



As an Assante advisor with 11 years experience, I have been helping individuals, corporations and families achieve their financial and lifestyle goals. Working with other Assante professionals or Accountants and Lawyers, I can assist in providing answers and solutions to your financial concerns. I am dedicated to providing comprehensive wealth management solutions and superior one on one service.

Kendall received his Honours Bachelor in Commerce from Laurentian University in 1996. He continually improves his financial knowledge to serve his clients better. In 1996, he became a Financial Advisor after taking courses from the Canadian Securities Institute.

This has allowed Kendall to provide investment advice on individual stocks and bonds, Mutual Funds, portfolio building, RRSP's, and RESP's to name a few.

Kendall was born and raised in Sudbury, Ontario. He has a very strong connection to the city. Currently he provides times as a Sessional Instructor at Laurentian University, teaching fourth year finance in the Commerce Program. He is also on the board of directors for Warmhearts Palliative Care and is the Treasurer for the Sudbury Minor Baseball



Be well-advised.

Firstly, I would like to thank the Union for this opportunity to provide financial planning services to the membership. Whether you are looking at retiring and need assistance in determining your options, or if you just want to know what you will need to retire, I can provide the financial planning advice you require.

Behind me are the resources and expertise of Assante, one of Canada's largest independent non-bank owned financial service firms. As a Financial Planning Advisor available to you, I can offer integrated and comprehensive Financial Planning, Wealth Management Solutions, Investment, Insurance, Retirement Planning and Tax and Estate Services.

I am available to meet individually or at your place of business in groups. The idea is to answer your questions to ensure you have the right information and tools to reach good wealth planning decisions for you and your family .

Retirement Planning

Life Insurance

Wealth Management

I encourage you make use of your Union Website (www.rwdsu.ca) There you will find valuable information on upcoming union issues and events. By clicking on the "Links of Interest" tab, you can reach my website under the **Financial Planning Advisor** section (<http://www.assante.com/advisors/kyeomans/home.html>).

Please contact me at your convenience if you have any additional questions or if you would like to discuss your financial goals and how I may assist in making them a reality. I may be reached at (705) 521-1444 or by e-mail at kyeomans@assante.com.

Just a reminder that the deadline for 2007 RRSP Contributions is February 29, 2008

Assante Capital Management Ltd.—Member CIPF
957 Cambrian Heights Drive, Suite 200, Sudbury, Ontario P3A 5J

Insurance products and services are provided through Assante Estate and Insurance Services Inc. Services and products may be provided by an Assante Advisor or through affiliated or non-affiliated third parties

NJC NEWS

Retail, Wholesale and Department Store Union, District Council - of the - UFCW, Canadian Labour Congress



President's Message

by Derik J. McArthur



With the new year upon us, the staff at the RWDSU are planning the 2008 calendar of events. This year will bring more training for our members than ever before. Steward Schools (Levels 1 & 2), Occupational Health and Safety training, Introduction to Arbitration, and Collective Bargaining courses will be held in the various areas. If you are interested in attending any of the courses listed above, please contact your union representative or call the Union Office directly to register.

Later this year, members from both Canada and the United States of America will be converging on Montréal for the UFCW's Sixth Regular Convention. Delegates from the RWDSU will be attending this very important function to give input on the direction that our union will be heading for the next five years.

Lastly, I encourage you to visit the RWDSU Canada website. The site has been completely overhauled with a new look, more information, and regular updates to keep our members informed of upcoming events and in touch with your union.

Secretary-Treasurer's Message

by Jeffrey J. Barry



2007 was a year to remember for the RWDSU and its members. Our union has conducted more training than ever for our stewards, health and safety committees, as well as members who just wanted to take our courses. The launch of our new web-site has proven to be a huge success and our community involvement has shown that we are a union that cares.

Contained in the pages of this newsletter are just a few of the accomplishments that your union has made over the last year. As you review the newsletter, you will notice the many members that attend courses, sit on committees, and attend functions in support of the RWDSU and in support of you. I would like to thank all of you for your support and know that the RWDSU is, as always, committed to our members and the advancement of workers' rights.

