll-free 1-888-832-9832.

Rob Hilliard
WCB Advocate

Rob Hilliard
DAUPHIN CO-OP MEMBER REINSTATED, ARBITRATOR RULES IN UNION’S FAVOUR

In April, Ralph had surgery for carpal tunnel with a scheduled return to work date of May 15. On May 11 Ralph attended a medical appointment for a checkup before returning to work. During this visit, Ralph’s surgeon advised him that he required more healing time. He needed to do more with his wrist, including exercises and regular tasks he would normally do. This would start building muscles and he was only to stop when he felt pain. Ralph was granted an extra two weeks off to get his wrist in better shape before returning to work. He was scheduled to return to his full duties as a baker on June 1.

On May 22, Ralph was helping six family members and friends pour a cement patio. Ralph’s supervisor videotaped him doing some very limited shoveling and pushing a wheelbarrow. On that basis he was unjustly terminated.

The union filed a grievance, which was ultimately referred to arbitration. Following a three-day hearing, the arbitrator completely exonerated Ralph by ruling, “The employer has not established cause for discipline/termination. The grievance is allowed and the grievor is to be reinstated effective June 5, 2006.” Ralph was reinstated into his former position without loss of wages, benefits or seniority.

POTENTIAL CONFLICT OF INTEREST SETTLED AT UNICITY TAXI

Recently five grievances were settled prior to arbitration for members at Unicity Taxi regarding the company’s practice of scheduling available hours for the Airport Dispatch post. At Unicity, some of the drivers are owner/operators who are considered “shareholders” the union felt that they were getting preferential treatment for extra calls at the airport and even though the owner/operators pay union dues they were not being called in based on seniority.

Because of the grievance, the company agreed from now on it would schedule all Unicity Taxi employees accordingly:

• Full-Time employees will be scheduled 40 hours per week as per the collective agreement.
• Part-time employees will be scheduled up to 40 hours per week as per the collective agreement.
• If a shift becomes vacant during the normal workweek the shift shall be offered to part-time employees that have not already been scheduled for 40 hours that week, on the basis of seniority.
• If the Company cannot fill the vacant shift after contacting all part-time employees, the company may contact any part-time shareholders (owner/operators) to fill the vacant shift on the basis of seniority.

GRIEVANCE NEWS

Debra Malmquist
Legal Counsel

Cathy Gledhill has been an employee at the Shoppers Drug Mart Regent Avenue location since 1999. From the start, Cathy’s Sunday shift finished at 3:15 p.m. Some time around May 2006 Cathy’s supervisor advised her that her Sunday shift had changed to an end time of 3:45 p.m.

For Sunday, June 25, the schedule reflected a 3:15 finishing time. Cathy just assumed that they had reverted back to the old hours. She was not feeling particularly well that day and did not take a lunch break. She left at around 2:50. Cathy acknowledged that she did not advise the pharmacist but that all other employees affected by her leaving early knew. It was not uncommon for employees to leave early during slow times.

On July 8 Cathy received a letter of discipline regarding her attendance. She contacted the union and grievance was filed on July 20.

A Step 2 meeting was held on September 8. After much discussion and the parties agreeing that there had been a communication breakdown, the company agreed to remove the discipline from Cathy’s personnel file.

The union would like to remind all Shoppers Drug Mart employees, that if you plan to leave work early you must notify a supervisor or if no supervisor is available the pharmacist.
On October 12, Maple Leaf announced its plans to reorganize its business operations plan.

With rumours circulating, Local 832 took immediate action. Meetings were held with the stewards at the four facilities in Manitoba to address the concerns of the membership and provide what details the union had available. For the near future, there will not be much change for the Manitoba operations - Brandon, Marion Street, Warman Road, and Lagimodiere Boulevard locations.

What is known is the expansion of the Brandon plant to double the kill. This will affect the operations at the Marion Street facility, as its main function is kill. Other changes that could evolve within the next three years are: Warman Road will probably focus on further processing and value-added manufacturing. Brandon will be the company’s fresh pork kill and cut flagship. The Lagimodiere plant could be expanded due to its very productive ham processing.

