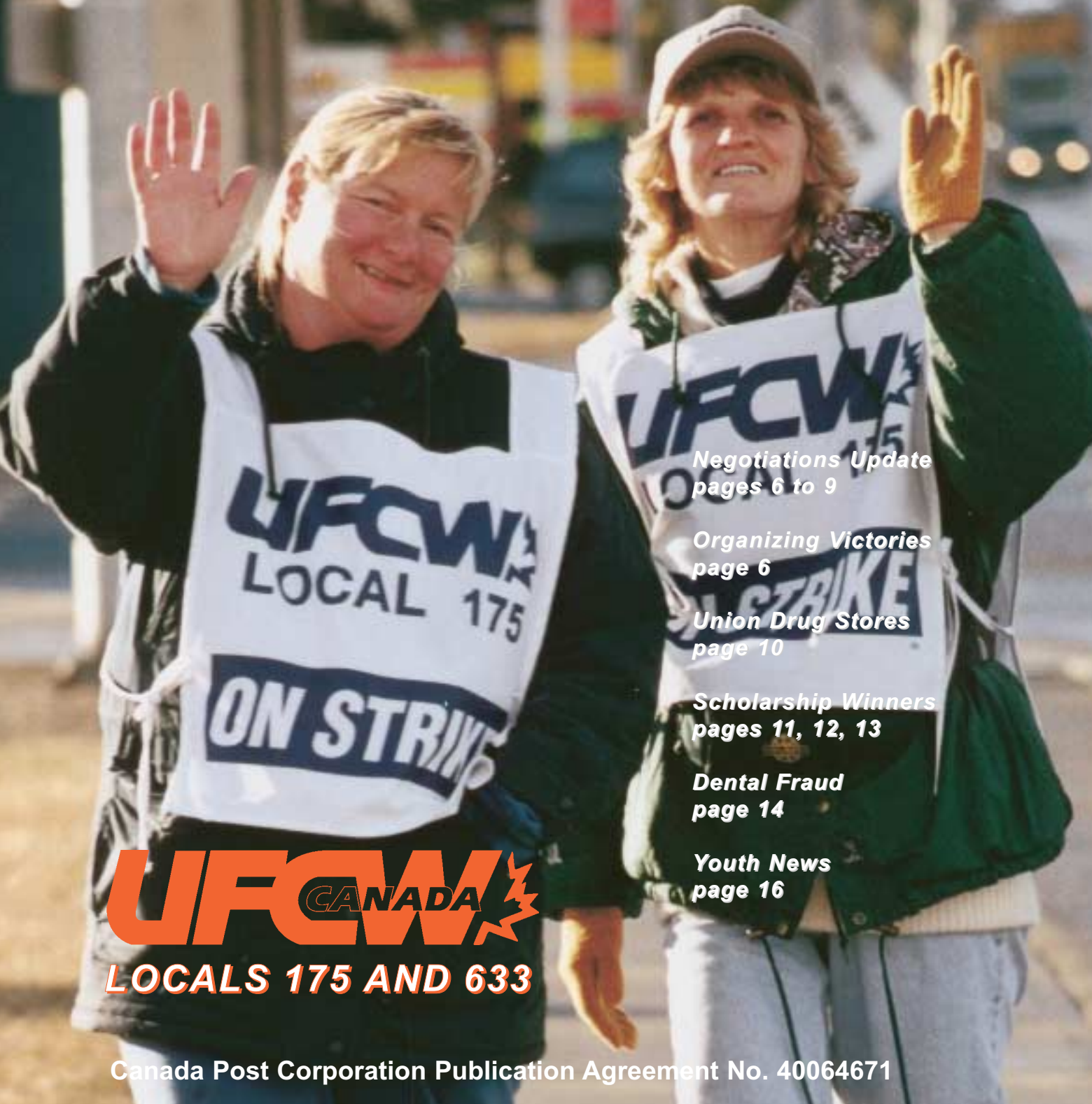


CHECKOUT

The Newsmagazine for Members of UFCW Locals 175 and 633

Volume X, No. 3 Winter 2002



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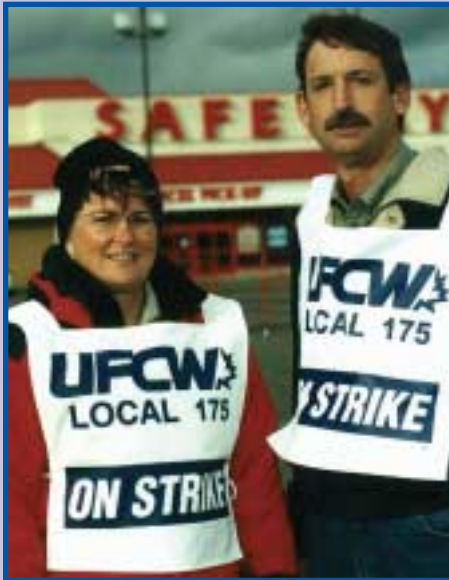
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UFCW
CANADA
LOCALS 175 AND 633



On The Cover

Since October 1, 2001 the members of Local 175 who work at Canada Safeway stores in Thunder Bay have been on strike. Featured on the cover and above are shots of members on the line. For more information on the strike see President's message.

President's Message

Since October 1, more than 300 members of UFCW Canada Local 175 who work at the three Canada Safeway stores in Thunder Bay, have been on strike after the company refused to acknowledge proposals from the Union negotiating committee at the bargaining table.