Northern Joint Council Executive Board: Derik J. McArthur, *President*, Jeffrey J. Barry, *Secretary-Treasurer*, Don Clarke, *Recorder*, Bill Palasz, *Vice-President*, Joy Searles, *Vice-President*, Monty Daye, *Vice-President*, Karen Ronald, *Vice-President*, Wendy Higgins, *Vice-President*

Union Representatives: Jeff Black, Jason Grandbois, Seán Floyd, Rob Cullen, Shannon Fleury

Support Staff: Tammy Shanahan-Richer, Brenda Courchesne, Kelly Dwyer-Hominuk

Newsletter Layout & Design: Brenda Courchesne

CENTRAL ONTARIO OFFICE

230 Regent Street
Sudbury, Ontario, P3C 4C5
Ph: 705.674.0768
Fax: 705.674.6815

1-800-465-1722

EASTERN ONTARIO OFFICE

850 Boundary Road, Unit 5
Cornwall, Ontario, K6H 5R5
Ph: 613.932.2330
Fax: 613.932.6687

unionyes@rwdsu.ca
www.rwdsu.ca



Coping with Stress

WHAT IS STRESS?

Stress is a strain, demand or pressure on the body that overwhelms our capacity to cope with it. It might be a physical, mental or emotional challenge. Stress causes several immediate body changes including: adrenaline release into the blood, faster heartbeat and rising blood pressure.

HOW CAN STRESS AFFECT OUR HEALTH?

Long-term (chronic) exposure to stress can lead to several serious health problems including:

- Heart disease (high blood pressure, stroke and heart attacks)
- Mental illness (chronic nervousness or anxiety, irritability and depression)
- Behaviour changes (difficulty sleeping and eating, overeating, increased use of caffeine, tobacco, alcohol and other drugs)

REDUCING WORKPLACE STRESS

Workplace stress is a very real problem for RWDSU members. There are no governmental standards on stress, but there is lots we can do to reduce these problems.

- **Identify the sources of stress in your workplace.** Through workplace surveys, talks or workshops on stress, and workplace walkthroughs, identify the sources of stress in your workplace. Encourage co-workers to share their concerns and ideas for reducing work-related stress.
- **Negotiate changes.** Workplace conditions are negotiable. Address stress concerns with management. Work to add stress controls into the next contract.
- **Identify resources.** Work with management to set up an Employee Assistance program (EAP). Make a referral list of area stress release resources, counsellors, and substance abuse programs.
- **Work together.** Set up a workplace stress committee (or work through your health and safety committee) to identify issues and develop solutions. Meet regularly and keep people informed about your work.

The steps mentioned above can be effective in attacking the causes of stress in the workplace. We can also do things individually which can reduce stress levels and make us feel better.

- Exercising
- Socializing with friends
- Being active in religious or community groups
- Setting aside quiet time for yourself are among many things RWDSU members do to reduce their stress.

HEALTH & SAFETY
corner

PICK 6

Odds of winning the lottery: **1 in 135,145,920** (multi-state mega-millions jackpot)

Nearly **25** percent of Canadian adults claim to have difficulty getting to sleep or staying asleep (Statistics Canada).

25

31 percent of Americans say their jobs are directly responsible for their exhaustion.

31

47 percent of Canadians admit to cutting back on sleep to create extra time in their days (Statistics Canada).

47

50

50 percent of respondents in the Harris Interactive poll said they have caught co-workers sleeping on the job.

58 percent of the Americans polled said they get up and walk around the office to try to shake off mid-afternoon sleepiness.

58

52

Odds of experiencing a mid-afternoon energy slump:

84 in 100

during one year

Consuming beverages containing caffeine is the coping mechanism for dealing with a mid-afternoon slump for **52** percent of respondents.

Source: Survey conducted by Harris Interactive for Diet Pepsi Max

RWDSU 2008 Membership Cards

It's that time of year again! Membership cards for 2008 have been sent out to all members of the RWDSU. If you are an active RWDSU member and have not received your card, please contact the Central Ontario Office.



