

NJC NEWS

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

JESSIE LAVICTOIRE IS A CUT ABOVE

Local 429 member, Jessie Lavictoire, raised about \$2,700 for the Canadian Cancer Society by cutting off her locks back in August. The 20-inch ponytails were donated in order to make wigs for cancer survivors.



This wasn't the first time Jessie has cut all her hair off. Four years ago she did the same thing--raising over \$1,500. This time around she aimed for a higher financial target and held a bake sale and barbeque to help her exceed what she wanted to raise.



Jessie Lavictoire & Jason Grandbois, Union Rep

GRIEVOR RECEIVES \$3,500 IN BACK PAY

Gervas Lavallie of Loeb Lasalle in Sudbury received a grievance settlement of \$3,500 in back wages due to a two-year oversight. The employer was paying Gervas according to the wrong pay scale. Union Representative, Rob Cullen, discovered the error and contacted the employer. The problem was rectified. Gervas is a long-time member and currently performs the duties of shipper/receiver.

Gervas Lavallie & Rob Cullen, Union Rep



WAYS TO TAKE RESPONSIBILITY FOR YOUR OWN SAFETY

- 1 Attend the proper training sessions
- 2 Know the health and safety standards that apply to your work
- 3 Use safety equipment, PPE and devices properly
- 4 Follow all safety procedures and policies
- 5 Support or join workplace health and safety committees
- 6 Refuse unusually dangerous work
- 7 Break bad safety habits (like over-reaching on ladders)
- 8 Acknowledge that you're not invincible

HEALTH & SAFETY CORNER

Behavioural Warning Signs

These behaviours indicate that you're not taking responsibility for your own safety

- Being too tired for the job
- Consuming drugs or alcohol at work
- Ignoring written safety procedures
- Skipping safety meetings
- Refusing to wear PPE
- Operating equipment without training
- Working too quickly

PRESIDENT'S MESSAGE

The past several months have proven to be busy for your Union's Executive Board members. During the month of July, the RWDSU's International Convention was held and elections were conducted. I would like to congratulate International President, Stuart Appelbaum, and International Secretary-Treasurer, Jack Wurm, Jr., on their re-election.



I also had the honour of being elected as your International Vice-President and Canadian Director. I would like to thank all the delegates for their unanimous support for electing me and I look forward to working on behalf of all the members of our Union.

This past fall, an emphasis was put on education. Steward schools were conducted in every area, as well as, a two-day introduction seminar on Occupational Health and Safety. In total, more than 100 members attended the various courses and are now better equipped to serve you, our members. **Congratulations to all those members who have attended!**



New courses are now being developed for our spring training, and regular steward training courses (Level 1 & 2) are being planned. If you are interested in becoming a Steward or attending one of our courses, please contact your Union Representative.

Derik J. McArthur
President

A WORD FROM OUR SECRETARY-TREASURER



I would like to congratulate all the International Executive Board Officers on their election at the RWDSU International Convention this summer and I look forward to working with all of you over the next four years.

As you know, education has been a focus of the RWDSU and over the past year, plans were put in place to continue that effort. As Secretary-Treasurer, a great deal of time has been put into finding the resources necessary to maintain an effective education program. With the minimal dues increase and the reallocation of resources, this has been accomplished and as stated by President McArthur above, new programs are being developed. I look forward to seeing you at one of the many courses we offer.

Jeffrey J. Barry
Secretary-Treasurer

NORTHERN JOINT COUNCIL EXECUTIVE BOARD

- | | | |
|--|-------------------------------------|------------------------------------|
| Derik J. McArthur, President | Bill Palasz, Vice-President | Joy Searles, Vice-President |
| Jeffrey J. Barry, Secretary-Treasurer | Ron Johnston, Vice-President | Beth McVey, Vice-President |
| Don Clarke, Recorder | Wes Villneff, Vice-President | Monty Daye, Vice-President |

RWDSU'S 20TH QUADRENNIAL CONVENTION



This past July, Canada was well represented by the 40 delegates and staff of the Northern Joint Council who attended the RWDSU's 20th Quadrennial Convention held in Orlando, Florida. MP Diane Marleau made a special appearance and addressed the Convention on health-care issues.

Congratulations to our Northern Joint Council President, Derik McArthur, who was elected to the position of Canadian Director.



2006 SCHOLARSHIP WINNERS



JAMIE SAUVE
"NJC Technology Scholarship" - \$750



GUILLAUME DESJARDINS
"Manfred Hoffman Scholarship" - \$750



PATRICIA LYNES
"Walter Kensit Scholarship"
"Al Lachance Scholarship"
"Paul Labelle Scholarship"
\$750 each



RWDSU
ALVIN E. HEAPS MEMORIAL SCHOLARSHIP
MELINDA BURKE
\$1,000

ORGANIZING VICTORY AT BEST WESTERN SUDBURY

Approximately 12 employees at the Best Western in Sudbury have recently joined the RWDSU family. Union Representative, Rob Cullen, is presently in negotiations with the Best Western for their first contract.

The Northern Joint Council would like to welcome these new members to our growing family and we look forward to representing them in the future.



WAL-MART UPDATE



Hercules vs. Goliath (California Town Blocks Wal-Mart)

The City Council in Hercules, California, a suburb of San Francisco, voted in late May to use the power of eminent domain to keep Wal-Mart from opening a store on a piece of city land. The move shows the creativity communities are beginning to use to keep the retail behemoth from bringing its brand of business to town. The move came after a crowded meeting at the tiny Hercules City Hall, where citizens overwhelmingly rejected Wal-Mart amid fears of the economic and environmental effects that have been seen elsewhere when Wal-Mart comes to town. The move comes at a time of growing opposition by communities to Wal-Mart stores, which have been shown to lower wages, drive community businesses out of the marketplace, increase traffic, and create a host of other problems for communities.

Go to www.wakeupwalmart.com for more facts about the high cost of Wal-Mart's low prices.

FALL TRAINING



Steward Schools

Sault Ste. Marie



Sudbury



North Bay



Timmins



Cornwall



Introduction to Health and Safety



A special "thank you" to Instructors Dave MacMillan, Steve Mooser and Mary Lindstedt.

2006 CONTRACT HIGHLIGHTS

CANADA BREAD

- members now covered by a Dental Plan
- night-shift premium was implemented
- increase in Vision Care
- wage increases for all employees in each year of the collective agreement

MASSEY WHOLESALE LTD.

- reimbursement for driver's cell usage
- improved steward language
- wage increases in excess of 3% per year
- increased bereavement leave
- 50¢ per hour increase in night premium

WASTE MANAGEMENT

- wage increases in excess of \$2.00 over the term of the agreement

HOLIDAY INN - Sault Ste. Marie

- new benefit plan
- wage increases

2006 SUDBURY SANTA CLAUSE PARADE



UNION SAVINGS

Union Savings offers RWDSU members savings, discounts, and special features.

For more information, please visit the website at:

www.unionsavings.ca

or call toll-free at 1-866-697-0676 and ask for Mike Ragone