

Local 400

# UNION LEADER



## A New Day for Local 400 Members!



## Security and Opportunity

**O**ne of the most vital functions of unions—and one of my most important responsibilities as Local 400's new president—is

to strengthen your security and expand your opportunities.

Through collective bargaining, we negotiate greater job security for you than any other set of workers in America. You gain financial security through higher wages, health benefits and retirement security.

You gain physical security on the job through workplace safety and health protections. Overall, you gain a much better working environment than your non-union counterparts.

This security, combined with so many other benefits of union membership, opens up a host of opportunities for you and your family, including career advancement, job training, low-cost mortgages, and the potential for college scholarships.

It is in this context that I want to talk about the new health care reform law and explain why it is such an historic advance

for you, and for all the American people.

Because, like union membership, health care reform strengthens your security and expands your opportunities.

*Health care reform doesn't restrict your freedom—it expands it.*

It gives you the security of knowing you'll never be at risk of going bankrupt due to medical costs. The security of knowing you'll never lack access to affordable health insurance if you change or lose your job, even if you or someone in your family has a preexisting condition.

The security of knowing that health care costs will be brought under control, increasing your employers' ability to grow in this highly competitive marketplace.

This security also leads to opportunity. The opportunity to grow our union and increase our clout with employers and elected officials. The opportunity for you to take a new job if a better offer comes along or even to start your own business, knowing that you will be able to obtain and afford health insurance.

And that means freedom. Freedom from fear and the freedom to pursue your

dreams—progress that brings our nation even closer to fulfilling its promise.

That's why it is such an outrage that the anti-working family forces in Congress, which failed to provide even one vote for final passage of this private-sector focused, fiscally-responsible, moderate bill, are misusing words like freedom and liberty to attack the new law and campaign for its repeal.

They are spreading lies. The health care reform law doesn't restrict your freedom—it expands it. You'll be able to keep the health coverage Local 400 negotiates in your contract. But if you decide you want something different out of your career or your life, you'll no longer face the risk of losing coverage and exposing yourself to destitution. Instead, you'll have a wide choice of health insurance plans, all of which will have to accept you. And all will be affordable because you'll get tax credits to defray the cost if your income is below four times the poverty level (\$88,000 for a family of four).

By any measure, health care reform is as American as apple pie. It's the best thing to happen to our country—and for working families like yours—in a long, long time.

— Thomas P. McNutt  
President

**UNITED FOOD &  
COMMERCIAL WORKERS  
LOCAL 400**

**Thomas P McNutt**  
PRESIDENT

**Mark P Federici**  
SECRETARY-TREASURER

**Sue Gonzalez**  
RECORDER

**EXECUTIVE BOARD**

Mike Boyle  
Jacqueline Bradley  
Terry Dixon  
Lisa Gillespie  
Nelson Graham  
Joanne Grimaldi  
Mikki Harris  
James Hepner  
Michele Hepner  
Phyllis Jackson  
Neil Jacobs  
James M. Jarboe  
Mary Laflin  
Calvin McGuire  
Tony Perez  
Ken Pinkard  
Odis Price  
Jerry Rexroad  
W. Christian Sauter  
Carolyn Shebora  
Vivian Siguoin  
Larry Southern  
Linda Sykes  
D. Rex Trabue  
Mary Vines  
Russell Wise  
Carol Wiszynski

**EDITOR**

Thomas P. McNutt

**ASSOCIATE EDITOR**

Mark P. Federici

**CHIEF PHOTOGRAPHER**

Bill Burke

**DESIGN AND LAYOUT**

Evans Design

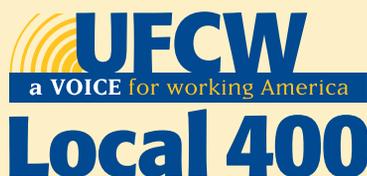
**EDITORIAL CONSULTANT**

Bruce Kozarsky

The *Union Leader* is published by the United Food & Commercial Workers Union (UFCW) Local 400. Office of Publication: Kelly Press Inc., 1701 Cabin Branch Rd., Landover, Md. 20785. Editorial Office: Metro 400 Building, 4301 Garden City Dr., Landover, Md. 20785. Main Office: (800) 638-0800. Subscriptions to members only.

**WEB SITES:**

[www.ufcw400.org](http://www.ufcw400.org)



# UNION LEADER

Contents

JUNE/JULY/AUGUST 2010

**F E A T U R E S**

- 4 Health Care Reform Law Enacted**  
President, Congress Make History
- 7 Maryland Assembly Acts to Protect Workers**  
Enacts Key Shift Break, Anti-SLAPP Laws
- 9 Guest Column by Md. Gov. Martin O'Malley**  
A Government that Works for Working Families
- 10 Safeway, Kroger Open Model New Stores**  
Washington, D.C., Lynchburg Area Benefit
- 18 Local 400 Launches New Safety Campaign**  
Led by OSHA-Certified Trainers Hepner, Miller

**C O V E R S T O R I E S**

- 14 A New Day for Local 400 Members**  
Officers, Executive Board Sworn In
- 16 Interview with President McNutt**  
Shares His Views on the Future of Local 400

**A L S O I N S I D E**

- 12 Faces of Local 400**      **28 All in the Family**
- 20 Stewards Spotlight**      **30 Local 400 Retirees**
- 28 Financial Report**      **BC Bargaining Update**

**DON'T FORGET TO FILL OUT AND RETURN THE READER SURVEY!**

# Health Care Reform Becomes Law

*History Is Made in Landmark Victory for Working Families*

The United States of America joined the rest of the world's developed democracies in finally making access to quality health care a right for all citizens when President Obama signed historic health care reform legislation on March 23, 2010.

The Patient Protection and Affordable Care Act will end insurance company abuses such as denying coverage due to preexisting conditions, provide all Americans with affordable health insurance options, end the threat of medical bankruptcy for millions, and hold down the cost of care. It will also reduce the federal budget deficit by more than \$1 trillion over the next 20 years.

Enactment of the law not only

culminated a long, difficult legislative process lasting most of 2009; it also culminated more than 100 years of effort by the labor movement and its allies, as well as Presidents Teddy Roosevelt (R), Harry Truman (D), Richard Nixon (R) and Bill Clinton (D). Notably, while presidents of both parties tried to pass health care reform and the legislation signed into law by President Obama incorporates many GOP ideas, not a single Republican voted for final passage of the bill.

"Health care reform is a moral and economic imperative," said Local 400 President Tom McNutt. "It's a moral imperative because tens of thousands of Americans die every year as a result of being uninsured and millions of Americans go bankrupt because of medical costs. Once the new law is in full effect, these scandals should be the exception, not the rule.

"It's an economic imperative because health care costs have been skyrocketing for decades and crippling our economy, while hurting our employers and cutting into our members' wages," McNutt said. "With new cost controls, incentives to make health care delivery more efficient, and elimination of the \$1,000 per person 'tax' every insured person pays to cover the costs of the uninsured, medical expenses will be brought back to earth. This will help improve the standard of living for our members and all working families.

"It's a sad commentary on the state of today's Republican Party that not one GOP representative or senator voted for a bill that addresses these moral and economic imperatives, focuses on private sector solutions to the health care crisis, and lowers the deficit—goals that transcend partisan boundaries," McNutt

charged. "Rather than bring coverage to more than 32 million Americans, end bankruptcy for millions more, create health security for all and strengthen our economy, congressional Republicans chose to play a cynical political game and did so by lying over and over again about what the new law will really do.

"We congratulate President Obama, House Speaker Nancy Pelosi, Senate Majority Leader Harry Reid and the elected officials from our area who supported health care reform for having the courage to do the right thing in the midst of manufactured political controversy," McNutt said.

"When the mid-term elections come around this fall, our members should take note of which candidates stood up for working families and which ones chose the insurance industry's greed over the American people's health and financial security," McNutt said.

## Immediate Benefits

While the health care reform law does not take full effect until 2014, it makes a number of important positive changes within the next six to 12 months. These include:

- Insurance companies can no longer deny coverage to children who have preexisting conditions.
- All children can stay on their parents' health insurance plan until they are 26 years old.
- Insurance companies can no longer drop coverage to customers because they have been or are currently sick.
- Insurance companies can no longer impose lifetime limits and restrictive annual limits on the benefits they pay, eliminating a major cause of medical bankruptcy.

- Senior citizens will get a \$250 rebate for prescription drugs—the first step to closing the “donut hole” in Medicare drug coverage.
- Approximately four million small businesses will be eligible for significant tax credits for providing health insurance to their employees.
- Insurance companies serving individual customers and small groups must spend at least 80 percent of the premiums they collect on medical services. Insurers serving the large group market must devote 85 percent of premiums to their policy-holders’ medical bills.
- Anyone refused health insurance because of a preexisting condition can get coverage through a special insurance program.
- Early retirees will receive help to reduce premium costs.

In addition, all Americans will benefit from significant new investments to train primary care doctors, nurses, and public

health professionals, and the creation of state-level consumer assistance programs to help all patients understand and defend their new rights.

**Long-Term Benefits**

When the health care reform law’s most far-reaching provisions are implemented in 2014, all Americans will have access to affordable, quality health coverage. Here is how the law will work:

- People receiving health benefits from their employer, like virtually all Local 400 members, will be able to keep their coverage, but with improved protections, including no limits on benefits and a cap on patients’ out-of-pocket costs.
- Americans not receiving health coverage from their employer, as well as the unemployed and self-employed, will purchase their insurance through new health exchanges. There, they will have a choice of comprehensive plans similar to what members of Congress receive today, and whatever insurer they choose must

accept them no matter what preexisting conditions they may have. Premiums will be kept affordable by competition between insurers and because there will be tax breaks for everyone with incomes up to four times the poverty level (\$88,000 annually for a family of four). This is the largest middle-class tax cut for health care in U.S. history.