Local:
705.674.0768

Toll-Free:
1.800.465.1722

Email:
unionyes@rwdsu.ca

Wal-Mart and China: The Ultimate Joint Venture

Lead-laced toys. Snacks tainted with salmonella. Carcinogenic fish. Poisoned pet food -- they're all products made in China and sold at Wal-Mart. They're so dangerous, they've been pulled off the shelves. You might think that after the spate of high profile recalls of dangerous Chinese products, that Wal-Mart would take the offensive against dangerous imported goods. Shouldn't Wal-Mart stand up for the safety of the consumers? The truth is that despite Wal-Mart's power to demand safer products from its suppliers, it has demanded lower prices and tried to cover up the consequences. Although Wal-Mart has an obligation to stand up for Canadian consumers, the company tries to keep them in the dark.

Here are the facts on Wal-Mart and China's ultimate joint venture:

-  More than 70 percent of goods on Wal-Mart's shelves come from China.
-  Wal-Mart imports \$22 billion of Chinese goods, making Wal-Mart the #1 importer of Chinese goods.
-  Wal-Mart, if it were its own country, would be China's sixth largest trading partner -- ahead of Germany and England.
-  Wal-Mart ships American jobs overseas, both directly and by pressuring American suppliers to move offshore.
-  Because of the growing trade deficit with China, the U.S. has lost an estimated 1.8 million jobs since 2000.

Let your members know they can go to www.wakeupwalmart.com to check out the TV ads and download a copy of our new report: *Wal-Mart and China: How America's #1 Company is Putting America's Safety Second.*

Executive Pay Out of Control in Canada

A report by the Canadian Centre for Policy Alternatives (CCPA) has found that Canada's 100 best-paid CEOs had made more money by January 2nd than the average-earning Canadian will make all year. The report highlights the out-of-control executive pay that has taken hold of North America.



By 10:33 am on January 2nd, the top-paid Canadian CEOs had earned the Canadian worker pay average of \$38,998. By the end of the year, the average pay for Canada's 100-best compensated CEOs will be \$8,528,304.

"Just as we have seen in the U.S., executive pay is spiraling out of hand in Canada," RWDSU Northern Joint Council President Derik McArthur said. "These outrageous pay packages reward executives for squeezing their employees for every possible cent, and for trying to cut benefits to the bone. When you earn more than your employees do all year in a matter of days, you know that Canada's workers are being left behind."

LABOUR QUOTE

"Even if we or our families were not directly involved, we had heard and read about picketers being beaten, jailed, sometimes killed. Honouring a picket line was the least we could do. It still is."

--Sydney Lens, author

Thursday Night Lights

Thursday nights just got a little brighter in Sudbury. The RWDSU, along with other generous sponsors, helped five different secondary schools host a boys' high school football game at night under the lights at their own home field, something never done before in Sudbury. Portable light standards lit up the fields and portable bleachers were brought in for seating. Contests, giveaways, and prizes for the best-dressed fan helped turned the evening into more than just a football game.

The hope is that these games become events and that the student body, faculty, parents and all others connected to the schools support and fill the stands. The hope is that the community at large will also take part, attend these free weekly events and support high school football in Sudbury.

"I think anytime the union can get involved in the community and bring it together, it is a good thing," said Derik McArthur, Northern Joint Council President. "We represent a lot of workers in the community and it's helping our members' families, and some of our members actually go to these schools, so we're happy to support these activities."



In Solidarity...

On November 21st, 2007, union representatives from the RWDSU attended a picket rally put on by the Sudbury & District Labour Council in support of the striking bus drivers of Ontario Northland. Members of Teamsters Union, the 50 bus drivers from Sudbury, North Bay, and Timmins have been on strike for over seven weeks. "Although it was a cold day, there was a huge turnout. It was nice to see all the different unions there to support the bus drivers. Solidarity is strong in Sudbury," said Jeff Black, RWDSU union rep. Also in attendance were Howard Hampton, NDP Leader, and France Gelinias, NDP MPP.



Grant Home Hardware Employees Win RWDSU Representation



In New Liskeard, Ontario, 22 workers at Grant Home Hardware Building Centre voted in favour of joining the RWDSU. The new RWDSU Local 915 members joined the union after meeting with RWDSU representatives and learning about how, as union members, they could make improvements in their working conditions.

Some of the Grant Home Hardware workers had also talked with grocery workers in the area who are RWDSU members, and they heard first hand about the advantages of being part of the RWDSU. The members at the store handle retail sales, stock shelves, order products and supplies, and work outside the store in the lumber yard.