The more significant announcement is that the company will be downsizing its hog production from approximately seven million hogs per year to between four and five million per year, all of which would probably be produced at the Brandon plant. The company also announced that it would be pulling out of its original plan to build a new pork processing facility in Saskatoon. As well, their preference would be to sell the plants in Berwick, Nova Scotia and Lethbridge, Alberta.

This new business plan will also affect Maple Leaf hog producers and feed producers. As the company cuts back on the number of hogs, they will no longer need the same number of hog and feed producers.

Maple Leaf has indicated they will honour all contracts through the reorganization and will renew contracts based on primary processing requirements. The company intends to fully implement the new plan within the next 3 years.

The union will keep the members informed of any developments and changes as they become available. If you have any questions please do not hesitate to contact a shop steward or your full-time union rep — Sandy Forcier or Ray Berthelette.

Some of the Brandon Maple Leaf shop stewards who attended the meeting via conference call.

---

832 MEMBERS WORKING FOR WAL-MART?
Vantage Foods in production for Wal-Mart stores.

On October 14, Vantage Foods began production for three Wal-Mart stores in southern Ontario. Come Christmas Vantage Foods states they will be supplying approximately seven Wal-Mart stores with product. By this time next year, the amount of Wal-Mart stores that Vantage Foods will be supplying is estimated to increase to 30. These stores are all located in Ontario. What does this mean for Local 832 members? More work, more hours, overtime, job security, or maybe even new employment opportunities.

With members possibly having to work longer hours, the issue of injury and other health concerns comes to mind. The union is asking members to keep track of how much overtime is being worked. By monitoring the amount of overtime worked, the union is then in a position to speak to management about the concerns and try to rectify the situation before it escalates into a bigger problem. Recently the grind line was negatively affected due, in large part, to a mechanical breakdown.

More productivity means job security for the current members, but it could also mean the creation of new job opportunities. Vantage Foods has hinted at the possibility of a semi second shift in the future dependent on the volume of work. Local 832 represents approximately 120 members at the Paquin Road facility in the St. Boniface Industrial Park area in Winnipeg. Any member with questions or concerns should speak to a shop steward or their full-time union rep Sandy Forcier. Sandy can be reached at 786-5055 or toll-free 1-888-832-9832.

---

TALKS STARTED AT NORTHERN MEATS
Agreement expires November 2

Negotiations with Northern Meats are in progress. A proposals meeting was held last month. Some of the main concerns expressed by the membership at the meeting are increases to wage rates and improvements to health and welfare benefits.

The first day of bargaining with the company was scheduled for October 20. At press time no details were available. The union will keep all members informed as progress is made.
PREPARATIONS FOR NEGOTIATIONS AT VISTA PARK ARE IN MOTION
Proposals meetings set for November 15

Although the collective agreement at Vista Park Lodge (VPL) doesn’t expire until March 31, 2007, preparations are underway to begin negotiations as soon as possible. In fact, union members have been invited to proposals meetings on November 15 at either 11:00 am or 8:00pm at the Dakota Hotel.

Bring your list of amendments to the collective agreement or examples of problems that you have encountered over the last couple of years at the Lodge. If you are not able to attend either meeting but have a question or an idea, pass it along to someone who will be attending. Union negotiator Mary Johnson will be heading up this round of bargaining with Extendicare.

A chronic problem is short staffing. Agency workers sometimes have to be used to replace health care aides. Local 832 has instructed members to complete Heavy Workload Reports whenever shortages occur. This way, the issue can be addressed with management. The union believes higher wages would be one way to help in the recruitment and retention of quality staff.

AMBER MEADOW NEGOTIATIONS DIM
More conciliation meetings set for November 7, 8 and 9.

After several dates of bargaining, little progress has been made towards reaching a first collective agreement at Amber Meadow. Many non-monetary and all monetary issues remain outstanding.

A membership meeting was held on October 26 to discuss negotiations and the application for first contract imposition. Manitoba legislation allows either the union or the company to apply for first contract imposition if the parties cannot reach an agreement and if government conciliation has been used for a period of time.

Additional conciliation meetings are scheduled for November 7, 8 and 9. The union will keep members informed as progress is made or they can check the web site at www.ufcw832.com.
DISCIPLINED? THE UNION SHOULD KNOW

Union representation required at all disciplinary meetings.