- Insurance company abuses will be banned—no one can be denied coverage due to preexisting conditions and no one can be dropped by an insurer because of illness, injury or poor health.
- Medicaid will be expanded to cover all Americans earning up to 133 percent of the poverty level.
- The “donut hole” in Medicare drug coverage will close.

**Impact on Local 400 Members**

For Local 400 members, the new law means health security and improved prospects for rising incomes. Little should

*(Continued on page 27)*

**HOW YOUR ELECTED OFFICIALS VOTED ON HEALTH CARE REFORM**



Here is how your senators and representatives voted on final passage of the Patient Protection and Affordable Care Act. The bill passed the Senate on December 24, 2009, by a vote of 60 to 39, it passed the House on March 21, 2010, by a vote of 219 to 212, and it was signed into law by President Obama on March 23, 2010:



**MARYLAND**

- Sen—Ben Cardin (D) . . . . . YES
- Sen—Barbara Mikulski (D) . . . . . YES
- 1—Frank Kratovil (D) . . . . . NO
- 2—Dutch Ruppersberger (D) . . . . . YES
- 3—John Sarbanes (D) . . . . . YES
- 4—Donna Edwards (D) . . . . . YES
- 5—Steny Hoyer (D) . . . . . YES
- 6—Roscoe Bartlett (R) . . . . . NO
- 7—Elijah Cummings (D) . . . . . YES
- 8—Chris Van Hollen (D) . . . . . YES

**VIRGINIA**

- Sen—Mark Warner (D) . . . . . YES
- Sen—Jim Webb (D) . . . . . YES
- 1—Robert Wittman (R) . . . . . NO

- 2—Glenn Nye (D) . . . . . NO
- 3—Bobby Scott (D) . . . . . YES
- 4—Randy Forbes (R) . . . . . NO
- 5—Tom Perriello (D) . . . . . YES
- 6—Bob Goodlatte (R) . . . . . NO
- 7—Eric Cantor (R) . . . . . NO
- 8—Jim Moran (D) . . . . . YES
- 9—Rick Boucher (D) . . . . . NO
- 10—Frank Wolf (R) . . . . . NO
- 11—Gerry Connolly (D) . . . . . YES

**WEST VIRGINIA**

- Sen—Robert Byrd (D) . . . . . YES
- Sen—Jay Rockefeller (D) . . . . . YES
- 1—Alan Mollohan (D) . . . . . YES
- 2—Shelley Moore Capito (R) . . . . . NO
- 3—Nick Joe Rahall (D) . . . . . YES

**OHIO**

- Sen—Sherrod Brown (D) . . . . . YES
- Sen—George Voinovich (R) . . . . . NO
- 6—Charles Wilson (D) . . . . . YES
- 18—Zach Space (D) . . . . . NO

**KENTUCKY**

- Sen—Jim Bunning (R) . . . . . NV
- Sen—Mitch McConnell (R) . . . . . NO
- 4—Geoffrey Davis (R) . . . . . NO

**TENNESSEE**

- Sen—Lamar Alexander (R) . . . . . NO
- Sen—Bob Corker (R) . . . . . NO
- 1—David Roe (R) . . . . . NO

**DON'T BELIEVE THE LIES—THE TRUTH ABOUT HEALTH CARE REFORM**

Throughout the time health care reform was being debated in Congress, the insurance industry, other special interests, many of their Republican allies in the House and Senate, and their media arm on Fox News spread lie after lie about the legislation. Enactment of the new law has not stopped them from coming up with still more lies. Here are five of the most prominent falsehoods, along with the truth about health care reform:

**LIE #1:** *Health care reform is a “socialist government takeover” of health care.*

**THE TRUTH:** **The law continues America’s reliance on private health insurance companies to provide coverage for the vast majority of Americans under age 65.**

The Patient Protection and Affordable Care Act focuses on private sector solutions to America’s health care crisis. Virtually everyone who is not on Medicare, Medicaid, or the VA Health System will get their health insurance from private companies, not the government. Currently insured people who like their coverage can keep it. Government’s primary role will be to toughen regulation of the insurance industry to stop abuses and prevent draconian rate hikes, like WellPoint’s proposed 39 percent premium increase in California.

In fact, the health care reform law is largely modeled after a statewide health care reform law enacted in Massachusetts under then-Gov. Mitt Romney (R), and its framework is similar to an alternative proposal put forward by some Republicans during the 1993-94 debate on President Clinton’s health care reform plan. The charge of “socialism” is ridiculous.

**LIE #2:** *IRS Agents will arrest you and send you to jail if you don’t have health insurance.*

**THE TRUTH:** **Utter nonsense. The new law explicitly prohibits the IRS from imposing criminal penalties of any kind, sending anyone to jail or confiscating taxpayer assets or using liens or levies on people who lack health care coverage.**

The law will require Americans to have health insurance starting in 2014, because this is the only way to require insurance companies to accept all applicants regardless of preexisting conditions without causing premiums to skyrocket. This mandate will not be burdensome because the combination of tax credits and competition through the health insurance exchanges will ensure that health coverage is affordable to all. Those who do not purchase or receive health insurance might pay a small tax penalty of no more than 1 percent of

their income in 2014 (rising to a maximum of 2.5 percent in 2016), but it can be waived for anyone meeting one of many exemptions, including financial hardship.

**LIE #3:** *Health care reform is unconstitutional.*

**THE TRUTH:** **The new law is constitutional and the attorneys general who are suing to overturn the law are engaging in cynical partisan politics, not a legitimate legal challenge.**

The overwhelming majority of constitutional law experts on all sides of the political spectrum agree that the health care reform law is constitutional. The state attorneys general—including extremist Ken Cuccinelli of Virginia—filing suit rely on fringe legal arguments and are more about political posturing than any realistic hope of invalidating the law.

**LIE #4:** *Health care reform will break the federal budget.*

**THE TRUTH:** **Just the opposite. The new law will reduce the deficit by approximately \$124 billion over 10 years and more than \$1 trillion over 20 years, according to the nonpartisan Congressional Budget Office (CBO).**

Health care reform lowers the deficit by ending wasteful subsidies to private industry, achieving cost savings in Medicare and Medicaid, imposing annual fees on pharmaceutical and insurance companies, raising taxes on individuals earning over \$200,000 and married couples earning over \$250,000 a year, and imposing an excise tax on the very highest-cost health insurance plans. It also sharply reduces the burden of uncompensated, expensive emergency room care currently used by the uninsured. These revenue sources and spending reductions more than cover the cost of expanding Medicaid, providing tax credits to individuals earning up to four times the poverty level, closing the Medicare “donut hole” and helping small business cover their employees.

**LIE #5:** *Health care reform will raise your taxes.*

**THE TRUTH:** **Not if you earn under \$200,000 a year (\$250,000 for married couples) and if you have health insurance.**

Instead, you will receive tax cuts to help you afford health insurance if you are purchasing it on your own and earn up to four times the poverty level (\$88,000 annually for a family of four). This is the largest middle-class health care tax cut in history.

# Maryland General Assembly Acts to Protect Workers

## *Enacts Key Shift Break, Anti-SLAPP Laws*

Maryland workers were big winners as the General Assembly wrapped up its 2010 session in a flurry of activity, passing two bills that were among Local 400's top state legislative priorities: One guaranteeing shift breaks for retail workers and the other expanding citizen protections against meritless lawsuits brought by corporations to stifle free speech.

### **Guaranteeing Shift Breaks**

The first bill, the Healthy Retail Employee Act, requires most retail employers in Maryland with 50 or more employees to provide regular shift breaks to their workers. Employees who work between four and six hours now must have at least one 15-minute shift break, while those who work between six and eight hours must receive a 30-minute break. The new law also provides for an additional 15-minute shift break for every four hours worked in addition to an eight hour day.

"The shift break bill is one of many examples of how the labor movement works to protect all workers' rights, whether they are represented by a union or not," said Local 400 President Tom McNutt. "The fact is that Local 400's members already have shift breaks, as or more generous than the new law, written into their collective bargaining agreements. It's non-union workers, especially those at irresponsible employers like Walmart, who will see themselves lifted up and protected from stressful, unhealthy treatment. The new law levels the playing field and that's good for everyone.

"What's critical now is to see that the shift break law is properly enforced," McNutt said. He noted that the Act allows

the Maryland commissioner of labor to recover civil penalties for employer violations. In certain circumstances, it also gives employees the right to sue the employer directly when shift breaks required by law are not provided.

"Any worker in Maryland who works for an employer covered by the new law who is not receiving the required shift breaks should contact Local 400 directly," McNutt said. "We will preserve your confidentiality while we help you identify the best way to make your employer uphold the law and to recover any damages you are due. Call us at (301) 459-3400 extension 233."

The Healthy Retail Employee Act passed the Senate on March 30 by a vote of 28-18, and it passed the House on April 6 by a 94-45 margin. McNutt expressed Local 400's thanks to state Sen. Rob Garagiola (D-Montgomery), Del. Roger Manno (D-Montgomery) and House Economic Matters Committee Chairman Dereck Davis (D-Prince George's) for their leadership in winning this important advance that will protect workers' health and improve their productivity.

### **Upholding Free Speech**

Legislators also passed the Improving Maryland's Anti-SLAPP Statute, a measure designed to stop corporate efforts to stifle free speech by citizens, workers and the organizations that represent them.