"The Grant Home Hardware workers wanted a voice in the workplace, and someone to stand with them," said Jason Grandbois, RWDSU Representative. "They know that with the strength of a union behind them, they can make Grant Home Hardware a better place to work."

Check out the "new"
RWDSU Canada website at
www.rwdsu.ca



for information on upcoming meetings, RWDSU newsletters, and other union events.

Member Training Continues...

With member training continuing to be a major focus of the Northern Joint Council, many courses and seminars were held in various locations across Ontario this fall. These courses included stewards' training, health and safety, and collective bargaining courses. As well, a program was held in early December for members selected to act as Special Project Union Representatives (SPURs). This training provides the SPURs with the necessary knowledge and tools needed to succeed in organizing campaigns. Additional courses are currently being scheduled to take place in the new year.



Health & Safety Training
Sudbury, Ontario



Special Project Union Representative (SPUR) Program
Sudbury, Ontario



Collective Bargaining Course
North Bay, Ontario



Collective Bargaining Course
Sudbury, Ontario

Supermarket Chain Fined for Workplace Fall

When people think of falls in supermarkets, they often think of customers seeing their lawyers after slipping on a floor in the produce section. But a Canadian supermarket chain has been fined after a young worker slipped on a piece of ice on a walk-in cooler floor in Woodstock, Ontario, and suffered a fractured hip.

Sobeys Capital Incorporated pleaded guilty in the Ontario Court of Justice to a charge of failing to ensure that a floor used by a worker was kept free of obstructions, hazards, and accumulation of ice as required by Ontario's Regulations for Industrial Establishments. The company was fined \$90,000, plus a 25% victim fine surcharge.

Leave for Reservists More Common Increase tied to mission in Afghanistan

On December 3, 2007, Ontario announced that it was introducing legislation to protect the jobs of reservists deployed for both domestic and international assignments. Under the proposed changes to the Employment Standards Act, both seniority and length of service would accrue during the reservist's tour of duty and the employer would be required to provide either the same job or another at the same rate of pay upon return. (The legislation, Bill 2, was given passage and Royal Assent all on December 3 and is in force.)

The federal government has also stated, in the last Throne Speech on October 16, that it would work with the provinces and territories to bring forward a comprehensive plan to modernize reservist reinstatement policies. This is not a new promise, but legislation has not yet been introduced to amend the Canada Labour Code.

An August news story reported roughly 40 cases a year were brought to the attention of the Canadian Forces Liaison Council when employers refused leave to reservists. With the deployment to Afghanistan, that might well rise. Previously, Saskatchewan, Manitoba and Nova Scotia have all had employment standards provisions protecting the jobs of reservists. They are all open-ended and require the employee to verify his or her military status and to give the employer as much notice as possible of the start and end dates of the proposed leave. The length of time an individual must have been employed before being eligible for military leave varies.

Collective agreement clauses on military leave have been few and generally deal with an annual training period rather than an international deployment lasting months. The contract between the IWK Health Centre in Halifax and NSGEU provides for two weeks of paid leave for reservists; Toronto Community Housing and OPSEU provide one week paid and one week unpaid.

Longer or open-ended provisions are beginning to appear. Manitoba Hydro and the CEP bargained a leave of up to three years in 2003 and this year both the City of Toronto and TPFPA and the Government of Saskatchewan and CUPE bargained unlimited leaves with no loss of seniority. The RWDSU has been recognized by the Canadian Forces and has won many awards for being a leader in protecting the jobs of reservists by negotiating military leave clauses into 90% of its collective agreements.

Certain occupations such as paramedic, nurse, fire fighter and police officer have perhaps a closer relationship with the military and more migration both ways. They have also had more collective agreement protection for their reserve activities. Now, with the prospect of a long mission in Afghanistan and the federal government promising a larger reserve, part-time soldiers will be a bit more numerous and will be demanding more job protection.

The Canadian Chamber of Commerce has created a set of recommendations for a leave policy and it includes top-ups for reservists on annual training within Canada, annual leaves of absence so reservists do not have to use their vacation for military activities and job protection for reservists on active service.



Local 545 Gives to the Children

Christmas is a time for giving and Local 545 has done just that. For a third year in a row, Local 545 has made a generous donation to the Children's Aid Society in North Bay, Ontario. This money will go towards making Christmas a little brighter for underprivileged children in the area.