When the company disciplines a guard, the union must be notified that a meeting will be held for this purpose. The company is required by the collective agreement to make sure that union representation is at each and every disciplinary meeting. If the union is not present the discipline can be null and void—this could include suspension and/or termination, unless you are still on probation.

This means that any discipline from a verbal warning to termination must follow the rules set out in the collective bargaining agreements. This also applies no matter who from the company is doing the discipline—operations manager, human resources manager, field supervisor or a site supervisor/security manager.

If the company tries to discipline a security guard or even talks to one about issues that could lead to discipline without the union present (either in person or by conference call) they can either stop the meeting stating that they want union rep—sentation and are aware that the union must be present or, if they are not comfortable with that, they should call the union as soon as the meeting is over. Call a steward or the union rep, Cyrus Lister.

The union rep or shop steward can be a witness to what goes on in the meeting and what all parties involved say. Sometimes there are documents that the guard cannot be shown because it might identify witnesses or have confidential information contained in them; the union gets to see all the documents relating to discipline.

Everybody has to take responsibility for their own actions and behaviour but we all deserve, and have a right to, just and proper union representation. The union will not cover up for any guard that does something wrong at work but will ensure that the guard’s rights are protected, represented and that all is fair and above board.

The union knows what is typically given as discipline for various actions by employees and can ensure consistency and fairness is used for everyone.

All details of disciplinary issues are kept confidential and private.

PROBLEMS WITH SCHEDULED SHIFTS?

Speak to your union representative.

There have been numerous calls with reports that the company has been scheduling officers for shifts and then taking them away at the last moment or double booking shifts.

Whether you are full-time, part-time or casual, on a temporary or permanent site, you should always get a paper schedule that shows your shifts—it needs to include the site, address and hours for the shift. The collective agreement states you are entitled to a paper schedule and the company has to provide it to you when you ask.

If a shift is taken away from you without reason you should call the company scheduler and ask for a reason. If they won’t give you one or you are not satisfied with the reason given you should then call the union. Remember that working overtime does not mean that the company can take your regularly scheduled shifts away from you to try and avoid paying the overtime costs. The language in the agreement is clear; the company cannot provide or give compensating time off in lieu of overtime.

If you have any questions or concerns call your union representative or a shop steward.
UNION NOVEMBER 2006

KNOW YOUR RIGHTS!

UFCW Local 832 does not condone theft. But as a union representing over 15,000 Manitobans, we are committed to representing each and every member fairly.

Therefore, if employees find themselves involved in a situation of alleged theft, there are some issues that the employee should be aware of.

First, it is contrary to Employment Standards for employers to withhold an employee’s final pay or vacation pay as restitution for any monetary loss incurred by the employer as a result of the theft. Employees must be paid for the work they perform.

Second, employers may try to intimidate employees, in such a situation, by suggesting that if they agree to allow the company to withhold their final pay and vacation pay they will not file criminal or civil charges against them. An employee’s pay for work performed is an entirely separate issue from criminal or civil charges resulting from an allegation of theft. Therefore, under no circumstances should an employee agree to have their final pay or vacation pay withheld.

DOA’S DUE NOVEMBER 14.
Forms available from the store manager.

The union agreement requires that all part-time employees complete a Declaration of Availability (DOA) form. Courtesy clerks are required to fill out a DOA; however, gas bar employees do not need to fill one out.

The next availability change is due on November 14, for the period of December 3 to December 30. It is important for the employees to fill out this form if they want to have certain availability during the Christmas season.

DOA forms are available from the store manager. If you have any questions regarding how to fill out the form, speak to your store manager, shop steward or union representative.

INTERESTED IN A FULL-TIME PERMANENT POSITION?
Employees must apply for each posting that becomes available.

Safeway part-time bargaining unit members who desire to move into a full-time position must make their application in writing. The collective agreement has a specific process for job postings (see pages 77-79).

The important issue to remember is that any part-time employee who had applied for a previous posting, and was not successful in getting full-time, must reapply for each posting that happens to be available. Even if you had applied for a posting two weeks ago, if another posting goes up, you must apply for that posting.

Anyone interested in moving to full-time should check for job postings on a regular basis. They are posted in the lunchroom.