The Union negotiating committee has worked hard to bring about a solution to this labour dispute. They even postponed strike action for a week when it was felt that it would be in the best interest of the membership to see if further discussions could lead to an agreement. When it became clear Safeway was not responding to the concerns of our membership seriously, and it was only then that Local 175 used the last negotiating tool available - strike action.

Our members' resolve to have the company address their concerns and their commitment to solidarity will ensure an agreement which will benefit them and share in Safeway's success.

Since the tragedy at the World Trade Centre on September 11, the world as we know it has changed. For most, work or travel has changed. Victims struggle to cope, as do some companies whose businesses were affected by this senseless act of violence. It is important to have compassion for the victims and their families and understanding for those companies who are also suffering. At the same time, however, we must be aware of companies or businesses that will unfairly use the events of September 11 to their advantage. Daily we hear of companies who are using September 11 as an excuse when it comes to dealing with their employees.

In negotiating with companies on behalf of our members we will show understanding if a company has suffered as a direct result of the World Trade Centre tragedy, but we will not let companies use September 11 as an excuse for renegotiating or demanding concessions from our members. Local 175 will show lit-



Wayne Hanley

tle sympathy for companies who cry wolf at the bargaining table or who use the September 11 tragedy as an illegitimate tool at negotiations.

We should however not lose sight that outside of New York there are many people in our own communities who are also suffering for other reasons. People who have lost a loved one, children who have lost a parent, or families who are suffering financially. At this particular time of year, don't be afraid to show your kindness and compassion for the less fortunate.

As we prepare to face the challenges of 2002, on behalf of the Hanley family, I would like to offer our best wishes for Peace on Earth in the new year and for many years after.

Educational Calendar

The Locals 175 and 633 Training and Education Departments in [Mississauga](#) and [Hamilton](#) always have something new and exciting going on. Find out when the [Mobile Computer Training Unit](#) is visiting your community, when the next [Scholarship Training](#) or [Stewards Seminars](#) are taking place, or simply which courses fit best with your schedule!

Training & Education Center

Course	Days	Dates	Times
ABC's of Computers	Saturdays	Jan. 12 – Feb. 2	9 a.m. – 2:30 p.m.
ABC's of Computers	Wednesdays	Jan. 16 – Feb. 13	6 p.m. – 10 p.m.
Windows	Mondays	Jan. 14 – Feb. 11	6 p.m. – 10 p.m.
Word Processing	Tuesdays	Jan. 15 – Feb. 12	6 p.m. – 10 p.m.
Desktop Publishing	Thursdays	Jan. 17 – Feb. 14	6 p.m. – 10 p.m.
Internet	Sundays	Jan. 13 – Jan. 27	9 a.m. – 2:30 p.m.
ABC's of Computers	Sundays	Feb. 3 – Feb. 24	9 a.m. – 2:30 p.m.
ABC's of Computers	Thursdays	Feb. 21 – Mar. 21	6 p.m. – 10 p.m.
Email	Saturdays	Feb. 9 – Feb. 23	9 a.m. – 2:30 p.m.
Email	Mondays	Feb. 18 – Mar. 18	6 p.m. – 10 p.m.
Word Processing	Wednesdays	Feb. 20 – Mar. 20	6 p.m. – 10 p.m.
Making a Web Page	Thursdays	Feb. 19 – Mar. 19	6 p.m. – 10 p.m.
ABC's of Computers	Saturdays	Mar. 2 – Mar. 23	9 a.m. – 2:30 p.m.
Desktop Publishing	Sundays	Mar. 3 – Mar. 17	9 a.m. – 2:30 p.m.
ABC's of Computers	Tuesdays	April 2 – April 23	6 p.m. – 10 p.m.
ABC's of Computers	Sundays	April 28 – May 12	9 a.m. – 2:30 p.m.
Windows	Wednesdays	April 3 – May 1	6 p.m. – 10 p.m.
Internet	Saturdays	April 6 – April 20	9 a.m. – 2:30 p.m.
Making a Web Page	Sundays	April 7 – April 21	9 a.m. – 2:30 p.m.
Excel	Thursdays	April 4 – May 2	6 p.m. – 10 p.m.
Word Processing	Mondays	April 8 – May 6	6 p.m. – 10 p.m.
Word Processing	Saturdays	April 27 – May 11	9 a.m. – 2:30 p.m.
Email	Tuesdays	May 7 – June 3	6 p.m. – 10 p.m.
Windows	Thursdays	May 9 – June 6	6 p.m. – 10 p.m.
Excel	Wednesdays	May 8 – June 5	6 p.m. – 10 p.m.
Desktop Publishing	Saturdays	May 25 – June 8	9 a.m. – 2:30 p.m.
Windows	Sundays	May 26 – June 9	9 a.m. – 2:30 p.m.
ABC's of Computers	Mondays	May 27 – June 24	6 p.m. – 10 p.m.
Word Processing	Tuesdays & Thursdays	June 11 – June 25	6 p.m. – 10 p.m.

Hamilton Calendar

Course	Days	Dates	Times
Level 1: Intro to Computers	Sundays	Jan. 6 – Feb. 3	9 a.m. – 4 p.m.
Level 1: Intro to Computers	Tuesdays & Thursdays	Jan. 8 – Feb. 7	6 p.m. – 9 p.m.
Level 1: Intro to Computers	Mondays & Wednesdays	Feb. 11 – Mar. 13	6 p.m. – 9 p.m.
Level 1: Intro to Computers	Tuesdays & Thursdays	Mar. 12 – April 11	6 p.m. – 9 p.m.

