



UNION

THE MEMBERSHIP MAGAZINE FOR UFCW LOCAL 832

JANUARY 2012



**UFCW Local 832
Honoured by Manitoba
Human Rights Commission**

First 60 Days a Real Eye-Opener

Many members have asked me over the past two months how I feel about my new role as secretary-treasurer of our local. My answer is always the same, it is daunting.

I appreciate and respect the enormous responsibility that Jeff Traeger and the executive board have given me by electing me as the local's secretary-treasurer. I always enjoy a good challenge, and this definitely fits that category.

One of the changes I'm getting used to is that my role is more focused on assisting the president, union representatives and specialists with membership concerns than the daily interactions with the membership that I was used to as a negotiator.

Spending our members hard-earned dues money wisely, means many important decisions need to be made on an ongoing basis. There are always competing financial demands that will need to be thoroughly reviewed to ensure that the best interest of our members remains the priority.

Fiscal responsibility is the most important part of my job. The ability of our union to be effective when facing the challenges presented to us by the employers we deal with and the economy is paramount. In order to be successful, we need to ensure that we have the finances to support our members. This includes paying arbitration hearings to defend the rights of our



members, ensuring that they have access to training opportunities, or strike pay when necessary. In addition, we need to have well-trained and capable union representatives to assist our members with their workplace issues, and to negotiate the best agreements possible. Organizing new members is also important and takes not just time but money. All of these important tasks take resources, and my role is to ensure that we have properly budgeted and planned to have the resources, and spend wisely.

As you can see in this month's magazine, your union explains where your dues money goes. With a budget of over 9-million dollars, the local has been successful in keeping your union dues as low as possible for the services we offer.

I have big shoes to fill. Robert Ziegler and Jeff Traeger have done a tremendous job over the last number of years in dealing

with our finances. Their efforts have ensured that we now have a significant amount of money set aside in our strike fund and that our finances in general are in very good shape.

This year one of the first challenges that I will be facing as secretary-treasurer will be the possible increase to our per capita payment. Per capita is a percentage that we collect from union dues that are submitted to our international office. Along with this increase is the general increases to costs associated with operating the local. What does this mean? I have my work cut out for me. I will be working closely with Jeff, our executive board and staff to ensure that the decisions we make on your behalf are the right ones.

While my position has changed at the local, my belief of listening and working with our membership will never change. Should you have any questions or concerns, you know I'm still only a phone call away.

In solidarity,

Beatrice Bruske
Secretary-Treasurer,
UFCW Local 832



DEPARTMENTS

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OFFICES

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Where your union dues go

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Winnipeg

1412 Portage Avenue
Winnipeg, MB R3G 0V5
786-5055 / 1-888-UFCW-832

Education & Training

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Remembering Shirley Diakowich

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Brandon

530 Richmond Avenue E.
Brandon, MB R7A 7J5
727-7131 / 1-800-552-1193

Care

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UFCW National Director, Wayne Hanley honoured

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Thompson

90 Thompson Drive
Thompson, MB R8N 1Y9
778-7108 / 1-800-290-2608

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Want to go to a Jets Game? New contest for UFCW Local 832 members

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Training Centres

880 Portage Avenue
Winnipeg, MB R3G 0P1
775-8329 / 1-877-775-8329

Packing House

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Health and Safety

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530 Richmond Avenue E.
Brandon, MB

244 Hamilton Street
Neepawa, MB

President

Jeff Traeger

Secretary-Treasurer

Beatrice Bruske

Union Representatives: Ron Allard, Ray Berthelette, Brenda Brown, Marie Buchan, Kim Ferris, Sandy Forcier, Mike Howden, Blair Hudson, Jerry Kies, Phil Kraychuk, Wendy Lundy, Harry Mesman **Health and Safety Resource Personnel:** Guy Sylvestre

Legal Counsel: Debra Malmquist, Garry Bergeron **Organizing:** Sonia Taylor

Education and Training: Heather Grant-Jury **Workers Compensation:** Rob Hilliard

Negotiators: Susan Hart-Kulbaba, Michelle Masserey, Heather Dezan

Communications: Blake Crothers, Dalia Chapa

E-mail: ufcw@ufcw832.com

Website: www.ufcw832.com



Understanding Where Your Dues Go

President Jeff Traeger along with Secretary-Treasurer Beatrice Bruske have kept a close eye on the finances again this year, focusing on keeping costs as low as possible. Because of this, there will be no general dues increase in 2012. As in previous years, some units are on a dues progression and will increase a small amount. Below is a breakdown of how your union dues are put to work for you.