SLAPPs—short for Strategic Lawsuits Against Public Participation—are meritless lawsuits filed by businesses against individuals and organizations, including unions, who speak out against corporate wrongdoing or expose violations of labor, environmental, zoning or other statutes. SLAPPs are a tactic cor-

porations use to intimidate and silence critics, but have no legal grounding.

Maryland law already allowed individuals and organizations subject to a SLAPP that was brought due to "lawful government petitioning activities," such as lobbying, to file a motion to dismiss the suit. However, the law had a loophole that failed to protect Marylanders against SLAPPs brought to stop them from speaking out on "issues of public concern"—for example, informing the news media that a corporation failed to pay its workers overtime. Improving Maryland's Anti-SLAPP Statute closes this loophole and expands the law's protections.

"It's ironic that corporations constantly complain about so-called 'frivolous lawsuits,' when that's exactly what they do whenever anyone speaks inconvenient truths about them," McNutt said. "Thanks to the General Assembly and Governor O'Malley, corporations won't be able to waste everyone's time and money trying to deny Marylanders our free speech rights."

The Anti-SLAPP bill passed the Senate on April 7 by a 36-9 vote, and the House approved it by a 110-29 vote the next day. Members of the Assembly key to the new law's passage include Del. Tom Hucker (D-Montgomery), House Judiciary Committee Vice Chairman Sandy Rosenberg (D-Baltimore City), and state Sens. Jenny Forehand (D-Montgomery) and Jamie Raskin (D-Montgomery).

"To anyone who doubts that elections matter, look at these victories," McNutt said. "Our members and all Maryland workers should take note of the legislators who stood up for us and against the special interests, and Governor O'Malley, who signed these bills into law."

# O'Malley Set for Rematch with Ehrlich

*Voters Choose Between Going Forward or Backward*

Running on a strong record of achievement fighting for working families, Maryland Gov. Martin O'Malley (D) will face the man he defeated in 2006, former Gov. Robert Ehrlich (R), as he seeks reelection on November 2nd.

Local 400 strongly recommends O'Malley for another four-year term because of his forceful efforts to make state government an advocate for good jobs, workers' rights and a rising standard of living, while reversing the anti-worker policies of the Ehrlich administration.

"Martin O'Malley is on your side," said Local 400 President Tom McNutt. "In the midst of the harshest national recession since the Great Depression, he has done everything in his power to help those struggling through the tough economy, avoid the draconian budget cuts many other states have made, and improve the lives of Maryland's working families.

"Governor O'Malley is moving us forward, and the last thing our members need is to slide backward into the dark days of Bob Ehrlich," McNutt said. "Skyrocketing utility rates, George W. Bush economic policies, and a government that's a rubber stamp for corporate greed

is not what Maryland voters want or deserve."

O'Malley recently signed into law two bills that Local 400 has long championed — legislation guaranteeing shift breaks for retail employees and stopping corporate efforts to stifle free speech (see page 7).

To help those suffering the most in the recession, O'Malley recently signed the Job Creation and Recovery Tax Credit, providing any Maryland business a \$5,000 tax credit for every unemployed Marylander that it hires. He made improvements to the state's unemployment insurance system by securing \$126.8 million in federal funds. And he signed foreclosure mediation legislation to keep more Marylanders in the homes they worked hard to purchase, by providing homeowners with more information earlier in the process and guaranteeing access to their lenders when they feel they are unfairly denied a loan modification or other option.

Other achievements of O'Malley's first term include:

- Expanding health care coverage, including dental care for children and access to affordable prescription drugs for senior citizens, long before Congress enacted health care reform, putting Maryland well ahead of most states in being able to implement the new law.

- Overseeing a reduction in crime to its lowest level since 1975.
- Protecting Maryland's top-ranked public schools, while making college more affordable by freezing tuition for Maryland residents for four straight years.
- Restoring fiscal responsibility and maintaining Maryland's AAA bond rating without crippling programs needed by working and lower-income families.

For these and other reasons, O'Malley was named 2009 governor of the year by *Governing* magazine, which noted that he brought "no-nonsense, statistics-based performance measurement to his state, producing a better-informed, better-managed government."

By contrast, Ehrlich's record was one of failure and hostility to working families. For example, he:

- Vetoed the Fair Share Health Care Act shortly after Wal-Mart hosted a \$1,000 per person fundraiser for his reelection campaign.
- Vetoed a modest \$1.00/hour state minimum wage increase.
- Appointed Public Service Commissioners who gave BG&E a record-setting 72 percent rate hike.
- Slashed funds for higher education, resulting in 50 percent tuition increases.
- Left Maryland with a \$1.5 billion deficit that O'Malley had to clean up.

"For our members and all of Maryland's working families, the choice couldn't be more clear," McNutt said. "Either we continue our race to the top with Martin O'Malley or we start a new race to the bottom with Bob Ehrlich."



Maryland Governor Martin O'Malley (left) with Local 400 President Tom McNutt

# A Government that Works For Working Families

GUEST COLUMN BY GOVERNOR MARTIN O'MALLEY

There are many who believe that government can't work, but we believe that as long as we pay for a functioning government, we ought to get one in return. We've devoted the last four years to smart, effective, and innovative governing that increases efficiency and effectiveness, reduces waste and abuse, and returns to the people of Maryland a state government that works for them.

In keeping with this philosophy, I recently signed two bills that are critical to the members of UFCW Local 400. The Healthy Retail Employee Act guarantees shift breaks to retail workers whose employers have 50 or more employees. I know that you already have shift breaks written into your contracts. This new law creates a level playing field and raises standards across the board for what constitutes a healthy workplace.

The second bill, Improving Maryland's Anti-SLAPP Statute, empowers citizens, workers, unions and other groups to expose wrongdoing by irresponsible corporations without putting themselves at risk of meritless, wasteful lawsuits. It strengthens free speech rights and accountability.

I'm proud to sign these bills into law, just as I am proud of the two straight months in positive jobs figures in our state. With an unemployment rate nearly 25 percent below the national average, we created more than 36,000 jobs since February, representing the largest three-month jobs gain in Maryland in at least 20 years. By maximizing our use of the American Recovery and Reinvestment Act, we created or saved 13,821 jobs in the most recent quarter.

Of course, it's not enough to create jobs—we've got to create good jobs. No one should work full-time and still be mired in poverty. That's why, during our first year in office, I signed legislation making Maryland the first state in America to enact a liv-



*"In times of great adversity, we don't make excuses—we make progress."*

ing wage law. It guarantees that if your employer does business with the state and you're working on a service contract funded by the people of Maryland, then you should be able to support your family.

Similarly, in the most recent legislative session, we made creating good jobs and helping working families our top priority. In April, I signed the Jobs Creation and Recovery Tax Credit, providing businesses in our state a \$5,000 tax credit for each unemployed Marylander they hire. I also signed legislation modernizing Maryland's unemployment insurance trust fund, maintaining its solvency by leveraging \$126.8 million in federal funds at no cost to state taxpayers. And we built on the nation-leading reforms we passed two years ago to protect homeownership by enacting legislation to finally put the breaks on the home-destroying machinery of foreclosures in our state.

Just as significantly, despite the budget challenges the recession has imposed on our state, we were able to continue invest-

ing in our greatest asset for economic growth—our people—with a record investment in our #1 ranked, best-in-America public schools, while keeping tuition frozen at state colleges and universities for the fourth consecutive year.

Health care has also been a top priority, putting Maryland one step ahead of most of the rest of the country in our ability to implement the national health care reform law. Even before Washington acted, we closed the Medicare donut hole for Maryland seniors, expanded coverage for 161,000 previously uninsured state residents, and enabled young adults up to age 25 stay on their parents' health insurance.

In times of great adversity, we don't make excuses—we make progress. That's how we get to better times. And that's what I hope we'll be able to achieve, together, over the next four years.

Georgetown, S.W.  
D.C., Lynchburg  
Communities  
Get New Service

# Safeway, Kroger O

Demonstrating how union grocery chains can grow, expand market share and increase jobs for Local 400 members, Safeway recently opened two new model stores in Georgetown and along the Southwest Waterfront in Washington, D.C., while Kroger opened its own flagship facility near Lynchburg, Va.

The new stores combine state-of-the-art amenities with competitive prices, showing that with the right business strategy, legacy union supermarket chains can outcompete newer non-union operations, such as Whole Foods (a.k.a., “Whole Paycheck”), Wegman’s and Harris Teeter.

“These new stores are a tribute to Local 400 members,” said Local 400 President Tom McNutt, “because their hard work and unmatched productivity enable Safeway, Kroger and our other employers to provide better service.

“This expansion shows how the path to growth is wide open,” McNutt said. “That means growth in the number of jobs available to our members, growth in the profitability and market share of our employers, and growth in the unionized sector of the retail food industry. The more this happens, the more power we’ll have at the bargaining table and the more we’ll spur a race to the top in the industry rather than a Walmart-driven race to the bottom.

“I congratulate Safeway and Kroger for going toe-to-toe with their non-union competitors,” McNutt said. “We will do everything in our power to encourage all

of our employers to take a similarly aggressive approach to their businesses.”

## New “Social Safeway”

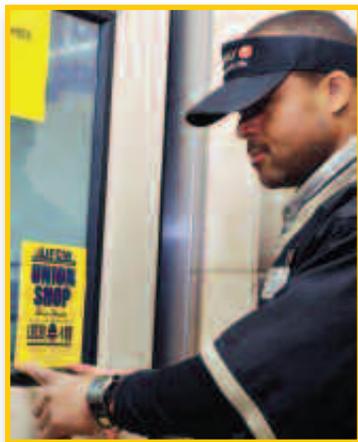
The Georgetown Safeway on Wisconsin Avenue in Washington, D.C., has long been known as the “Social Safeway” because of the number of younger, single, affluent customers it tends to attract. But rather than rest on its laurels, Safeway decided

to stay a step ahead of the competition by not just remodeling but completely rebuilding the store.