Mobile Calendar

Course	Dates	Place	Contact
ABCs	Jan. 14 - Jan. 17	Collingwood	Nadine 1-800-728-8902
ABCs	Jan. 28 - Jan. 31	Belleville	Nadine 1-800-728-8902
ABCs	Feb. 11 - Feb. 14	Scarborough	Nadine 1-800-728-8902
ABCs	Mar. 12 - Mar. 15	London	Nadine 1-800-728-8902
ABCs	Mar. 18 - Mar. 20	Windsor	Nadine 1-800-728-8902

Wayne Hanley
President UFCW Local 175

Dear President Hanley,

I would like to take this time to thank you for sending me to the UFCW Women's Conference in Winnipeg, Manitoba, in September. I really enjoyed the experience of talking with women from across the country. I found that I was very much sheltered from knowing about the ways and lives other women and tend to take for granted that we are not the only U.F.C.W. local across Canada, just because we have the largest local. This conference has opened my eyes to many things that I have not really thought about. When I get back to work (on strike) I am looking forward to putting some of the things I learned to good use.

I enjoyed listening to speakers like Gregory Murray, on "Rethinking Organizing Strategies". Marianne Cerilli, from the N.D.P., talking about the great strides that the New Democrats have made and are planning to make in their province, Nathalie Doerth and the unsuccessful campaign at Brooks meat processing plant, and Denise Cameron, who spoke of the atrocities of a workplace in Quebec, where the workers went through abuse and violence.

The speaker who made the greatest impression on me was Michelle Williams. It was great to see such a young person with determination to make a difference for not only herself, but her co-workers as well as the whole mall that she works at. To see the enthusiasm of a young per-



son, putting her energies in a good direction was very refreshing, and encouraging to know that our future is in the hands of people like her.

I took advantage of this time to get to know about the other women that I encountered. The differences in their workplaces as well as their family lives and of the beautiful parts of our country that they live in. I also got to know my colleagues from the Target Equality Group that I went on behalf of. When I see these ladies in November, I will be greeting them as friends rather than mere acquaintances.

In closing, again I thank you for giving me this wonderful opportunity. I will have good memories from this experience for a long time to come.

Sincerely,
Fay Boucher
Local 175 Vice President

*To: Officers Staff and Members
of Locals 175 and 633,*

*Thanks to all of you!
Could look the whole world over
and never find a nicer group*

*than you! Nice to meet everyone!
Thanks for your support.*

*From all your brothers and sisters
on strike against Safeway
in Thunder Bay.*

Wayne Hanley
President UFCW Local 175

Dear Brother Hanley,

Please pass along our best wishes and solidarity to your members on strike in Thunder Bay.

We are all aware that your success will directly benefit our members who work for Safeway.

I have enclosed a cheque for \$1,000 for now, but do not hesitate to contact us if there is anything we can do to help including pressuring the employer here in B.C. money, staff, etc.

In Solidarity,

Brooke Sundin
President Local 1518

ed. note - this is just one of many donations from UFCW Local Unions across Canada.

NEGOTIATIONS UPDATE

New Agreement at Amity Goodwill

Local 175 members at Amity Goodwill in Hamilton, Brantford, Waterdown and Stoney Creek have ratified a new collective agreement. The new contract includes wage increases, better benefits and stronger job security.

Highlights of the new agreement include an across the board pay increase of 6% over the life of the contract and improvements to the membership dental plan. A substantial gain for our members is an assurance from Amity that all parties will work cooperatively in upcoming restructuring, recognizing seniority and certain employment barriers through superior negotiated severance packages and job transfers. Seniority and bumping language has been improved as well.

After prolonged negotiations throughout the summer, the Ontario Labour Relations Board ordered the membership to vote on the company's latest offer in

CONT'D. NEXT PG.

Organizing Victory at Price Chopper

UFCW Canada Local 175 has successfully unionized 56 new members at a Price Chopper grocery store in Mississauga. On November 1st, the Price Chopper employees voted overwhelmingly in favour of joining our Union. Local 175 already represents members at 8 other Price Chopper outlets in Southwestern Ontario. Our new members at the Mississauga store were motivated to join our Union because they were familiar with our high level of membership servicing and representation in the Price Chopper chain.

The new members at the Mississauga Price Chopper viewed job security and just cause protection as two of the main reasons for joining Local 175. They joined our Union because they know we protect our members from unjust termination or discipline and we negotiate strong collective agreements that improve job security.

Organizing Victories at National Car Rental

Local 175 has successfully organized two new outlets of National Car Rental in Toronto. On September 18, National Car Rental employees at Union Station also voted to join Local 175. On September 27, employees at the Yonge Street unit overwhelmingly voted in favor of joining our Union.

Many National Car Rental outlets across Ontario are unionized by Local 175. This is a primary reason why our new members at Union Station and Yonge Street joined. In the case of Union Station, employees contacted Union Rep Linval Dixon who services National Car Rental. The new members were also attracted to the Union for our longstanding record on job security and seniority. Local 175 represents members at many other rental car companies as well, including Budget, Avis and Thrifty.