Arbitration 4.94%

Arbitration includes all costs associated with referring grievances and other legal matters to arbitration or the Manitoba Labour Board. Local 832 has two in-house lawyers and hires additional independent counsel when needed.

Automobiles 3.4%

A car allowance is provided to Local 832 staff who must travel extensively to service the members. We have done a great job at keeping our costs down without compromising the safety of our employees on the road.

Communications 5%

The staff of our communication department produce 11 editions of UNION magazine each year, maintain an extensive website and produce a variety of media material as needed. This department plays a vital role in keeping the membership informed.

Conferences & Education 2.27%

Our staff and members receive training in various aspects of labour relations regularly. This category includes annual conferences/events hosted by

the local, including the shop steward/health & safety conferences, policy conference, women's conference etc.

Financial Services 4.32%

UFCW Local 832 has three staff members dedicated to running the finances and keeping the dues as low as possible. We also provide a widely popular income tax service at a great rate to our members and their families across the province.

Negotiations 6%

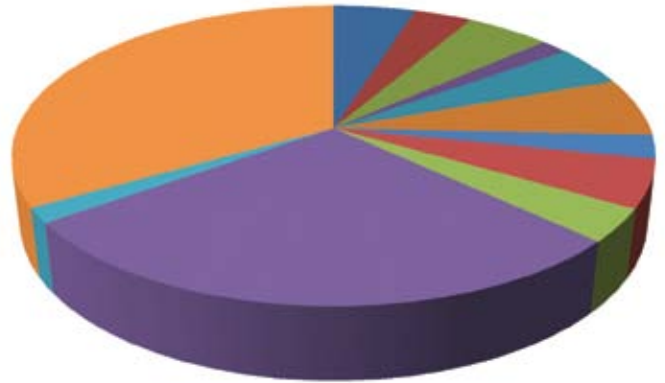
Getting the best possible contracts for our members is one of the most important things we do at Local 832. We have three full-time negotiators who work with bargaining committee members to constantly improve our over 120 agreements.

Strikes and Lockouts 2.58%

The strike fund ensures that our members can afford to stand up to their employer and fight for their rights. While we settle 99% of our contracts without a dispute, it helps having a strong safety net to fall back on.

Offices and Buildings 5.04%

We have offices in Winnipeg, Brandon and Thompson. This portion of our budget reflects rent expenses, utilities, property taxes, insurance and maintenance. The training centres are not included in these costs as they are operated by the Education and Training Trust Fund.



Office Supplies 3.46%

To operate smoothly, we need office supplies such as paper, pens, postage, couriers and software for all three offices.

Per Capita and Other Membership Fees 28.58%

To have a strong standing in the labour movement across North America, we pay membership costs to the UFCW Canada Council, UFCW International Union, Manitoba Federation of Labour and other labour groups and councils.

Rental Equipment 1.49%

Part of the cost of running the largest private sector union in Manitoba includes the rental, maintenance and repair of photocopiers, and postage metres for our Manitoba offices.

Servicing & Organizing 31.74%

Servicing current members and organizing new ones makes up the single largest portion of our annual budget. It includes the cost of 12 full-time servicing reps and a director of organizing. This demonstrates the local's commitment to providing exemplary services across the province and growing our union.

Experienced Activist Shirley Diakowich Dies

Shirley Diakowich passed away after a brief illness on November 11, 2011. Shirley was a force to be reckoned with, for as many years as I can recall, she served the local as a shop steward for her co workers at the Gateway Superstore.