The result is a prototype for the store of the future. It is 71,067 square feet, significantly larger than the old store and the largest Safeway in the mid-Atlantic region. It opened the morning of May 6, after a gala reception the previous evening.

Among its many features are a sushi bar, a gelato stand, a 2,500-bottle climate-controlled wine cellar, a gourmet cheese department and a fresh nut carousel. It also has a huge produce department with a wide variety of specialty and organic fruits and vegetables, a fresh bakery with a hearth oven, fresh-baked brick-oven pizza, salad and sandwich bars, an expanded deli and food service area, full-

The exterior of the new Safeway in Washington, D.C.’s Southwest Waterfront neighborhood.



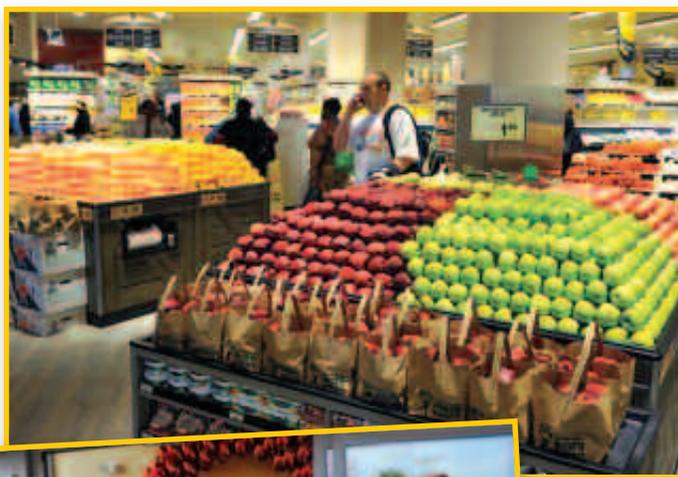
Local 400 member Rod Garrett proudly places the Union Shop decal on the door to the Waterfront Safeway’s Meat Department.

service meat and seafood departments, and a Starbucks. It even has free WiFi Internet access.

The Safeway is open 24 hours a day, seven days a week, including the pharmacy. In addition, it was designed and built to be the first Leadership in Energy and Environmental Design (LEED)-certified grocery store in the District of Columbia and only the second in Safeway’s entire nationwide chain. It features energy-saving lighting and refrigerants, a white roof to reflect heat in the summer, and vegetation systems to filter rainwater. The store will also compost unsold produce.

“I challenge anyone in the country to find a more customer-friendly, state-of-the-art store anywhere in America,” McNutt said. “The store is already a huge hit in Georgetown and it has been attracting shoppers from all across the Washington, D.C., area. I am very proud that it’s our members who are making this happen and are on the leading edge of what I expect may be a chain-wide trend.”

# Open Model New Stores



tastings and other events, a gourmet cheese shop, a sushi bar, an international food section, an expanded produce and organics area, and a large frozen foods section. It also has a Deli Bistro staffed with two chefs where free internet access is available, and the first Seattle's Best Coffee stand in Kroger's Mid-Atlantic region.

The store has new non-food amenities, too, including a cosmetics section with expanded health and beauty aids, a greeting card and magazine section with a reading area, and a "Kitchen Place" with appliances, dinnerware, stemware and cooking utensils.

area, a wine shop, and a host of amenities.

"Our urban centers need high quality, affordable groceries as much if not more than affluent suburbs and I know the new Waterfront Safeway is a very welcome addition to its neighborhood," McNutt said.

## Lynchburg Area Flagship

Kroger has been following a similar path as Safeway, taking up the challenge of competition by beating them at their own game.

The most recent example is the new 78,000-square-foot store that opened April 15 in Forest, Va., outside Lynchburg in Bedford County, creating 165 new jobs.

The Forest Kroger features a wine shop staffed by wine stewards who hold

Outside, there is a drive-thru pharmacy and a fuel center.

Like the Georgetown Safeway, the Forest Kroger is built to green standards, with heating and cooling equipment designed to reduce energy consumption, vision control structures to hide mechanical equipment, and recycling. It also has more than 50 skylights, giving the store a bright and airy look.

"This is truly a 21st century supermarket." McNutt said, "It is great to see Kroger fighting back against its non-union competition knowing that it has the one weapon they can never match — our members. We are going to win back market share and grow our union in Virginia and throughout the Local 400 region."

## On the Waterfront

Washington, D.C.'s diverse, burgeoning Southwest Waterfront neighborhood, located not far from Nationals Park, had been served by an older, somewhat dilapidated Safeway, and the company decided it deserved a modern, updated store.

So on April 16, a brand new 54,134-square-foot Safeway opened right outside the Waterfront-SEU Metro station. The store has a food court area, its own Signature café, and a Starbucks, providing new lunch alternatives for the many office workers at nearby government buildings. It also has expanded bakery and deli departments, a large produce



**Christine Cox**  
Floral  
Manager  
Kroger #509  
Richmond, Va.



**Russell Gernhofer**  
Furniture  
Macy's #33  
Bethesda, Md.



**William McIntosh**  
Produce Clerk  
Safeway #1085  
Landover Hills,  
Md.

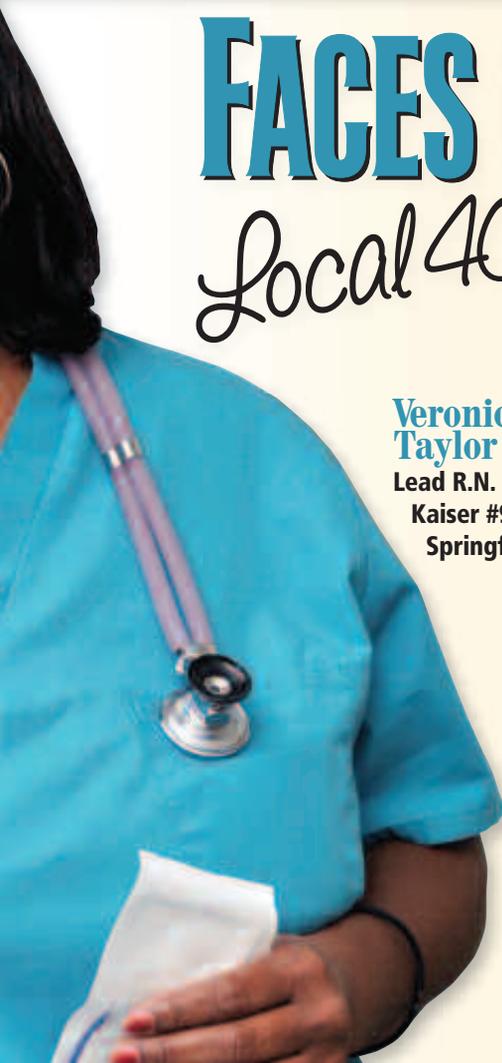




**Maria  
Guerrero**  
Head Cashier  
Shoppers  
#2341  
Chantilly, Va.



# FACES OF *Local 400*



**Veronica  
Taylor**  
Lead R.N.  
Kaiser #9  
Springfield, Va.



**David  
Ingalls**  
Assistant  
Front Office  
Manager  
Giant #786  
Charlottesville,  
Va.

# McNutt Sworn in as

*Federici Elected Secretary-Treasurer*

*Executive Board also Takes  
Oath of Office*

Committed to a vibrant new era of growth for the union and improved economic standing for its members, Thomas P. McNutt was sworn in as the new president of Local 400 on May 4. UFCW International President Joseph T. Hansen administered the oath of office.

McNutt was elected by the Local 400 Executive Board to fill the remainder of retiring President Jim Lowthers' term.

Also sworn in were Recorder Sue Gonzalez and the entire Local 400 Executive Board.

Attending the ceremony were Local 400 members and staff, UFCW International

**UFCW International  
President Joe  
Hansen (right)  
congratulates  
Local 400 President  
Tom McNutt.**



**The Local 400  
Executive Board,  
accompanied by  
UFCW International  
Union officials.**

Secretary-Treasurer Anthony M. Perrone, UFCW Executive Vice President and Organizing Director Patrick J. O'Neill, Metropolitan Washington Council AFL-CIO President Joslyn Williams, BCTW Local 118 President Al Haight and the leaders of other local unions in Maryland, Virginia and Washington, D.C.

"There is power in numbers," McNutt said upon taking office. "We are going to grow our union in order to strengthen our power to improve our members' lives. The more our union grows, the more clout we have at the bargaining table and in the corridors of power. That's why my administration is making it a priority to expand our organizing efforts.

"We want to make sure that every single worker who benefits from the representation we provide and the contracts we negotiate understands that becoming a member of Local 400 is the best investment he or she can possibly make," McNutt said.

"This is the mission all of us will carry out together, in unity and Solidarity," McNutt said. "We



# Local 400 President



and dreams,” said Local 400 Secretary-Treasurer Mark Federici. “We are going to be aggressive in maximizing every opportunity to win gains for our members at the bargaining table, in Congress and the state legislatures, and in every other venue.”

McNutt had served as Local 400 secretary-treasurer for the past 13 years. Federici was previously Local 400’s executive assistant to the president & director of strategic programs.