“Our Union is leading the way in the car rental sector, because we negotiate strong collective agreements, personal servicing and excellent job security to an often vulnerable service industry. Local 175 is proud to represent employees in rental companies like National, where the membership is very diverse and needs a strong union like ours to fight for their specific interests,” says Local 175 Organizing Coordinator Mark Flannigan. “Congratulations to our new members at National Car Rental and welcome to your Union!”

Benefits Reps Never Give Up!

Any member of UFCW Canada Locals 175 and 633 who has ever been injured on the job, will know that our Benefits Reps are some of the hardest working and most persistent people around. That's because our Union will do absolutely everything we can to help a member who has been injured at work receive the compensation they deserve. This often means that our Benefits Reps continue fighting on a member's behalf for many years, long after their dues payments stop. Locals 175 and 633 stand by our members in this way because we believe that an injury to one is an injury to all.

If you are ever injured on the job, our Benefits Reps will give you the support you need to make your case at the Workers Safety and Insurance Board (WSIB). Our Union can also represent members with WSIB appeals and Canada Pension Plan enquiries at Human Resources and Development Canada (HRDC), as well as rehabilitation and return to work programs. For any individual who has been injured at work, the WSIB and HRDC will seem like mammoth and uncaring government bureaucracies. But with the representation Locals 175 and 633 have to offer, we can help you cut through the red tape and get the compensation you deserve.

"You really need our Union to help you wade through the WSIB claims and appeals process," says Locals 175 and 633 Benefits Coordinator Herb MacDonald, "So long as you supply us with the necessary medical information we need to fight your case, we will not give up until we have achieved the maximum compensation available."

Two recent cases demonstrate our Union's commitment to supporting members who are injured at work. The first example involves a member who filed for disability compensation under the Canada Pension Plan. The member was injured at work in June 1999, shortly before they were due to retire. HRDC first denied the member's claim, but our Benefits Reps saw the merits of the case and kept working on it. The HRDC Review Tribunal also rejected the claim, but our Union kept supporting the member and

NEGOTIATIONS

CONT'D...

September. Our members rejected that offer since their Union Negotiating Committee believed they could reach a better settlement. Sure enough, Local 175 bargained a much better agreement and our members ratified it on Monday, November 5th.

Negotiating the agreement for the members at Amity were Dorothy Passamore, Ted Hammond, Robert Dolan, Jennie Phillipe, Sonia Voyich, Bill Smith, Linda Slack, Janet Hamilton Union Rep Chris Fuller and Central West Director Harry Sutton.

Members at Bata Shoe Get New Agreement

Local 175 members who work at the Bata Shoe manufacturing and warehouse plant in Batawa recently signed a new three-year collective agreement, which includes numerous improvements over the previous agreement.

Highlights of the new agreement include anti-harassment language, improvements to bereavement language, an increase in the

CONT'D. NEXT PG.

NEGOTIATIONS

CONT'D...

boot allowance, increase in the vision plan, an increase in evening and night shift premiums and a \$10.00 weekly bonus for perfect attendance on the evening and night shifts.

A guaranteed severance package for the members at Bata was a major highlight of the agreement. As a result of free trade and Bata moving much of its production off shore or to the U.S., the population at the plant has been reduced from approximately 1,300 employees ten years ago to the current 20 employees. Under current employment standards legislation a company with only 20 employees, if they were to close the plant would not have to give severance to the employees. The union negotiating committee was successful in ensuring that a severance package would be available to the members in the event of a plant closure.

Also in the new agreement, seniority will now be plant wide for all members and members called into work will now receive a minimum four hours pay. There will also be a wage increase of 1.5% in each year of the agreement on all rates of pay.

Negotiating the agreement for the members at Bata were Doug Zadworny, Cheryl Binklow and Union Reps Marilyn Lang and Ray Bromley.

CONT'D. NEXT PG.

Never Give Up cont'd!

helped them appeal the Review Tribunal's decision. Finally, in November 2001, HRDC sided with our appeal and will now pay the member a disability pension retroactive to June 1999.

Another recent case involves a member who was injured on the job and filed a WSIB claim in March 1997. The member had fallen down at work and suffered extensive pain and bruising to one leg. Doctors could not confirm a diagnosis, so they told the member to take pain killers and keep a bandage on the leg. As a result of inconclusive evidence, the WSIB denied the member's claim.

However, Local 175 believed in the member and saw how much pain they were suffering since the injury occurred. Sure enough, an orthopedic surgeon finally discovered exactly what was stopping the member from working - a torn Achilles tendon. Our Union helped the member appeal the original WSIB decision and asserted that the member was entitled to compensation for Future Economic Loss, since they were close to retirement, still experiencing extreme pain and also suffering from depression due to their inability to work. In June 2001, the Workplace Safety and Insurance Appeals Tribunal ruled in favour of the member and granted full disability and lost time compensation, as well as 100% retroactive compensation for Future Economic Loss.

Our Union is here to support you in the good times and the bad times. When you dedicate so much of your time and energy to work, you deserve fair and just treatment when and if an injury occurs. Our Benefits Reps are here to serve you in some of those more difficult times of your working life. When employers fail you and government institutions disappoint you, Locals 175 and 633 are here to support you until your life is back to normal. We can help you get the compensation you need, get you back to work or build the security you deserve when you retire.

Our Union also offers easy-to-read literature to help you understand the WSIB claims and appeals process. Contact the Local Union Office for more information.

UFCW CANADA Womens Conference Report

Members from UFCW Locals 175 and 633 attended the UFCW Canada Women Working Together Conference in Winnipeg this past September 23 and 24.