It is hard to determine exactly when she became involved as she seemed to have always been there, fighting for her coworkers. She was feisty and never backed down from challenging management to right a wrong. During the time that I worked with Shirley as the union representative assigned to her store, I could always count

on her frequent phone calls to give me the latest issues arising at the workplace. It was always evident that she really cared about people especially those she worked with.

Many Westfair members will remember Shirley serving as a negotiating committee member over many rounds of negotiations. She was always prepared to defend her coworkers rights and explain problems or issues to management. Due to her many years of experience as an involved shop steward she brought a wealth of information and invaluable experience to the table during negotiations.



Shirley will be sadly missed.

By Beatrice Bruske,
UFCW Local 832 Secretary-Treasurer

UFCW Canada National President Honoured as Person of the Year

UFCW Canada National President Wayne Hanley was recently honoured as 'Person of the Year' by the UFCW Minority Coalition in Washington D.C., as the recipient of the UFCW Charlie Hayes Award. The award is presented annually by the UFCW Minority Coalition for lifetime achievement as an advocate for equal rights, social and economic justice.

More than 350 people from across the United States and Canada, including staff and members of UFCW Canada Locals 1000A, 500, 175, 832, the Quebec Provincial Council, and National Office, bore witness to the occasion on November 12, 2011.

This prestigious award was bestowed on Brother Hanley because of his staunch commitment to equity, social justice and the progressive growth of UFCW Canada. For many years, Brother Hanley has strongly supported human and labour rights that have paved the way to building diverse coalitions.

"I am deeply honoured and humbled with this recognition," said the National President. "The fervent fight for equity, social justice, human rights, and labour rights has always preceded our union's efforts to building a strong and progressive organization."

UFCW Canada is one of the Minority



UFCW Canada National President,
Wayne Hanley with Don Cash.

Coalition partners, along with the Coalition of Black Trade Unionists (CBTU), UFCW International, National Association for the Advancement of Coloured People, Southern Christian Leadership Conference, United Latinos, Women's Network, and Faces of our Children.



Local and Training Centre Receive Awards

Local 832 first union to receive Manitoba Human Rights Commitment Award

On December 8, the local was the recipient of the 2011 Human Rights Commitment Award of Manitoba at the International Human Rights Day Awards reception held at the Kum Koon Garden restaurant in Winnipeg.

UFCW Local 832 and its training centre were nominated by two literacy instructors at the training centre, Carrie Walker Jones and Semhar Ekubamichael. The other recipient was Rebekah Enns, a 16 year old student at Westgate Mennonite Collegiate. Rebekah was being acknowledged for having the courage to establish gay-straight alliance group at her religious high school.

Accepting the award on behalf of Local 832 was President Jeff Traeger and Heather Grant-Jury, on behalf of the training centre. "We are very humbled

to be recognized by the Manitoba Human Rights Commission for the work by our union and our training centre. Our staff and executive have worked very hard over the years to break down barriers that exist for our members and Manitobans in general and to educate our membership and embrace the evolving diversity of our province. I would like to thank both Carrie Walker Jones and Semhar Ekubamichael for nominating us for this award," stated President Traeger.

The local was recognized for its hard work on behalf of their members and all Manitobans to ensure that their human rights are a RIGHT and not a privilege. The local believes in and fights for the right to be free of discrimination, to be free from harassment, to be treated with respect and dignity and the right to opportunities that allow individuals to succeed.

Interested in Working for UFCW Local 832?

The local is looking to hire a new union representative. Details on how to apply are on Page 11 or online at www.ufcw832.com/unionrep

Granny's Poultry Entry Level Employees Have Rights Too

Past e-mails from company seal the case.

In late 2010 and early 2011, it became apparent that Granny's Poultry was no longer keeping the names of entry-level employees on the seniority list once their term had come to an end. Upon further investigation, it also became clear that the company had not rehired certain entry-level employees who had completed their probationary period once a new batch of entry-level employees returned to work in early 2011.

It was the union's understanding that in the past entry-level employees, even when their terms had come to an end would have their names kept on the seniority list and be rehired if they had completed their probationary period.