In addition to McNutt, the Local 400 Executive Board members sworn in were Recorder Sue Gonzalez, Mike Boyle, Jacqueline Bradley, Terry Dixon, Lisa Gillespie, Nelson Graham, Joanne Grimaldi, Mikki Harris, James

are going to work tirelessly, putting organizing and membership growth at the center of everything we do. We are going to improve the representation and services we provide our members, while fighting tenaciously for their interests in the economic and political arenas. We will leave no stone unturned while we take Local 400 to new levels of effectiveness in giving our members the tools to forge a brighter future for themselves and their families.

“In carrying out this mission, I seek to build on the legacy left by Jim Lowthers who did so much for our great union,” McNutt said. “Our union has a great tradition of leadership and this gives all of us the platform to reach new heights.”

“It’s a privilege to serve with Tom McNutt as we address the challenges facing our members and help them realize their goals



**UFCW International President Joseph T. Hansen (center) administers the oath of office to Local 400 President Thomas P. McNutt and Recorder Sue Gonzalez, accompanied by UFCW Executive Vice President and Organizing Director Patrick J. O’Neill (far left), and UFCW International Secretary-Treasurer Anthony M. Perrone (far right).**

Hepner, Michele Hepner, Phyllis Jackson, Neil Jacobs, James M. Jarboe, Mary Laflin, Calvin McGuire, Tony Perez, Ken Pinkard, Odus Price, Jerry Rexroad, W. Christian Sauter, Carolyn Shebora, Vivian Siguoin, Larry Southern, Linda Sykes, D. Rex Trabue, Mary Vines, Russell Wise and Carol Wiszynski.

# Tom McNutt Speaks Out

## Local 400's New President Shares His Views on the Future of Our Union

On May 4, Thomas P. McNutt was elected president of UFCW Local 400, following the retirement of Jim Lowthers. McNutt has been a UFCW member since 1975 (a member of Local 400 for 22 years) and for the past 35 years has been a bag boy, clerk, shop steward, union organizer, union representative, and, from 1997 to 2010, secretary-treasurer of Local 400.

President McNutt recently sat down for an interview with the *Union Leader*, and he shared his views on the challenges and opportunities facing Local 400 members, the role of the labor movement, and the future of our union.

**Q.** *What are the top priorities for your administration?*

**A.** *There are two top priorities for Local 400 as I see it. First and foremost, we've got to grow our union, especially within our core trade divisions. The more members and the greater market share we have, the more power we have at the bargaining table, within our stores, out in the community, and in the conference rooms where decisions are made affecting our members' lives.*

The second priority is how we accomplish the first: through member empowerment. I am deeply, passionately dedicated to unleashing the talent of our members so that they can improve their lives and gain more control over their destiny. We are going to educate and activate, energize and mobilize, because when this happens, our members will do extraordinary things.

**Q.** *Lets talk for a moment about member empowerment. What are you going to do to achieve this goal and how do you see it happening?*

**A.** *We're starting by giving our stewards the most intensive, comprehensive training that exists in the labor movement. In fact, we're in the midst of our first training module right now. This will equip our stewards with the tools to tenaciously represent members on the floor of the brick and mortar facilities where they work. It will give them what they need to enforce the contract right there, in real time. And it will help them identify member activists.*

This is where things get really interesting. Because working with our stewards, we are going to recruit a volunteer army second to none. We're going to train our member activists and give them the skills to do what they do best.

I know for a fact that every member has talent. Every member has something to give. Every member has a contribution to make. And my view is that member activists should be given the opportunity to use their talents to assist their co-workers and the union with Local 400 staff and stewards providing the technical support they need to succeed. For some member activists, that may mean knocking on doors and getting out the vote for candidates who support working families. For others, it may mean talking with employees of non-union employers to explain how much better off they will be if they choose Local 400 as their representative. For others, it may mean doing outreach in their community, speaking with neighbors, or working with churches and neighborhood groups to build support.

There's so much our members have to offer and so much we can achieve. The beauty of it is we already have all the



resources we need to succeed because they all lie within our members.

**Q.** *In addition to empowering members, how do you plan to grow the union? What strategies does Local 400 need to pursue to increase membership and market share?*

**A.** **We have to take short-term, medium-term and long-term strategies to achieve growth. Right now, today, we are working aggressively to increase our membership in Virginia and Tennessee, where the states' "right-to-work-for-less" laws mean that people benefit from the collective bargaining agreements we negotiate and the representation we provide, yet don't have to belong. So our stewards and members are talking with their co-workers, listening, answering questions, and explaining why it more than pays to belong.**

This is especially important with newly hired workers. Most of our contracts require store managers to introduce new workers to their union steward, but this hasn't always happened. From this point forward, we're going to make sure it does. For workers who've been around for a while and haven't yet joined, we're going to provide them with information to make a more informed decision to become a member.

**Q.** *What about organizing workers at non-union companies?*

**A.** **Externally, we're talking with and listening to non-union workers, and where they have interest in empowering themselves through collective bargaining, we are there to help. We may have opportunities to gain representation at smaller facilities over the short term.**

In the medium term, say one to three years, we are looking at larger units and employers where we stand ready to help

any worker who wants to be part of the Local 400 family.

Over the long term, we've got to stop our employers from double breasting — that is, running both unionized and non-union divisions, with the likelihood that they will skim profits from their union operations to finance expansion of their non-union arms.

We see this with Ahold, where its Giant-Landover subsidiary employs many of our members but its Giant-Carlisle subsidiary operates the non-union Martin's chain in Virginia, West Virginia and Maryland. We see it with Supervalu, which owns Shoppers, but also the non-union Farm Fresh chain in Virginia. And while Safeway is fully unionized in Local 400's area, it has a non-union subsidiary in New Jersey, Genuardi's.

This attempt by our employers to play both sides of the fence as a strategy to undermine our market share may be the single greatest threat our members face. We can, we must and we will do everything in our power to stop it.

**Q.** *What changes can Local 400 members expect to see under your administration?*

**A.** **They can expect to see union representatives and stewards on the floor of their facilities more often. They can expect to see improved contract enforcement, especially because the stewards training we are launching will give them tools to make sure that management is upholding the letter and the spirit of our agreements. This will give us many more eyes and ears on the spot to ensure enforcement and we're going to have the staff capacity to respond instantly wherever necessary.**

Members can also expect to see a more visible Local 400 in the media and

throughout our communities. Our members' quality of life matters not just when they're inside our brick and mortar facilities, but when they're at home, in their neighborhoods and everywhere else. So we're out to strengthen our communities because we're an integral part of them and that, in turn, strengthens our union.

**Q.** *You just talked about the union's role in the community; how do you see Local 400's role in the UFCW International Union?*

**A.** **Local 400 has enjoyed a very special relationship with the UFCW International**

**going all the way back to 1974. It is my intention to continue that relationship and, if possible, to strengthen it even further. Every UFCW local union needs to work hand-in-hand with the International and with each other when it comes to coordinated bargaining and growth strategies. Our employers coordinate and if we don't, our members won't get the contracts they deserve. As Local 400 focuses on growth, we're going to be collaborating and cooperating with the International on the strategies we use and where we target our efforts.**

As members may remember, Local 400 played a central role in the workers' recent victory at Smithfield's Tar Heel plant in North Carolina. As they say, no good deed goes unpunished, so in return for our efforts, the company tried to stymie us by filing meritless lawsuits against Local 400. But we're not afraid of corporate bullying when it comes to protecting our members and expanding our market share.

It's also worth noting that International President Joe Hansen has made a huge difference in making the UFCW more uni-

*(Continued on page 25)*

**"There's so much our members have to offer and so much we can achieve."**

# Local 400 Launches New Safety Campaign

*Led by OSHA-Certified Trainers Hepner, Miller*

Taking its longtime commitment to workplace health and safety to new levels, Local 400 has launched a campaign to ensure that every member is fully protected from harm on the job.

As a centerpiece of the campaign, Local 400 Organizing Director Jim Hepner and Representative Chuck Miller recently completed two rigorous courses at the National Labor College under the auspices of the U.S. Occupational Safety and Health Administration (OSHA), certifying them as safety and health inspectors and instructors.

"We are committed to ensuring safe and healthy workplaces for every one of our members," said Local 400 President Tom McNutt. "Jim Hepner and Chuck Miller have been enforcing the safety provisions in our contracts and conducting inspections. By completing these college-level courses, passing demanding tests, and receiving OSHA certification, they take the power to protect our members to new levels.

"Equally important, Jim and Chuck are now certified as OSHA trainers and they will be giving our representatives,

stewards and members the skills they need to ensure safety on a 24/7 basis," McNutt said. "Worker safety is a priority in my administration."

The courses covered everything from the many complex OSHA regulations to fire and electrical codes. They included items such as the number of parts per million allowed of certain chemicals, how far a welding device must be located away from a flammable object, the proper use of storage tanks, and the need for aisles and exit doors to be navigable and free from blockage. Their comprehensive nature was especially valuable to Local 400 due to the wide range of industries members work in, including retail food, retail, health care, nursing homes, chemical plants and barber shops.

Hepner, Miller and the other participants in the "train the train-

er" course shared responsibility for teaching the intensive class and ensuring full knowledge not only of the substance of safety and health procedures and protections, but proper public speaking and presentation techniques.

"It's easy to take safety for granted, but we don't and no one ever should," Hepner said. "A lot of people think working in a grocery store is safe, but there is a host of hazards we must be vigilant about, including ensuring that all power jack operators are fully trained and that the tops of coolers are not used for storage."

"We're ready to come and help wherever there is a problem," Miller said. "And if there is an imminent danger to our members, we will not leave the store or facility until it's corrected."