The conference, held in conjunction with the UFCW Canada Youth Conference, was an opportunity for our members to get together with other UFCW working women and men from across Canada and the United States and exchange experiences from their various workplaces.

Speakers at the Conference varied from Professor Gregory Murray of the Industrial Relations Department of Laval University discussing where unions stand statistically in Canada, to Michelle Williams of UFCW Local 400 in the United States who told how her work place, a Body Shop store, was organized; to Denise Cameron a Health

and Safety Rep from Local 500R in Quebec who shared her experience of working on a Health and Safety case related to psychological abuse.

In addition to the many speakers there were workshops on violence in the workplace, sharing household work and organizing.

One of the other highlights for the attendees was a luncheon bus tour of the sites of the 1919 Winnipeg Strike. A strike which many credit as the birth of the Labour Movement in Canada.

As Local 175 Executive Board Member June Towler summed up the conference. "Overall it was a very busy agenda and I was pretty exhausted by the time I got home but it was well worth taking the time to attend. Had a great time and I am grateful for the opportunity to attend."



Local 175 Director Sharon Gall in centre of picture leads in the singing of trade union songs.

NEGOTIATIONS CONT'D...

New Collective Agreement at Minute Maid

Members of UFCW Canada Local 175 at Minute Maid in Peterborough recently ratified a new collective agreement. The new contract includes substantial gains in shift scheduling, wage increases, holidays and benefits.

A major highlight of the new agreement is a Continental Shift Equalization Premium. The Premium is set at 11% on a 36-hour work week, with an additional premium on all Saturday shifts. Our Union Negotiating Committee was also successful in eliminating all mandatory overtime. There is an across the board wage increase of \$1.55 over the life of the agreement. Improvements have also been made to the vision plan, boot allowance and holidays. The new agreement also contains innovative language around "honesty days." This clause entitles each member to 7 personal sick days which they can use at their own discretion.

Negotiating the agreement for the members at Minute Maid were Paul Hardwick, Susan Longhurst, Andy Waudby, Marc Duquette and Union Rep Ray Bromley.

Your Local Union Drug Stores

No matter where you live in Ontario, there's probably a unionized drug store near you. Current trends in the retail food sector have seen the largest grocery chains opening pharmacies in most of their stores. Since UFCW Canada Local 175 is the leader in organizing grocery stores in Ontario, our Union now represents pharmacy employees in many Loblaws, Zehrs, Food Basics, A&P, Fortinos, No Frills, Zellers, Ultra Mart and Dominion stores. This is in addition to our members working in Pharma Plus and Hy & Zels drug stores across the province.



Angela Merike who also works at the Richview Pharma Plus at the Richview Mall.

Can you guess how many unionized drug stores there are in Ontario? 450 to be exact. Now guess how many of those unionized drug stores belong to your

Union - 363! That's right, Local 175 represents more than 80% of unionized drug stores in Ontario, including pharmacies in unionized grocery stores.

Our Union is especially prominent in servicing our members in 131 Pharma Plus stores across Ontario. Local 175 membership in Ontario Pharma Plus stores has expanded by 26% since the last round of negotiations with our Union in 1999. Ninety five percent of our members working at Pharma Plus also buy all of their own personal prescriptions at Pharma Plus.

There are only two non-union drug store chains in Ontario - Shoppers Drug Mart and Wal-Mart. With so many unionized pharmacies and grocery stores to choose from in Ontario, who would want to go to Wal-Mart or Shoppers Drug Mart?

"It really is easy to support



Carolyn Pedersen another Local 175 member who works at Richview Pharma Plus store in Toronto.

Local 175 members and get the friendly service you want in a drug store," says Local 175 President Wayne Hanley, "So next time you're in a unionized drug store, say hello to your sisters and brothers."

Remember:
Shop our Local Union Drug Stores
...and definitely don't shop at Wal-Mart!

**LOCALS 175/633
USING OUR
STRENGTHS
TO BUILD
YOUR
FUTURE**

Scholarship Winners



To: UQCW Locals 175 and 633

On behalf of my daughter Stephanie MacDonald and myself, I would like to thank UQCW Local 175 for awarding Stephanie with a McKay, Thompson, Hoebink and Gibson Scholarship worth \$750.00.

Stephanie is presently enrolled in a Bachelor of Commerce program at McGill University in Montreal. The scholarship will be used to help fund her tuition fee.

*Sincerely,
Francesca Hunares
and
Stephanie MacDonald
LOEB Greenbank, Nepean*

To Mr. W. Hanley, President, UQCW Local 175

Dear President Hanley,

I would like to say how thrilled I was to receive the McKay-Thompson-Hoebink-Gibson scholarship. It is an honour to be selected and I know it will be very helpful in reaching my educational goals.

I am currently enrolled in my first year of the Hon. Kinesiology/Physical Education Program at Wilfred Laurier University. As a senior co-op placement I spent a semester working with a grade 7 class at a local elementary school. I taught math and phys-ed and enjoyed the experience so much I feel it helped lead me to the program I am now studying. After completing my Bachelor of Science degree I plan to attend Teacher's College to obtain my teaching degree.

I have achieved honour roll status each year and was one of the top five students of my graduating class. I received an Ontario Scholars Award, the Aiming for Top Tuition Award (based on graduating grades) as well as a Service Award "for contributing to the education of fellow students" (tutoring).