"Christmas is about children," said Local 545 President, Karen Ronald. "Every child deserves to be happy and we hope our contribution will help make their Christmas special."

Local 545 President, Karen Ronald (left) presenting donation to CAS.



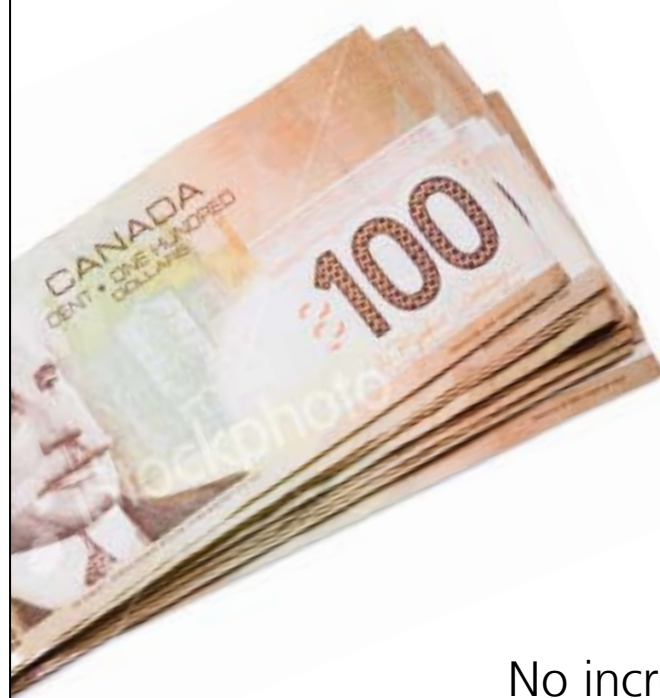
RWDSU
Retail, Wholesale and Department Store Union
CANADA



SAVE
up to **15%**
on your
auto & home insurance
PLUS
FREE monthly finance
AND

No increase in your auto premium after an accident with our 6 and 9 star protector option.

1-866-921-5768
www.avivatraders.com/unionsavings



CALL FOR A QUOTE &
YOU COULD WIN
A \$50 GAS CARD!
2 prizes every month!

UNION SAVINGS



The Value of One. The Power of Many. That's the difference with group insurance.

**2007 Northern Joint Council
Scholarship Winners**



LOUIS DESJARDINS
RWDSU, Local 715
Employer: SYSCO Sturgeon Falls
School: Laurentian University
Awarded:
Manfred Hoffman Scholarship - \$750.00



CHRISTOPHER BABCOCK-RIMORE
RWDSU, Local 579
Employer: Desjardins' Food Basics
School: Ryerson University
Awarded:
Walter Kensit Scholarship - \$750.00

UFCW SCHOLARSHIP PROGRAM

Your union is about more than your paycheck and benefits.

That's why each year the UFCW awards several SCHOLARSHIPS of up to \$8,000 each to UFCW members or their unmarried dependents.

The application will be available online from January 15 - March 15, 2008. For more information, and to find out if you're eligible, please visit:

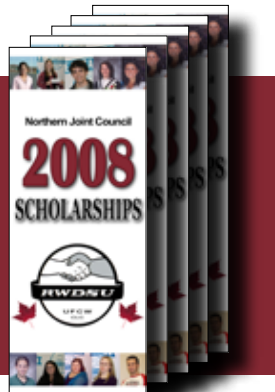
www.ufcw.org/scholarship



If you are unable to apply online, you may request an application by writing to: UFCW International Union, Attn: Scholarship Program, 1775 K Street N.W. Washington, DC 20006. If you need the scholarship rules or application in another language, please contact us (1-800-551-4010) and we will obtain assistance for you.

2008 SCHOLARSHIP APPLICATION FORMS COMING SOON!!!

Scholarship application information and forms for 2008 will be available in early March. To obtain a copy, please ask your Union Steward or contact the Union Office at (705) 674-0768 or 1-800-465-1722.