In fact, it was the union's belief that the parties had negotiated language to the collective agreement that entrenched this right to rehire. The collective agreement, as far as the union was concerned, stated clearly that entry-level employees would be rehired if they had completed their probationary periods by seniority and qualifications to their last designated work area.

The company took the position that they did not have to place entry-level employees whose term had been completed on the seniority list. The company also believed that it was their sole right to decide if an entry-level employee was eligible for rehire. The union grieved the issue and the matter proceeded through the steps of the grievance procedure and was, at the end of the process, forwarded to arbitration.

Legal counsel for both parties exchanged documents in their possession that were arguably relevant to the grievance prior to the arbitration taking place.

GRIEVANCE NEWS



Garry Bergeron
Legal Counsel



Debra Malmquist
Legal Counsel

After reviewing the seniority lists that had been posted over a period of several years by the company, it became apparent to the union that the company had, in fact, placed the names of entry-level employees on the seniority lists even though their terms had come to an end. It was the union's understanding that this practice had come to an end around the same time that new human resources employees were hired by the company.

The union also discovered after an in-depth search of all of its documents, an e-mail from a former human resources employee, to a shop steward indicating strongly that the company was in agreement with the union's position. It inferred that entry-level employees upon completion of their probationary period, were to be kept on the seniority list and had the right to be rehired.

The union provided this information to the company's legal counsel. Coincidentally, the parties were able to settle the matter shortly thereafter on terms that reflected, for the most part, what the union would have received if they were successful at arbitration.

The minutes of settlement now make it clear, that entry-level employees' names are to remain on the seniority list, even though their terms have been completed. As well, the settlement also clarifies that entry-level employees maintain their right to be rehired, based on the process outlined in the collective agreement.

The Training Centre Builds Skills for the Future

Happy New Year! I hope you enjoyed a safe and happy holiday season. Our 2012 winter/spring training schedule is on the following pages and I hope you take a look at it and register for something that interests you.

If you do not see what you're looking for, please let us know. In the coming months we will be adding courses to our schedule based on member feedback and interest. For example, Yoga or Pilates anyone? These are two classes we are looking at. Would you be interested in either of these? Let us know. If we have enough interested participants they will be added to the schedule in the coming months.

The start of a new year means twelve brand new months filled with new training opportunities. What you choose to do with them is up to you. Is this the year you're going to learn a new language, get in shape or find out what Facebook is all about? Whatever you decide to do with your twelve months, we can help.

Our number is 775-8329 or toll-free outside of Winnipeg at 1-877-775-8329. You can also get more information or register for courses online by going to www.ufcw832.com and clicking on the training centre tab.



Heather Grant-Jury
UFCW Education
Director

Grade 12 Mature Student Diploma Programs

Registration for term two of the Grade 12 Mature Student Diploma Program in Winnipeg, Brandon and Neepawa has started. For more information or to register:

Call Ans Norman in Winnipeg at 775-8329 or 1-877-775-8329. For classes in Brandon and Neepawa call Sylvia Provenski at 204-725-8735.

International scholarships

UFCW International annually offers scholarships of up to \$8,000 to UFCW Canada members and their unmarried children or dependents under the age of 20. Scholarship winners will receive annual payments of \$2,000 for each year they are enrolled in an accredited college or university as a non-probationary student for up to four years.

Applications will be available between April 1 and June 3, 2012

Rules and regulations will be available on the UFCW International web site (www.ufcw.org) in April of 2012. You can obtain information on this scholarship by e-mailing: info@ufcwtraining.mb.ca or ufcw@ufcw.ca or by calling Catherine Smallwood at the UFCW Training Centre at 775-8329 or toll-free 1-877-775-8329.

Training Centre Notes and Nods...

- The Training Centre offers one-on-one literacy tutoring.
- Call us if you have an idea for a course:

Winnipeg & Northern Manitoba: 775-8329

Brandon & Neepawa: 727-7131

2012 Winter / Spring Shop Steward Schedule

We are pleased to offer the following workshops. If you are interested in any of these, please speak with your union representative. Note: Stewards who did not attend fall workshops will likely receive priority from their union reps.