In closing I would like to say how much I appreciate the generous award your union has sponsored.

*Thank you,
Natalie S. Hulme*



Annually, Locals 175 and 633 award 56 McKay, Thompson, Hoebink, Gibson Scholarship to young members and children of members pursuing post secondary education. Following by region are the names of the recipients of this year's scholarships.

South Central Region



Allister Cini who works at Food Basics in Mississauga

Kristen Koopmans who works at A&P in Whitby



Krista Lambert whose father Doug works at A&P in Strathroy

Mary-Beth O'Hara who works at Food Basics in Scarborough

Kristine Pleau who works at Food Basics in Welland

Joshua Povelofskie who works at Food Basics in Guelph



Carisa Silva who works at Ultra Food Mart in Burlington

Peter Sirmis who works at Dominion in Toronto

Giuliana Spagnuolo who works at Fortino's in Hamilton



Michael Tinnes who works at Food Basics in Cambridge

South Western Region

Timothy Angel who works at Better Beef in Guelph

Leah Boutros who works at Zehrs in Kingsville

Emily Brodhagen whose father John works at Food Basics in Hanover

Ashley Doswell whose mother Lynn works at Zehrs in Sarnia

Melanie Hogeveen who works at Pharma Plus in Kincardine

Jennifer Horvath whose mother Debbie works at A&P in Windsor

Jason Howe whose mother Suzanne works at Nabisco in Exeter

Mohammad Saad Mehmood whose father Nazakat works at Watson Foods in Guelph

Derek Silva whose mother Margaret works at Maple Lynn Foods in Strathroy

David To whose father Phu works at Cuddy Foods in London

Eastern Region

Mirna Absi who works at McDaniel YIG in Ottawa

Lacey Anderson whose father Phil works at MinuteMaid in Peterborough

Thomas Basinger whose mother Barbara works at Weetabix in Cobourg

Tyler Dumouchel who works at Loeb Pembroke in Pembroke

Gregory Linforth whose father Simon works at Hendriks YIG in Perth

Stefanie MacDonald who works at Loeb Greenbank in Nepean

Mandy Michaud whose mother Holly works at Super C in Cornwall

Jason Mills whose mother Roseann works at Picton Manor Nursing Home in Picton

Monique Robert who works at Loeb Pembroke in Pembroke

Rebecca Strople who works at Loeb Southgate in Ottawa

Northern Region



Jake Gallinger who works at A&P in Thunder Bay

Peter Labine who works at Beaver Lumber in Thunder Bay

Dianne Longe who works at Birchwood Terrace in Kenora

Mark Lucas who works at Canada Safeway in Thunder Bay



Amanda Liddicoat whose father Bradley works at MacDonald's Consolidated in Thunder Bay

Brian Olynyk whose mother Marjory works at Westfort Foods in Thunder Bay

Central West Region



Chris Blair who works at Sound Bites in Toronto



Evan De Jesus whose father Jose works at Quality Meats in Toronto



Kelly Dowhaniuk who works at Zellers in Brantford

Delbert Depaep who works at Good Humor Breyers in Simcoe

Tomasz Majewski whose father Januz works at Bick's Pickles in Mississauga



James Muste whose mother Sylvia works at Pinty's Premium Foods in St. Catharines



Heather Scroop who works at Amity Goodwill in Brantford



Laura Stone who works at IGA Ridley Square in Thorold

Jennifer Wright whose mother Shirley works at Pharma Plus in Niagara Falls

Jennifer Young whose mother Sheri works at Good Humor-Breyes in Simcoe

Central East Region

Erin Bland whose mother Debbie works at Canex in North Bay

Laura Glynn who works at Pharma Plus in Toronto



Julie Birkle who works at Zellers in Barrie



Jacob Fox who works at A&P in Collingwood



Charles Gobeil whose father Wayne works at A&P in Timmins

Andrew Hanna who works at IGA Constantines in Pickering

Natalie Hulme whose mother Birgit works at Pharma Plus in Hillsburgh

Lisa Rout who works at the Holiday Inn in Oshawa



Steven Talunay whose father Francisco works at Ball Packaging in Whitby

Eric Tindale who works at Food Basics in Perkinsfield

Dental Fraud Costs Us All!!!

Negotiating a dental package and what it may cost over the life of a collective agreement is tricky at the best of times because of the way in which dental rates in this province are set.

In Ontario, dentistry is a self-regulating profession, which means the only accountability dentists have, are to other dentists. The result is that annually dentists through the Ontario Dental Association (ODA) write a catalogue of charges for dental charges, which invariably increase above the rate of inflation.

Dentists once saw dental benefit programs as a means by which to increase their income and standard of living. They now argue because of improvements to the dental hygiene and dental care of their patients, they now need to see their patients more to maintain their income. To address this matter in 2002, the ODA will begin to unbundle services, which would normally be performed in a recall visit. The end result is more cost to the consumer and their dental plan because of **greed not need**. The result of these dental increases and the move to unbundling of services will result in a projected extra cost of \$1.21 million to the UFCW Trusteed Dental plan over the next 5 years.

Fraud by dentists also has a major impact on the cost of providing a dental plan. The administrators of the UFCW plan have reported instances where denied claims have had the procedure code on the dental claim form changed by dentists using white-out and resubmitting the claim. Increases in dental fraud cost us all, for every dollar spent inappropriately as a result of fraud is a dollar that could have been used to

improve benefit coverage in the plan.