RWDSU Provides Christmas Dinner to Striking Workers in Timmins

In an effort to make the holiday season a little brighter for striking Grant Forest Products workers in Timmins, Ontario, the RWDSU will once again provide Christmas dinner to each of the 104 members of CEP, Local 37-X. Like last year, the RWDSU is donating a \$25.00 gift card to each worker that can be used at any Loblaw Companies' store.

The Grant Forest Products workers have been locked out since September 2006 over concession demands and the refusal of Grant Forest Products to meet the eastern Canadian sawmill and panel board pattern settlement.

"It's been such a long, hard strike for these workers," said Derik McArthur, RWDSU Canadian Director. "We're hoping that this donation will bring some holiday cheer to an otherwise grim time." The Retail, Wholesale and Department Store Union represents over 100,000 members across Canada and the United States.



RWDSU Rep Shannon Fleury presents gift cards to Grant Forest Products workers

Fall
2007

BARGAINING HIGHLIGHTS

DAYS INN

Sault Ste. Marie

- Three (3) year agreement
 - Wage Increases
 - Year 1 - 5% wage increase;
 - Year 2 - 3% wage increase;
 - Year 3 - 3% wage increase plus additional 30¢ per hour in last three months
 - Part-time paid lunches
- Reduced new employee probationary period
 - 2 paid uniforms (full-time & part-time)
 - Company-supplied maintenance employee outerwear
 - Family Day
 - Front Desk Night Clerk premium increase to 50¢ per hour

LOEB SOUTH PORCUPINE

- Part-time minimum hour guarantee increased to 28 hours after five years
- Three (3) sick days for full-time employees per year paid at 75%
 - Military Leave language
- Bereavement leave now includes step-relatives
 - Footwear allowance increase
 - Manager relief premium increase

KNIGHTS INN Sault Ste. Marie

- Three (3) year agreement
- Reduced probationary period
- Additional week vacation entitlement (5 weeks)
 - Two uniforms (part-time and full-time)
 - Military Leave language
- 2% tip-out of gratuities to kitchen employees (pro-rated according to hour worked)
- Additional paid holiday (Family Day)

SHANK'S FRESHMART Massey

- Three (3) year agreement
 - Wage increases:
 - Year 1 - 40¢ per hour; Year 2 - 30¢ per hour; Year 3 - 30¢ per hour
- Elimination of hourly progression wage grid
 - Employee incentives
 - Military Leave language

GRIEVANCE SETTLEMENT

BEST WESTERN GREAT NORTHERN

- Successful gratuity grievance
- Gratuities not paid out to servers as per collective agreement
- 2 employees awarded \$533.59 each as gratuities owed (October 31, 2007)

SYSKO STURGEON FALLS

- Two (2) year agreement
- 50¢ per hour increase per year for all employees
 - 25¢ per hour increase on freezer premium
- 25¢ per hour increase on afternoon/night shift premium
- Part-time employees going to full-time carry over 100% of their part-time seniority with them
- Improved language for increased chances at full-time employment
 - Drivers: new hired drivers progression (was 75% of full-time end rate, now will start at 90% of end rate)
 - Increase from \$125 to \$150 boot allowance (for full-time and part-time employees)
 - Elimination of casual employee classification
 - Creation of full-time cleaner classification
 - Additional paid holiday (Family Day)

BEST WESTERN GREAT NORTHERN Sault Ste. Marie

- Three (3) year agreement
- 3% wage increase each year
- Improved representation language
 - Military Leave provisions
 - Additional part-time uniforms
 - Additional paid holiday (Family Day)
- Improved bereavement (mother, father to five days)
 - Banquet employee gratuities:
 - Year #1 - 78% of function gratuity, Year #2 - 80% of function gratuity (Prorated according to hours worked)
- Kitchen employees tip-out of 2% of function gratuities
 - Porters - 10¢ per bag increase (in and out)
 - Off-site catering language
- 50¢ per hour shuttle drivers night premium
- Improved vacation language



Members from SYSCO Sturgeon Falls get ready to vote on the proposed Memorandum of Settlement

CITY CENTRE TRAVELODGE

Sault Ste. Marie

- Three (3) year agreement
- 3% per year wage increases
- Improved steward language
- Additional uniform (full-time and part-time)
 - Increased bereavement leave
 - Military leave language
 - Access to Union dental plan



2007 Bargaining Committee
Best Western Great Northern