Winnipeg Workshops	
January 18 & 19	Note Taking
January 25 & 26	Dignity at Work
February 1 & 2	Public Speaking
February 22 & 23	Cultural Comfort
February 29 & March 1	Collective Bargaining
March 6	Stop Bullying
March 14 & 15	New Steward
April 4 & 5	Political Action
April 11 & 12	Communication Skills
May 16 & 17	Grievance Handling
May 23 & 24	Note Taking

Brandon Workshops	
January 25 & 26	Collective Bargaining
February 1	Taking Control of Stress
February 8 & 9	New Steward
February 15 & 16	Aboriginal Awareness
February 29 & March 1	Public Speaking
March 14 & 15	Organizing
April 4	Stop Bullying
April 11 & 12	Grievance Handling

Northern Workshops	
March 28 & 29	New Steward
May 30 & 31	Cultural Comfort

2012 Winter / Spring Health & Safety Schedule

Winnipeg Workshops	
February 6 & 7	Strategies for Dealing with Management
March 19 & 20	Ergonomics
May 28	WHMIS

Brandon Workshops	
January 23 & 24	Intro to WCB
April 16 & 17	Strategies for Dealing with Management
June 18 & 19	Ergonomics

*Northern Health & Safety Workshops to be announced

2012 Schedule of Other Courses for Members

Registration for all winter/spring classes begins on Thursday, January 5, 2012.

You may also register for these classes on our website. Log on to ufcw832.com. Click on the Training Centre page and follow the instructions.

English as an Additional Language (EAL) Classes

We run EAL classes in Winnipeg, Brandon and Neepawa. All classes begin on Saturday, January 14th and are offered at many different levels so there is sure to be one that meets your need. There is no fee for any of these classes.

In Winnipeg: classes run Saturdays and Tuesdays. Saturday classes run from 9am-12 noon and 12:45 pm – 3:45 pm. Tuesday classes run from 6-9 pm. To register for classes in Winnipeg, please call 775-8329.

In Brandon: classes run Mondays to Saturdays. We offer daytime, afternoon and evening classes. To register for classes in Brandon, please call 727-7131 or toll-free 1-800-552-1193.

In Neepawa: classes run Mondays to Saturdays. We offer daytime, afternoon and evening classes. To register for classes in Neepawa, please call 476-3037.

To Register:

Log on to ufcw832.com. Click on the Training Centre page and follow the instructions or, Call 775-8329 or toll-free 1-877-775-8329 (please have your course information handy).

Please Note:

Your registration is not complete until payment is received. Payment must be received before the class starts in order to hold your space in the course. If payment has not been received by the payment deadline, your space will be made available to someone else.

Winnipeg Training Centre

Course Name	Registration Fee	Start Date	Day and Time	End Date
Intro to Computers / Windows	\$15 for TF* member/ \$30 for Non TF* member	February 14	Tuesday 6-9pm	March 20
CPR	\$21 for TF* member/ \$26 for Non TF* member	March 31	Saturday 9-4pm	March 31
Word Level 1	\$15 for TF* member/ \$30 for Non TF* member	March 27	Tuesday 6-9pm	May 1

*TF – Union member in Education & Training Trust Fund **Non TF – Union member not in Education & Training Trust Fund

Brandon Training Centre

Course Name	Registration Fee	Start Date	Day and Time	End Date
Open Lab	No Fee	January 14	Saturday 11:30am-4:30pm	June 16
Canadian Cooking Class	\$25 for TF* member/ \$50 for Non TF* member	February 4	Saturday 4:30-7:30pm	April 7
Emergency First Aid	\$35 for TF* member/ \$40 for Non TF* member	February 25	Saturday 9:00am - 4:00pm	February 25
CPR	\$21 for TF* member/ \$26 for Non TF* member	March 24	Saturday 9:00am- 4:00pm	March 24

*TF – Union member in Education & Training Trust Fund **Non TF – Union member not in Education & Training Trust Fund

Health Care Support Sector Bargaining Ramps Up

On March 31, all of the major support sector collective agreements in public sector health care will expire. UFCW Local 832 represents support workers in the Burntwood Regional Health Authority. This includes a wide range of classifications, including health care aides, laundry and dietary staff, maintenance and engineering, IT, ward clerks, physio aides, etc. Our members work at the Thompson General Hospital, the Burntwood Community Health Resource Centre, Northern Spirit Manor, the Acquired Brain Injury Unit, Leaf Rapids Health Centre, Lynn Lake Hospital, and the Gillam Hospital.