To prevent dental fraud and to stop increases to what patients or members will have to pay as a result of fraud and increasing costs, members should be asking dentists what procedure they performed prior to leaving the dentists office and checking it against what procedures the plan has paid your dentist. You should report any and all abnormalities to the Dental Plan administrator

Will the ODA move to correct these irregularities by restricting what dentists can charge or will they move towards the trend set in Alberta, where there is no fee guide meaning no one regulates a dentist except himself or herself? They are free to charge whatever fee at your expense!

We hope the ODA will choose the former rather than the latter, for a no fee guide will have a major impact on our dental plan and result in a bigger bite being taken out of our member's wallets.

UFCW Locals 175 and 633 Human Rights Committee commemorates the United Nations International Human Rights Day on December 10, 2001.

"Human rights are your rights. Seize them. Defend them. Promote them. Understand them and insist on them. Nourish and enrich them...They are the best in us. Give them life."

Kofi Annan
Secretary General of the United Nations
2001 Recipient of the Nobel Prize for Peace

Stewards Seminars

A Success!

Locals 175 and 633 Fall Stewards Seminars continue to be a success with stewards in the Eastern, South West and Northern Regions receiving education and training at weekend seminars held in London Kingston and Thunder Bay. More than 450 new and returning stewards attended courses dealing with Computers Level 1 and Level 2, Public Speaking, Stewards Training Level 1 and Level 2, Beyond the Bargaining Table, Health and Safety and Collective Bargaining.



Courses for stewards in the Toronto area will be held on February 9 and 10, and in the Niagara Falls area on March 9 and 10, next year.

Featured in the pictures above and to the side are stewards from the South West Region taking part in courses at the London Seminar held last October 19 and 20.

Local 175 Union Rep Monitors Elections in Sri Lanka

Kevin Shimmin, a member of UFCW Canada Local 175 and our newest Union Rep, is currently monitoring the general elections in Sri Lanka. He was invited to be an International Observer by a group of trade unions and human rights organizations in Sri Lanka. Sri Lanka is a small island country of close to 30 million people, located off the southern tip of India. The country has been torn by civil and ethnic war for the past 20 years, with more than 60,000 civilians killed and close to half a million people internally displaced. Elections in Sri Lanka are often plagued by extreme violence and corruption.

From 1996 to 1997, Shimmin worked with grassroots human rights activists in the war zones of Sri Lanka and with local union organizers in the so-called "Free Trade Zone." It is in this Zone where unions are prohibited, workers face extremely dangerous and exploitive working conditions and union organizers are often persecuted or killed. The companies that operate these factories under extremely repressive conditions, supply products to multi-national corporations like Wal-Mart.

Upon his return in December 2001, Shimmin will be very enthusiastic to share his experiences with the members of Locals 175 and 633, especially our members who are from Sri Lanka. Shimmin also volunteers as a Sri Lanka Coordinator for the international human rights movement Amnesty International and works closely with Sri Lankan communities here in Canada.

Youth News



L to R; Local 175 member Kelly Provost with Pascal Gendron, a youth member from TUAC Local 503 in Quebec.

UFCW Canadian Council Youth Conference - Winnipeg, Manitoba: September 23 and 24

By Mike Walton

On September 22 and 23, youths from all over Canada came together in Winnipeg Manitoba to attend a youth conference held by the United Food and Commercial Workers of Canada. The days included skill-building workshops, which included public speaking, knowing your rights and how to inform others of their rights, how to get involved in political campaigns, etc. These workshops were put together by youths for youths to help them better understand the role of the union and their role in the union. The youths also had the pleasure of hearing guest speakers from the U.F.C.W and other organizations such as the N.D.P. At the end of the speeches the participants had the opportunity to ask the speakers questions to find out their views on certain issues and how they are going to go about these issues. There were draws for prizes that were donated by many of the different locals, in which proceeds went to help the cause of the people in New York. The evenings consisted of social gatherings

where the participants could meet each other and talk about different experiences in different workplaces. In my opinion the Youth Conference was a complete success. It was well organized and I'm sure it was enjoyed by all. I'm glad I had the pleasure of experiencing such an event.

Mike Walton is a member of the UFCW Locals 175 & 633 Youth Committee and a Union Steward at Food Basics

Young Members, New Ideas

This past summer, internet graphic designer and young member Jason Fonceca, helped the UFCW Locals 175 & 633 Youth Committee launch its new youth logo. Jason's fresh look for the Union and the Youth Committee has in turn been used to develop new flags for the Union. These flags have been created to help identify young members and activists at various Labour events, parades, and conferences.



Enclosed: From left to right - Picture of Youth Committee Members, Matthew Davenport (Ultra Food & Drug #055) and Timothy Deelstra (Nabisco in Exeter) at the 2001 Steward's Training Seminar in London on October 19 and 20.

For more information about youth events and the UFCW Locals 175 & 633 Youth Committee, e-mail youth@ufcw175.com or write to the UFCW Locals 175 & 633 Training & Education Centre, 700-1450 Meyerside Drive, Mississauga, ON, L5T 2N5.

Staff Appointments

Local 175 President Wayne Hanley recently announced the appointment of Teresa Magee as the Director for the South-West Region. Teresa has been a long time representative working out of the Mississauga office of the Local.

President Hanley also announced the hiring of Roy Reed, Anthony DiMaio, Kelly Tosato, Simon Baker and Kevin Shimmin.