"We're going to train staff and stewards to mobilize as safety and health advocates and enforcers," McNutt said, "because we are going to make sure that our members are the best-protected workers anywhere."



## **PRESIDENT ISSUES WORKERS MEMORIAL DAY PROCLAMATION**

History was made on April 28, as Barack Obama became the first president to proclaim this date as Workers Memorial Day.

The labor movement has observed Workers Memorial Day for the past 19 years, with unions dedicating themselves to "mourn for the dead and fight for the living."

Workplace safety and health remains an imperative. In 2008, the most recent year in which statistics are available, 5,214 American workers were killed on the job, 50,000 died of occupational diseases, and 4.6 million were injured. As shocking as these figures are, a recent AFL-CIO report puts the true

number of on-the-job injuries at between 9 and 14 million year.

"Clearly, on Workers Memorial Day 2010, there is much to be done, because no one should ever die for their job," said Local 400 President Tom McNutt. "The good news is that the Obama administration is increasing the number of OSHA inspectors and beefing up enforcement of safety and health laws, and the president himself made clear how much he recognizes the urgency of action."

The president's proclamation urges "all Americans to participate in ceremonies and activities in memory of those who have been killed due to unsafe working conditions."

**GOOD JOBS. SAFE JOBS. FOR ALL.**

In a clear victory for Local 400 members that sends a strong message to other employers, a federal judge recently upheld an arbitrator's decision that Clearon Corporation, Inc., wrongly denied sick leave benefits and disciplined George Atkins, a company employee who is the union's chief steward.

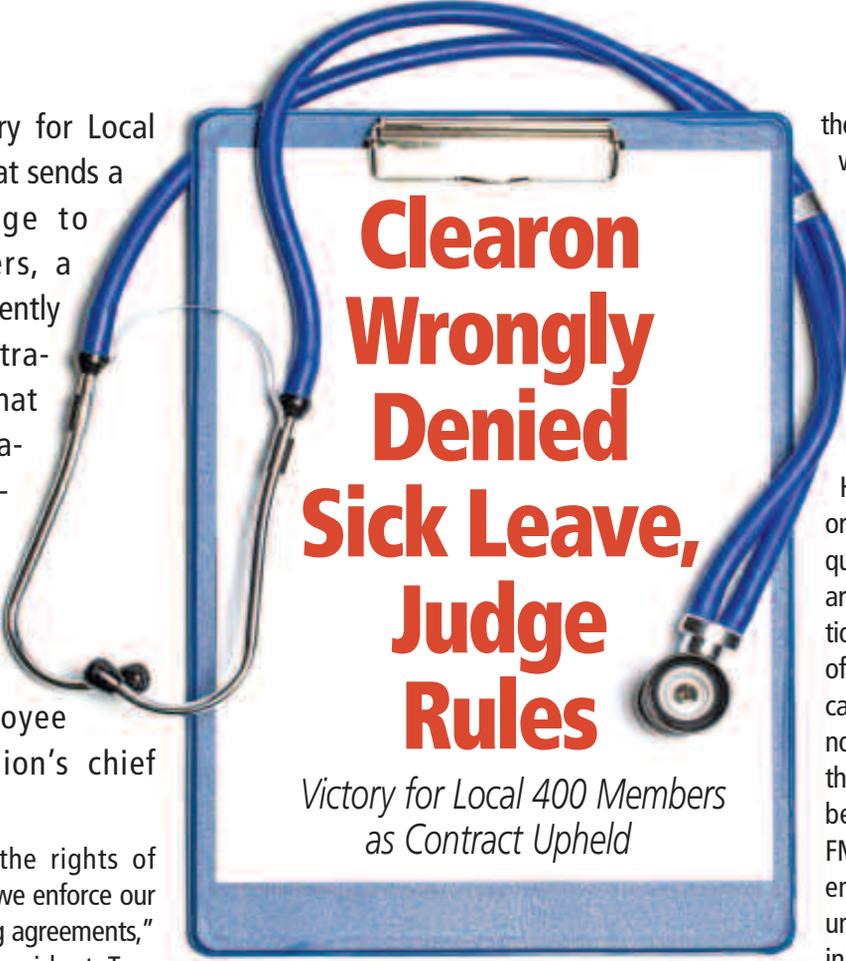
"We fight for the rights of every member and we enforce our collective bargaining agreements," said Local 400 President Tom McNutt. "That's what we did for George Atkins and it's what we do for all our brothers and sisters.

"By taking strong action, we not only righted the wrong Clearon did to George," McNutt said, "but we also sent a clear message to every employer that you are to abide by the letter and the spirit of our contracts or we will hold you accountable."

In this case, Atkins informed his supervisor in advance that he would need to leave work for a doctor's appointment and medical testing on the morning of December 26, 2007. He had been suffering from pain and this was the only open date for testing in the next two months.

This seemed straightforward and in keeping with the terms of the contract. However, the next day, management told Atkins it considered his absence "unexcused," that he would not receive sick leave benefits, and that he would be written up for an "occurrence" on his record.

Local 400 filed a grievance against Clearon, because the collective bargaining agreement clearly states that Local 400 members are entitled to receive 100 percent of their base daily wages when they are absent due to non-work related illness or injury for up to six full weeks, with lesser amounts for sick leave up to a maximum of 26 weeks. The company denied the grievance. It



# Clearon Wrongly Denied Sick Leave, Judge Rules

*Victory for Local 400 Members  
as Contract Upheld*

then went to arbitration; the case was heard on September 26, 2008.

Clearon's defense was contract language that states, "Employees requesting [sick leave] benefits must complete [a Family and Medical Leave Act (FMLA)] request form ... and provide it to the Employee Health Nurse, prior to the illness or injury if feasible, to determine qualification for benefits." But the arbitrator rejected this rationalization, finding that "the completion of the form is to determine qualification for benefits under FMLA and not to determine qualifications for the [sick leave] wage continuation benefit [in the contract]." (The FMLA is the federal law requiring employers to give their workers unpaid time off due to illness or injury, or to care for a sick relative.)

The arbitrator upheld the grievance and directed that Atkins be paid sick leave benefits for the hours claimed on December 26, 2007, and that the "occurrence" be removed from his record.

Rather than abide by the arbitrator's ruling as required under the collective bargaining agreement's binding arbitration provision, Clearon sued in federal court to have the arbitrator's decision voided. On March 30, 2010, Senior District Judge David A. Faber of the U.S. District Court for the Southern District of West Virginia upheld the arbitrator's ruling, finding that the arbitrator was not biased and came to his conclusions reasonably.

"We will not tolerate for one moment any employer failing to hold up its end of the bargain when it comes to our contracts, no matter the circumstances," McNutt said. "It's even more egregious when such an action is arbitrary or capricious, or appears aimed at an employee based on his or her union activism. The

fact that we won this case is an important precedent, but it shouldn't have taken 27 months to achieve justice. As always, we will remain vigilant to prevent Clearon or any other company employing our members from doing the same."

Clearon is a manufacturer of chlorine and other chemical products based in South Charleston, W.Va.



**"We enforce our  
collective bargaining  
agreements"**

— Local 400 President Tom McNutt

# STEWARDS Spotlight

## Chantel H. Scott

**Bookkeeper**

*Shoppers #2369, Oxon Hill, Md.*



*"The union ensures we have good wages and health care."*

**Years in Union:** 17

**Years as Steward:** 1

**Family:** Married with three children

**Enjoys Most about Being a Steward:** Helping others

**Hobbies:** Singing and cooking

**Future Plans:** To have my own theatrical production

## William S. Washington

**Billing Specialist**

*Giant #198, Potomac, Md.*

**Years in Union:** 20

**Years as Steward:** 4

**Family:** Married

**Enjoys Most about Job:** Working with the customers

**Enjoys Most about Being a Steward:** Helping new employees with problems

**Hobbies:** Photography and hang-gliding



*"The union provides job security."*

## Nanette Demus

**Floral Designer**

*Kroger #773, Clarksburg, W.Va.*



*"The union gives us job protection and benefits."*

**Years in Union:** 31

**Years as Steward:** 1

**Family:** Married with two children

**Enjoys Most about Job:** Creating beautiful designs

**Enjoys Most about Being a Steward:** Talking with employees

**Favorite Place on Earth:** Las Vegas

## John A. Marks, Jr.

**Receiver/Food Clerk**

*Safeway #4933, McLean, Va.*

**Years in Union:** 21

**Years as Steward:** 1

**Family:** Married

**Enjoys Most about Being a Steward:** Making sure people are treated fairly

**Hobbies:** Travel and playing music

**Future Plans:** Travel to India to see the Taj Mahal



*"The union offers affordable health care."*

## Linda Carol Cox

**Diabetes Resource Nurse**

*Kaiser #16, Temple Hills, Md.*



*"The union works on our behalf and as a partnership with Kaiser."*

**Years in Union:** 11

**Years as Steward:** 1

**Enjoys Most about Job:** Teaching and working with members about diabetes prevention and control

**Enjoys Most about Being a Steward:** Making the Partnership work

**Hobbies:** Reading, teaching home bible-based life groups

**Future Plans:** Expand my role as a teacher and coach for diabetes management

## Don Robinson

**Meat Cutter Clerk**

*Kroger #753, Parkersburg, W.Va.*

**Years in Union:** 30

**Years as Steward:** 4

**Family:** Married

**Enjoys Most about Job:** Cutting meat

**Enjoys Most about Being a Steward:** Helping people

**Hobbies:** Hunting and fishing



*"The union gives us strength in numbers."*

# Local 400 Stands in Solidarity With Striking Shaw's Workers



Shaw's supermarket chain in New England and its parent company, Supervalu, have forced 310 workers at their Perishable Distribution Center in Methuen, Mass., into the streets on strike since March 7, over unfair management demands for workers to bear all the burden of increasing health care costs.