Proposals have been finalized, and we will begin negotiations in Thompson on January 12 and 13, continuing on January 30 and 31. UFCW Local 832 negotiator Michelle Masserey will lead these negotiations, joined by union representative Blair Hudson, Sally Huculak, Margaret Cockle, Russ Sanders, Debbie Brandt, Patty Pasichnyk, Pia Morales, and Curtis Reykdal.

The union has had discussions on essential services. In the event of a labour dispute, an essential services agreement must be negotiated and finalized ahead of time. Manitoba legislation has changed recently, and the Labour Relations Secretariat has been meeting with the Council of Health Care Unions to finalize a template that all groups could use. Michelle Masserey and union representative Ron Allard participate on the MCHCU on behalf of Local 832.

All health care support unions have also been meeting to discuss joint strategies for this round of bargaining—CUPE, UFCW Local 1869, MGEU, Operating Engineers, PSAC, and Local 832. There are proposals common to all tables, and during the last round of bargaining, the unions and employers came together towards the end for joint bargaining on the major issues. The results were positive and we were able to achieve more together than each union bargaining on their own. We are all hoping to repeat this process.

Proposal Meetings Set for Vista Park Lodge

The Vista Park Lodge (VPL) collective agreement is set to expire March 31. Although it is privately owned by Extendicare, funding comes from the provincial government, and public sector health care settlements influence our bargaining at VPL. The union has set a proposal meeting for January 26 at the Travelodge, 20 Alpine Avenue at 11am and 7:30pm. The essential services discussions will begin with the employer on February 10.

Approximately 80 UFCW members work at Vista Park Lodge working as dietary, laundry, housekeeping, healthcare, activity and rehab aides.

We're Hiring!

UFCW Local 832 is looking for a new union representative in Winnipeg.

We offer:

a competitive salary with benefits and a career that will keep you busy.

You have:

a understanding and passion for the labour movement and especially UFCW Local 832.

For more information on the job, visit:

www.ufcw832.com/unionrep

Deadline to apply is January 20, 2012

New Body Armour Law Comes Into Effect This Year

In 2012, a new law will come into effect in Manitoba – *the Body Armour and Fortified Vehicle Control Act* will control the sale and use of personal protective equipment/body armour. This new law is intended to ensure that alleged criminals are not using body armour to evade capture or while committing offenses.

The Manitoba government is now going to restrict the sale and use of body armour to 10 groups – licenced security officers being one of those groups. To purchase and use body armour, a person will now be required to provide proof of eligibility and who they are employed by. This may result in delays as the proof may have to be verified by the seller. Violation of this new law can result in heavy fines, jail time or both.

This does not mean that every licenced security officer can run out and buy or wear body armour. Each employer will determine the need for body armour on a dangerous or high risk site and have



to give permission for it to be worn while on duty.

If you have any questions or concerns, please contact a worker representative on your health and safety committee, a shop steward, or contact the union and speak to the security sector union representative.

Understanding Transportation Issues by Employer

Members need to know facts before they grieve.

It has come to the attention of the union that there have been concerns about when an employer is required to provide transportation to or from the worksites.

Under the Employment Standards Act for Manitoba, an employer is legally required to provide transport to or from work if your shift starts or ends between 0001 and 0600, (Midnight to 6am). Employers may provide transportation outside of the law, but it is then seen as a courtesy transport and is restricted to conditions listed in the collective agreements. Reasons for the employer to offer transportation outside of the midnight to 6am time would be when a site has little or no access to public transportation, site locations deemed to be dangerous or high risk, emergencies or when the employer has provided short notice to be at work.