Prior to their appointments, Roy, was the Recorder for Local 633 while Anthony had served as a Vice President of Local 633. Kelly was a Vice President on the Executive Board of Local 175. Simon was a member of Local 175 who worked at Loblaw's Bell's Corner store in Ottawa. Prior to being hired by the Local he had been working for the Union as a Special Projects

Union Representative. A recent graduate of the Labour Studies Masters Program at McMaster University, Kevin Shimmin, had previously been working for the Local on a temporary basis in the Communications Department. Prior to coming to Local 175 Kevin had worked as a Union Organizer and Human Rights Activist in Sri Lanka.

"With the growth of our Local, and the hiring of additional staff increases the profile and presence of the Union in the units and improves representation to the membership." Said President Hanley. "The hiring of Roy, Kelly, Anthony, Simon and Kevin shows we are committed to doing what needs to be done in order to make our members the best represented in Canada."



Recently appointed Union Representative Anthony DiMaio is seen receiving congratulations from President Wayne Hanley on becoming the first person from the union to graduate from George Brown College with a Labour Studies Certificate.

The Union in conjunction with the Labour Education Centre offers courses through George Brown and Mohawk Colleges which lead to a Labour Studies Certificate.

All courses offered through Locals 175 and 633 Training and Education Centre and Stewards Training Seminars are credit courses towards the certificate and all courses offered through the Training Centre are paid for by the Local Union.

Local 175 Retirees Chapter Update

The Local 175 and 633 Niagara Peninsula Retirees chapter held their inaugural meeting on September 24 at Locals 175 and 633 Union office at 412 Rennie Street in Hamilton.

To date there are 45 retired members involved in organizing the chapter and they are always looking for more members. Aside from conducting business at the meeting, members have the opportunity to swap stories and get caught up on news over a game of euchre.

The retirees are planning a bus trip to Ottawa for the tulip festival in April. Computer courses for retirees will be starting in the new year.

The next retirees meeting will be at the Hamilton office on January 23. For more information on the Local 175 Retirees Chapter, please call Jim Montgomery at (905) 732-7444.

Education News

The fall season for the Training and Education Department of Locals 175 and 633 is a busy time as Stewards Training conferences are held through the province. In addition to the weekend conferences, the week long Fall Member Scholarship and Fall Stewards Programs are held at the Locals Training and Education Centre in Mississauga. The staff in the Training and Education Centre have also been busy updating and developing new courses which will be offered in the New Year. For further information on courses which will be offered by the Training Centre in 2002, contact the Centre at 905-564-2500 or Toll free at 1-800-728-8902.



Steward Scholarship Program

Front Row (l-r); Randy Valdez, Sharon Price, Pam Thompson, Pasquale Cinerari, Gerald Clark, Paul Hardwick.

Back Row (l-r); Thomas Sheratt, Dean McLaren, Dave White, Chuck Molnar, Rick Uhrig, Victor Carrozzino, Heidi Pineau, Scott Johnstone, Shane Bailey, Fern Newland.

Locals 175 & 633
Member Scholarship Program
November 4 to November 11

Back Row (l-r): Nadine Lazzari, Harold Driscoll, Chris Beer, Ed Murray, Barbara Valente, Bill Myers, Rose Damm, Victor Carrozzino, Sharon Burgher, Elizabeth Lundmark.

Front Row (l-r): Cathy Smit, Sally Winters, Shirley Williamson, Sandy Proulx, Vivian Dunse.



Change of Address?
Don't leave it up to your employer...advise us of your address change
 If you are moving or planning to move, please fill out the form below and mail it to us at UFCW Locals 175 and 633, 2200 Argentia Road, Mississauga, ON L5N 2K7. Or call us at 1-800-565-8329.

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.....	
.....	
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Secretary Treasurer's Message



Jim Andress

For many people in Ontario the biggest and best news to recently come from the Ontario Progressive Conservative Government is the forthcoming resignation of Premier Mike Harris. No doubt this is big news. But again before his departure from the Tory Government he made another attack on workers rights with changes to the Employment Standards Act.

On September 4, 2001 one day after Labour Day, the new Employment Standards Act, 2000 was proclaimed along with seven regulations to the Act. The new Act now allows for a 60-hour workweek without overtime pay and for workers in retail business establishments that are hired after September 4, Sunday work is no longer voluntary unless there is language specifically in your collective agreement.

Although the new Act states that an employee shall be paid overtime for each hour worked in excess of 44 hours per week, an employer may now average the hours worked over a period of not longer than four weeks. This means that an employee could work 28 hours one week then 60 hours the next and would not have to be paid any overtime.

For new workers to the retail sector, although the Act states that an employee shall not refuse to work Sunday if they agreed to work on Sunday at time of hire. If a person refused to work on Sundays at the time of hiring what are their chances of being hired?

These two sections of the new Employment Standards Act underline the importance of belonging to a Union. In a unionized workplace a collective agreement can provide a

better benefit than the Employment Standards Act by defining the hours of work and when overtime will be paid. With respect to Sunday work, Locals 175 and 633 already have several collective agreements with language that permits workers the right to refuse Sunday work.

Locals 175 and 633 will continue to fight on behalf of the members ensuring that the Employment Standards Act provisions such as these do not become part of our collective agreements and will work to organize more unorganized workers so they too can enjoy the benefits our members already have.

With the new year upon us, may I take this opportunity to wish all the members and their families Peace and Prosperity in 2002.



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