Once you have filled out the application for the job posting, it must be given to the store manager not the department manager.

WHAT TO DO

What should shop stewards, or union members acting as a witness, do when they are called into meetings where management is alleging that the member engaged in criminal activity?

• Call your union representative for assistance as soon as possible. If your rep is not available, speak to someone from the legal department.

• Ask management if the police have been called or if they are intending to call them.

• Advise member to tell employer that given the nature of the allegation, they are not willing to comment until they talk with a lawyer.

• Advise member that anything he or she says, writes, nods or shakes their head—whether to you, the union rep, or employer—is admissible in court. Shop stewards and union reps can be compelled to testify.

• Advise member to call his or her lawyer or legal aid right away (985-8670—24 hours). Ensure that they have total privacy if they do call—even from you.

• If you want to interview the member, contact your rep and have them set up a meeting with the legal department.

• Explain option of the UFCW legal services. Members can save up to 60 per cent off national average fees by using The Law Protector Plan. For details visit www.unionsavings.ca.
TRAINING CENTRE UPDATE
Preparations for shop steward conference underway.

This month I have a few things I want to share with you.

Plans for the 2007 shop steward conference, being held March 1 to 3 at The Fairmont Winnipeg, are well underway. We have scheduled some great workshops along with speakers that I know the participants will find both interesting and informative. To find out if you are eligible to attend, please contact your representative.

On behalf of teachers and staff at Local 832 in Brandon, as well as staff at the Training Centre in Winnipeg, congratulations to Maple Leaf members in Brandon who have applied for permanent residency and are continuing their English studies. This summer and fall saw many students going to Westman Immigrant Services to be tested for placement in various English programs offered there. The students were tested in the areas of listening, reading, and writing. The results were very encouraging—many of the students scored well, showing that their hard work and time spent learning a new language at Local 832 in Brandon these past months paid off. Well done students and teachers!

Finally, don’t forget to support United Way. Campaigns are running in workplaces across the City as donors and volunteers strive to reach this year’s goal of $14.7 million. As a long-time United Way volunteer, and ... I’m pleased to announce the 2007 United Way Campaign Chair, I encourage you to give what you can. Next year will be a special year, both for me personally as well as the labour movement. It will be the first time in many years that United Way has chosen someone from the labour movement to head the campaign. I’m honoured to represent labour and I know we will show the entire City that labour cares and our support does make a difference.

THE TRAINING CENTRE IS THERE FOR ALL MEMBERS!
Retiree takes advantage of courses offered.

If you thought being retired meant you weren’t entitled to take courses at the Training Centre anymore, think again! Retirees can take advantage of all courses offered at the Training Centre, just ask Joan Dudas, a retired member from Canada Safeway.

Since retiring 3 1/2 years ago, Joan has taken many courses at the Training Centre.

“There is a good selection of courses that are designed so that you are able to learn at your own pace and understand what you are doing,” says Joan. “The teaching staff is excellent and the prices are very reasonable. Plus, it gives me an opportunity to stay connected with other UFCW members while learning a new skill or practicing an old one.”

Retirees can get more information or register for courses offered at the Training Centre by calling 775-8329 or toll-free 1-877-775-8329 or going to www.ufcw832.com and clicking on the Training Centre tab. Current courses available are listed on the website. Members can also call the Training Centre for more information.
MEMBERSHIP DISCOUNTS

FOR MEMBERS ONLY SAVINGS
Your UFCW Local 832 membership card is the key to receiving substantial discounts and special offers from numerous merchants and service providers.

Just show your membership card to receive these special values.

It’s also important to make sure both you and the benefit provider understand the terms of the transaction. It is a good idea to call ahead to ensure there are no misunderstandings on what discount/service you will be receiving.

PEMBINA DODGE
Purchase a new Chrysler or Dodge vehicle for only $300 above dealer net cost. Also receive up to 15% off on parts and shop time (this does not include the dealer’s regular service and maintenance offers).
Call Kevin at 284-6650 or drop by the dealership at 300 Pembina Highway to find out more information.

POLO PARK HEARING CENTRE
Receive a 10% discount (to a maximum of $150) on the purchase of any hearing aid. Phone 788-1083. Located in Polo Park Mall (near Safeway).