The union has been receiving increased reports from security companies of officers telling management they will not be going to their site unless a ride is provided without a valid reason. The union reminds the members, that while this worked in the past, employers are notifying the union that in 2012 policies will be changing and this will no longer be accepted.

The employers are advising that officers could be disciplined for threatening the employer and for not showing up for assigned shifts. This could also result in being moved from sites and not being offered shifts in the future.

If you have any questions or concerns, please contact one of your shop stewards or contact the union and speak to the security sector union representative.



Using the Safeway Club Card can Protect You

Keeps record of your purchases.

Let's face it, sometimes, people steal. And sometimes, those people are members of our union. If you're caught stealing, the company will terminate you. Plain and simple. Even if you're sorry and what you stole was a donut discarded in the Safeway dumpster.

Union representatives, get calls frequently from members after supervisors, or managers have questioned them about items that the members claim they have purchased. A can of pop, a sandwich anything you might have purchased on your break. If you lost your receipt, how can you prove that you paid for it? The best thing to do is when making purchases, use your Safeway club card. Store policy requires all employee purchases to be labelled and the receipt attached. When using the club card your information is much easier to recall, you don't have to remember who you purchased the item from, what time or what till you were at.

Interested in Working for UFCW Local 832?

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Details on how to apply are on Page 11 or online at www.ufcw832.com/unionrep



Union representative, Mike Howden speaks with Nathan Larocque, a courtesy clerk at store 359.

Cart Safety

Take precautions to prevent injury.

There are no minimum or maximum amounts of carts that can be retrieved at any one time. When retrieving carts you are to use your best judgement. Some stores have metal carts that are much heavier than the new plastic carts at some stores.

When retrieving carts you will need to adjust to the conditions and make adjustments for weather, lot conditions, condition of the carts being pushed, and remember never rush, that's when injuries occur.

Top 5 Safety Rules to Retrieve Carts

1. Don't Rush
2. Push carts never pull
3. Two hands on carts at all times
4. Be aware of personal limits and limit the number of carts pushed for your safety (keep it under 5 for safety reasons)
5. Take your time be cautious, be aware of conditions (weather, lot condition)

Layoffs Announced at Granny's Poultry

Members at the Granny's Poultry plant in Blumenort, Manitoba received layoff notices for the New Year. Those affected by the layoffs are employees who work in the Manual Live Hang and Evisceration departments.

There will be two sets of layoffs affecting a total of 48 members. The first wave of layoffs will begin on January 3 to the 10, affecting 24 members. The second wave of layoffs commence on January 10 to the 17, affecting another 24 members.

In previous years, during the January slowdown, Granny's would cut the hours down to a couple four-hour shifts per week. This would prevent the members from accessing Employment Insurance (E.I.) benefits during this period.

Last summer during negotiations the union pointed out to the company that there needs to be some provisions in the collective agreement to protect these workers from this unfair treatment. The company refused to agree to any language that would help their employees during the slowdown.

In the existing contract there is a provision that allows for "Final Offer Selection" that involves an arbitrator to rule on the final contract. The union initiated this process. Shortly after, the company returned to the bargaining table and agreed with many of the out-

standing items, including the seven day layoff.

This new language requires the company to lay off employees in January in these departments for seven calendar days, so they can access their E.I. benefits during the winter slowdown. This is a huge win for many of our members who would otherwise be faced with the

dilemma of finding other employment or possibly going on social assistance.

When you hear of layoffs it's usually when workers are out of work for months at a time. These layoffs of seven days will help these employees supplement their incomes during the winter slowdown.

Hatchery Workers Return to Work

After being locked out by management on October 4, 2011. UFCW Local 832 members working at Granny's Hatchery were ordered by the Manitoba Labour Board to return to work on December 22, after the union applied for Alternative Dispute Resolution (ADR). While an arbitrator or the Manitoba Labour Board hears from both the union and company on the outstanding issues, the previous collective agreement will be extended. Keep checking the union website at www.ufcw832.com for more updates.