While their struggle had gone on for more than three months at the time this issue of the *Union Leader* went to press, the striking workers were not alone. Local 400 and other UFCW Local Unions representing workers at Supervalu-owned chains—including Shoppers Food & Pharmacy—are standing in Solidarity with their brothers and sisters at Local 791 and have taken direct action to pressure the company to sit down and negotiate in good faith.

Local 400 members working at Shoppers have worn stickers at work and engaged customers and managers to urge Supervalu to work out a quick and fair solution that keeps health care affordable for Shaw's employees.

"Supervalu is getting the message that we are one union, speaking with one voice," said Local 400 President Tom McNutt. "Our members work for a different subsidiary than the Shaw's workers, but they are willing to take a stand to support their struggle. It's time for Supervalu to get Shaw's back to the table and negotiate a fair settlement."

From the onset of the strike, Shaw's has used health care as a weapon to punish workers and coerce them into submission. On April 1, three weeks into the strike, the company unilaterally cut off health care coverage for strikers and their families, ignoring the fact that many workers have spouses or young children with serious medical conditions.

After ignoring several requests to sit down at the bargaining table, including calls by Mass. Gov. Deval Patrick and other political, religious, labor and community leaders, Shaw's finally resumed negotiations on May 2, only to demand even more draconian cuts to workers' living and working standards. In an effort to end the strike, the workers made significant movement in their contract offer, which Shaw's flatly rejected.

Clearly, Shaw's has no intentions of bargaining in good faith and reaching a fair agreement with its workers. Shaw's callous demands include:

- Taking away the workers' union health care plan and substituting it

with a more expensive company plan with fewer benefits;

- Eliminating the pension plan for new employees; and
- Subcontracting work to a third party, resulting in a significant loss of jobs reducing the work performed by union members by 50 percent.

Adding insult to injury, Shaw's is insisting that replacement workers stay in the facility, meaning that more union members would lose their jobs.

Despite Shaw's brazen bad faith and the length of the walkout, Solidarity remains as strong as ever among the members of Local 791. From May 24 to May 28, many striking workers were joined by community supporters for a 60-mile march from Methuen to the Massachusetts State House in Boston to demand justice. All along the route, people turned out for rallies to show support for the workers.

"We are going to keep the heat on Supervalu," McNutt said. "We're doing it not only for the sake of our brothers and sisters at Local 791 but to make sure the company thinks twice before ever again trying to go after the health benefits of any of its subsidiaries' employees. The members of Local 400 and Local 791 stand together against corporate greed, and for health security and economic justice."

# Local 400 Supports Striking Daycon Workers

Local 400 President Tom McNutt and other top officials lent the union's strong support to the 55 members of Teamsters Local 639 who are on strike against Daycon, a large Upper Marlboro-based cleaning supplies company.

The workers walked out on April 26 over the company's insistence on compensating employees according to an unfair pay scale that keeps newer workers permanently behind their more senior counterparts. At the time this issue of the *Union Leader* went to press, the strike had lasted more than seven weeks, with the company continuing operations by using scabs.

"This is what we do for each other," McNutt said as Local 400 joined the picket line on May 4. "We're here today to demonstrate Local 400's solidarity and support. We've worked with Local 639 before as fellow unions in the food service industry, and we'll support Teamster members wherever they work.

"We are all part of one movement and Solidarity is the key to our success," McNutt said. "When we stick together and stand together, no one can break us. That's why Local 400 always stands with our brothers and sisters from other unions when they face struggles. Similarly, Local 400 members know that they not only have their 37,000 fellow members at their side, but the hundreds of thousands of members of other unions throughout our jurisdiction."

On the picket line, McNutt presented a \$1,000 check on behalf of Local 400 members to the strike

fund for the Daycon workers, who cheered, applauded and chanted in appreciation. "Awesome," said Teamsters Local 639 President Tommy Ratliff. "Local 400 did a hell of a job and really came out here for us today."

Local 400's support, which was unsolicited, gave a strong boost to the workers as the strike dragged on. Their spirits and Solidarity were bolstered further by a National Labor Relations Board (NLRB) ruling throwing out charges filed by Daycon against the union and its workers. Teamsters Local 639 filed unfair labor practice charges against Daycon which, at this writing, were under review by the NLRB.

Support was being built by an outreach effort in which Teamsters Local 639 and the Metropolitan Washington Council

AFL-CIO called on major customers to "ask Daycon to return to the bargaining table and negotiate a fair settlement in good faith with its workers" and to "refuse to accept deliveries" from the company until the strike is settled.

As part of this effort, Daycon workers recently handed out flyers to tourists entering the National Air & Space Museum. The flyers, which could be turned into paper helicopters, urged readers to tell the Smithsonian to bring Daycon back to the bargaining table.

Local 400 members wishing to support their brothers and sisters striking against Daycon can mail checks or drop off non-perishable food items to the Metropolitan Washington Council AFL-CIO Community Services Agency at 888 16th Street, NW, Suite 520, Washington, D.C., 20006. Checks and packages should be labeled "IBT Strikers." For more information, readers can send an email to [kmckirch@dclabor.org](mailto:kmckirch@dclabor.org).

**From left to right, Local 400 President Tom McNutt, Teamsters Local 639 President Tommy Ratliff, Local 400 Secretary-Treasurer Mark Federici, and Metropolitan Washington Council AFL-CIO President Joslyn Williams walk the picket line with striking Daycon workers.**

Photo: Chris Garlock/Union City



# Pressure Mounts on Walmart to Behave Responsibly

Public outrage over Walmart's unrestrained greed and irresponsible corporate practices is growing in a host of areas, ranging from the company's evasion of taxes to its alleged pay discrimination against women employees.

On April 15th, community activists and members of Locals 400, 27 and 1994 held a public protest in downtown Washington, D.C., calling attention to Walmart's systematic abuse of state corporate income tax loopholes.

For years, Walmart has engaged in the shady practice of creating corporate shell companies, transferring ownership of its properties to these companies, and then deducting rent payments to these companies from their state corporate income taxes. In fact, a recently-leaked confidential memo prepared by Walmart's tax advisors outlined 27 loopholes that the company could use to reduce its state and local taxes.

As a result, the company could be liable for up to \$2.9 billion in additional taxes if it was subject to audits by state and local governments, according to Walmart's own internal documents.

During the April 15th protest, activists called attention to the fact that at a time when unprecedented state and local budget crises are causing massive cuts in funding for schools, police, fire and other vital public services, it's long past time for a company raking in more than \$12 billion in annual profits to start behaving like a responsible corporate citizen. They passed out informational flyers to commuters on their way to work, obtaining signatures on a petition calling on Walmart to pay its fair share, and urging government audits of the world's largest retailer.

"With one hand, Walmart grabs all kinds of state and local tax subsidies for its stores and operations, ranging from tax abatements to Medicaid coverage for its employees, while with the other hand, it evades paying what it rightfully owes," said Local 400 President Tom McNutt. "The company is trying to

have its cake and eat it too. But as taxpayers getting a crummy deal, we say enough is enough."

## Landmark Gender Discrimination Case Advances

In other Walmart news, the largest gender discrimination case in history moved forward recently, as the 9th Circuit U.S. Court of Appeals ruled that Walmart's women workers can seek justice together in one class action case, instead of being forced to sue the company one person at a time.

The class action, *Dukes v. Walmart*, alleges that the company systematically pays women workers less than men receive for the same work, and fails to promote women as rapidly as men.

With the case certified as a class action, billions of dollars in back wages and benefits are at stake. However, Walmart said it would appeal the ruling to the U.S. Supreme Court, a move that will continue to delay a case that was first filed in 2001.

## Company Urged To Fight Poverty At Home

While Walmart tried to garner some positive publicity for itself by announcing

that it would donate \$2 billion over five years to food banks and hunger relief organizations, it refuses to do anything to raise wages for employees whose earnings are so low, they qualify for food stamps.

An analysis by [wakeupwalmart.com](http://wakeupwalmart.com) shows that the company could easily end hunger and poverty among its own workers while remaining profitable. Walmart's most recent quarterly report found that net sales had increased by 6 percent and now total \$99.1 billion. By devoting just 8 percent of this net sales increase to wage hikes, it could raise average earnings for its employees above the poverty line.

"While the Bentonville billionaires are rolling in obscene amounts of money, they allow the workers whose work makes their success possible to live in poverty and rely on food stamps and other government programs to get by," McNutt said. "Until Walmart stops treating its workers as just another expense to minimize, Americans shouldn't enable this immoral behavior."



On April 15, community activists and members of Locals 400, 1994 and 27 held a public protest calling attention to tax evasion by Walmart.

# Tom McNutt Speaks Out

(Continued from page 17)

fied, in coordinating our bargaining and growth strategies. Our members felt this difference directly in the last round of bargaining, as we were able to protect their benefits and improve their contracts without having a work stoppage. As one of the UFCW's largest local unions, we're going to keep supporting his leadership and doing everything in our power to build on his successes.

**Q.** *You've been a Local 400 member and a union activist in many roles for the past 35 years. Please share with us how these experiences shaped your approach to the presidency.*

**A.** Well, every experience shapes who you are. My first job was with the A&P on Pennsylvania Avenue in Forestville, Md. This was a store that had everything going for it. When it opened, it did about \$150,000 a week more in business than the company predicted. But A&P's management at the time didn't know how to properly manage a grocery business and the company has long since left our area. But that negative example gave me a lot of ideas about how our core businesses should operate and that has proved a real benefit when it comes to bargaining and other dealings with our employers.