HOME CENTRE SAVINGS
Receive 15% off regular priced furniture, mattresses and accessories. 7% off regular priced appliances and electronics at all Dufresne locations.
La-z-boy and Sleep Source in Winnipeg. You must identify yourself with a current UFCW member card. Discounts cannot be used with any other offers or promotions.

CAKES UNLIMITED
As a Local 832 member, receive a 10% discount on all cakes and products sold at Cakes Unlimited—55 Plymouth Street. Open Monday - Friday from 10 a.m. to 5 p.m. and Saturday from 10 a.m. to 4 p.m.

SDS ALARM SYSTEMS
Purchase a home alarm system and receive:
• 10% off installation of a home security system
• 25% off a 3-year monitoring contract
Call Ron Tayler at 589-7507 or e-mail rtayler@sdssecurity.com.

ACTIVE MUFFLER & BRAKE CENTRE
At Active Muffler & Brake Centre receive 25% off stocked parts and a shop rate of $44.50 an hour, a savings of 20% off the regular shop rate. 601 Rosser Avenue - Brandon. Phone 727-1213 or 727-1305. Present your union card prior to being invoiced.

PERFORMANCE GOLF LEARNING CENTERS (PGLC)
Receive 20% off all services provided at PGLC as well as special pricing on golf equipment, accessories and apparel. Choose from a variety of instructional programs taught by CPGA Class A professionals Blake Russell and Brad Poleschuk using the V-1 Digital Analysis System and Accusport Vector Launch Monitor System.
Located at Shooters Family Golf Centre 2731 Main Street.
Phone 275-1155 or e-mail pglc@mts.net.

FIRST AFFINITY FINANCIAL CORPORATION
First Affinity is a mortgage consulting service that ensures members obtain the best rates and complete guidance in all aspects of obtaining or renewing a mortgage—at no cost.
For more information phone toll-free 1-866-599-9799 or visit www.unionsavings.ca.

VISIONS ELECTRONICS
At Visions purchase TVs, VCRs, camcorders, as well as home, car and portable audio equipment from 5 to 10% over cost. To obtain the special UFCW price, ask for the store manager at the following locations:
• 1680 Pembina Highway
• 1130 St. James Street
• 1510 Regent Avenue
• 1120 Highland Avenue - Brandon

CATCH-A-TAN
Receive a 20% discount off any hydro massage therapy (dry massage). Packages are transferable to family members.
6 - 1502 Rosser Avenue - Brandon. Phone 727-8266.

UFCW MASTERCARD
Show your pride—carry the card! Build the MasterCard that is right for you—with rates starting as low as 12.9%.
To apply or for information call 1-800-263-2263 or visit the Web site at www.unionsavings.ca.

POWERUP COMPUTERS
At PowerUp Computers save 10% off complete computer systems and 5% off hardware and software purchased separately.
1119 Corydon Avenue. Phone 453-0638 or e-mail sales@powerup.ca.

UNION NOVEMBER 2006
DIVE INTO A DEAL
ON CITY OF WINNIPEG
RECREATIONAL PASSES
DEADLINE DECEMBER 8

Starting January 15, 2007 UFCW Local 832 members can save up to $159 on 6 month and 12 month Recreation Passes for the City of Winnipeg.

You can choose between:

- 6 month facility pass $138
- 12 month facility pass $223
  *reg. $191.38 & $382.76 based on three month membership

- 6 month combo pass $223
- 12 month combo pass $438
  *reg. $241.10 & $482.20 based on a three month membership

A Facility Pass allows you to use weight rooms, track, pool and sauna.

A Combo Pass allows you to use the weight rooms, track, pool, sauna, and selected fitness classes at no additional charge.

To Order Your Pass:
- download form at www.ufcw832.com/recpass
- or call 786-5055.

Send form and cheque made out to UFCW Local 832 by December 8.

Passes will be available for pick-up only after January 15, 2007.

Limit two passes per member.

No Refunds or Exchanges. Try before you buy.

All forms can be mailed or dropped-off with payment to:
UFCW Local 832
1412 Portage Avenue
Winnipeg, MB
R3G 0V5