Maple Leaf Brandon Members Need to Sign Pension Forms

There are still over 150 members at the Maple Leaf Brandon plant that have yet to sign their new pension forms. It's very important that you make sure you're signed up on the Maple Leaf pension plan. This was the pension plan that was negotiated for you in 2010. If something should happen to you, the process for your family to retrieve these benefits will be difficult if you have not properly prepared your pension forms. Please see your supervisor, human resources or come to the union office and speak to your representative, Brenda Brown.

Why Didn't You Report Your Injury?

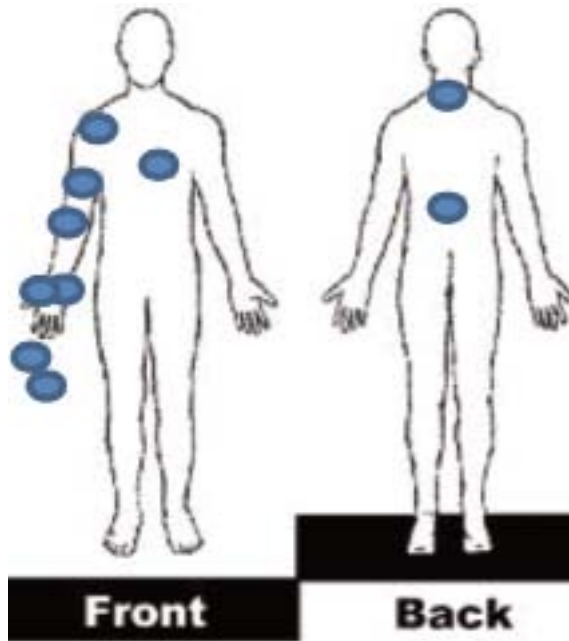
Body mapping your injury can help in explaining your pain.

It is important to understand why we should be reporting our injuries. In the November issue of UNION, we explained the five areas of concern in our workplace, ergonomics, musculoskeletal, psychological-social, biological and chemical. Now lets go to the next step.

Using that information will give you a better idea of how to report an injury. For example, a survey was done at a retail company we deal with. The company will not be named because UFCW Local 832 believes that its intention is to correct the concern and they have been working with the Workplace Safety and Health Division (WSHD) and the union on this matter.

This employer has 61 people who perform a certain job and in that job are required to perform a repetitive function. Out of the 61 people that the union surveyed, 20 responded. Three responses indicated that there was no concern and felt the company had done a good job in dealing with their concerns. Seventeen of the 20 responses, reported pain and injury in 50 spots on 10 different areas of the body. Seven of them reported to management and 2 applied and received WCB benefits. **So what's the problem?** There isn't just one problem but several. Why did 10 people not report to

management? Why are 17 people feeling pain from doing this task? Why did only two file for WCB benefits? What part of the task is not suited for these members? Are



the training standards adequate? In order to properly address these questions we need to make sure that members are properly reporting their injuries.

Pictured above is a body map that can be very useful to you in many ways. It can be used for yourself in your dealings with your doctors or specialists to explain your needs and report accurately. In the case above it would be used to identify problem areas and will generate questions and ways to deal with the problems As you can see the neck down to the fingers and back and chest are affected by this work (10 areas reported).

HEALTH & SAFETY



Guy Sylvestre
Health and Safety
Resource Rep

Without reporting your injury, how are you helping yourself or your fellow coworkers? If you are injured you must report your injury and using a body map can help you explain the extent of your injury.

How To Properly Use a Body Map

You can download a body map from the unions website at www.ufcw832.com/bodymap

- Mark your problem areas with a dot
- Write the level of pain you are feeling: 1=a little 10 = a lot
- Write how often it hurts: all the time, sometime, not often
- Next would be the explanation of what happened and how. What created the issue, what were you doing, who were the witnesses?
- Now would be a good time to report your injuries to management, your health and safety committee and your doctor or chiropractor etc.

**ARE YOU A
UFCW LOCAL 832 MEMBER?**

WANT TO SEE A



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