After serving as a steward at A&P's Lexington Park store, I went to work full-time as an organizer for Local 692 in Baltimore—that's the predecessor to Local 27. Over the course of next 13 years or so, I also worked for Local 1687 in Wilkes-Barre and Local 23 in Pittsburgh, before transferring to Local 400 in 1993, serving in almost every capacity a union staffer can have. It was a real privilege to have worked for four different local

unions, because it allowed me to extract from each one their best practices. I intend to fully deploy these best practices in Local 400, giving members the best representation and best qualified staff, and to help non-union workers achieve the representation they want and need.

**Q.** *What do you see as the role of the labor movement?*

**A.** **In society as a whole, we are the conscience of corporate America. When employers want to stick their hands in members' back pocket to pick it, we must be there to prevent it. When they want to cut corners and**



**shirk safety standards to try to increase their profits, we must be there to stop them. It's about equity, fairness and balance. It's also about upholding the dignity of every worker and getting the respect our members have more than earned.**

Labor also has a critical role to play locally. In the metro D.C. area where so many of our members live and work, I want to influence change in labor from a movement of unions to one union movement. So I intend to build bridges with all of the unions in this area, especially the Teamsters and Bakery Workers who also represent the workers of our employers. As far as I'm concerned, every local union leader in our area is a friend of Local 400 and every union member in our area is a brother or sister. The only way we're going to grow is if we're unified. And the only

way workers in our area will see their economic standing rise is if we grow.

I was proud recently to walk the picket lines with the Teamster Local 639 members who are striking against Daycon, and that's the kind of outreach we're going to be doing a lot more of. They didn't request Local 400's help, but in a labor movement as unified as I believe it needs to be, this kind of inter-union support will be reflexive and automatic. To borrow from the old insurance company slogan, like a good neighbor, Local 400 is there.

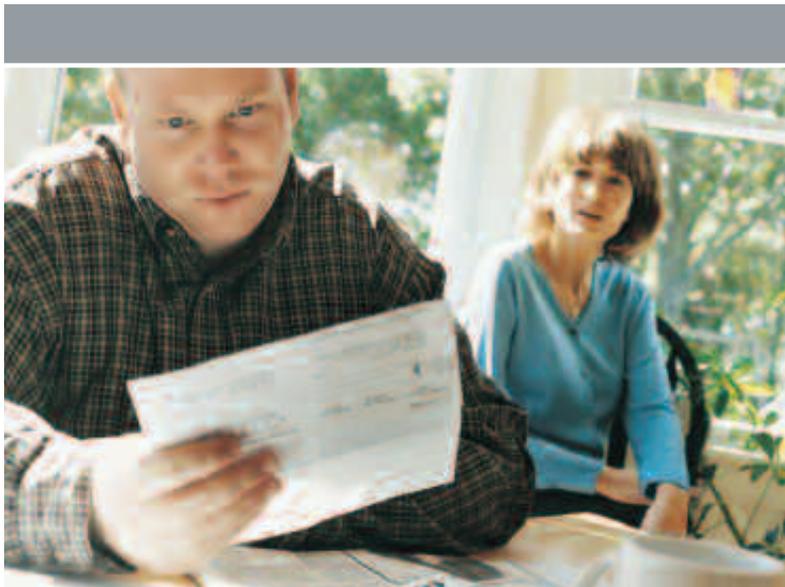
**Q.** *And finally, what do you see your role is as president?*

**A.** This might sound odd, but if I had to come up with one word to describe my approach to the job, it's this: listener. Over the course of the next 12 to 18 months, I'm going to visit as many worksites as possible and listen to our members. After all, they're on the front line every day of the week and I can't be. So one of the ways I intend to lead is by being a good listener.

Because that's what this is about: empowering members. They have knowledge, experience and wisdom that those of us in leadership positions need to utilize. They have skills and talents, as I mentioned earlier, that need to be maximized. They have needs that we must address. And they have aspirations we need to help them fulfill. The only way to accomplish this is by listening.

That will make Local 400 the member-driven union we must become. That will make us more robust and make our internal culture more vibrant. And that will be the only way we can achieve the growth we need to ensure that our members can improve their lives.

It's very humbling to have the responsibilities of being president of our great union, but by listening to our members and acting on what we hear, I'm confident we'll be on the right track.



unique benefits for  
union families at risk

Union Plus has an innovative program of unique benefits for union members facing economic hardship. It's called **Union SAFE** and provides \$3 million in assistance to working families. Benefits include:

- **Job Loss Grants** of \$250 for qualified Union Plus Credit Card holders who have been recently laid off for more than 90 days.
- **Hospital Care Grants** of \$1,000 for qualified participants in the Union Plus Credit Card, Mortgage or Union Plus Insurance programs who have been recently hit with large, unreimbursed hospital expenses.
- **Medical Bill Negotiating Service** may help union members reduce large, outstanding out-of-pocket medical bills from hospitals, physicians, dentists, diagnostic centers and more.
- **Disability Grants** of \$1,000 to \$2,000 for qualified Union Plus Credit Card holders who have significant income loss due to a recent long-term illness or disability.
- **Save My Home Hotline** to help union members avoid foreclosure (Call 1-866-490-5361).
- **Mortgage Assistance** to help Union Plus Mortgage holders who are laid off, disabled or on strike make their mortgage payments.
- **College Saving Grants** of \$500 for union members and retirees who open a new 529 tax-free college savings or pre-paid tuition account on or after July 1, 2009, for their children or grandchildren (age 12 and younger), and contribute at least \$1,000.
- **Insurance Premium Waivers** for members with Union Plus Life Insurance who have been recently laid off for more than 30 days.
- **Credit counseling services**, budgeting advice and no-fee debt management and bankruptcy counseling benefits (Call 1-877-833-1745).

To apply, visit:  
**UnionPlus.org/UnionSAFE**



# Health Care Reform Becomes Law

(Continued from page 5)

change, because members will continue to receive the coverage provided for under their existing collective bargaining agreements. When it comes time to negotiating new contracts, the multiemployer health and welfare plans that currently provide health insurance to most Local 400 members will likely continue to do so. However, the health care reform law's cost containment provisions mean that premiums are unlikely to rise as swiftly as they do now; the less money that goes toward health benefits, the more wage increases become likely.

The health care reform law also means that if Local 400 members change

jobs, retire early or leave work for any reason, they will still be able to find and afford quality health care coverage and not be at risk for medical bankruptcy.

In addition, it will reduce the competitive advantage irresponsible employers such as Walmart gain from providing minimal or no health benefits to their employees. The law will impose fees on companies whose employees purchase coverage on their own through the health insurance exchanges and receive tax credits for doing so. This creates an incentive for employers to provide better health benefits.

"Enactment of health care reform means peace of mind and new opportunities for Local 400 members," McNutt said. "Never again will they have to worry about health insurance if their employment situation changes and

never again will they have to worry about going broke because of a serious illness or injury. Beyond that, the new law should have a positive impact on our market share and bargaining clout, and on our members' wages.

"Local 400 and the UFCW International Union are proud to have worked tenaciously for passage of health care reform not only because of how much it will help our members but because it will literally be a life-saver for all working families," McNutt said. "We all suffer when fellow workers are uninsured—both because of the added cost to our health coverage and because of the unfair competitive advantage companies like Walmart have—and we will all benefit as health care becomes a right in America, just as it is in most of the rest of the world."

**1. UFCW FUN DAY TICKETS!**  
Valid July 1 - 16, 2010  
**ONLY \$28<sup>50</sup>**  
Ages 3 to 61 AND 48" tall or taller.

**Juniors/Seniors ONLY \$24<sup>99</sup>**  
Ages 3 to 61 AND under 48" tall -OR- Ages 62 and above

**2. GOOD-ANY-DAY TICKETS!**  
Valid any regular park operating days in 2010  
**ONLY \$39<sup>99</sup>**  
Ages 3 to 61 AND 48" tall or taller.

**Juniors/Seniors ONLY \$29<sup>99</sup>**  
Ages 3 to 61 AND under 48" tall -OR- Ages 62 and above  
Children ages 2 and under admitted FREE

## UFCW LOCAL 400 DISCOUNT DAYS!

2 GREAT WAYS TO SAVE!

PURCHASE YOUR TICKETS ONLINE

Place your credit card order online at [www.KingsDominion.com](http://www.KingsDominion.com)  
Then, simply click on **tickets**, then **corporate partner**.  
Your company ID is: **UFCW10**

TWO ONLINE PURCHASE OPTIONS

1. **Print your eTicket off the web.** Online eTicket purchases can be made up to the day of your visit. Just print out your eTicket and bring it with you to the Park. There is no service charge.
2. **Have your tickets mailed to you.** Online purchases must be made seven (7) days in advance. There is a \$5.00 service charge per order.

CELEBRATE FAMILY FUN!

Come and enjoy a full day of fun at Kings Dominion with your family and friends!

DON'T MISS THE FIREWORKS MAY 31, JULY 3 & 4 & SEPTEMBER 4 & 5

# Kings Dominion

For up-to-date Park information, go to:  
[WWW.KINGSDOMINION.COM](http://WWW.KINGSDOMINION.COM)

©2010 Cedar Fair, L.P. © 2010 Dave Eckhardt, Inc. PEANUTS © LFS, Inc. XD10-201



**Intimidator 305**



**Planet SNOOPY**

# May Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	1,329,404
2	RECEIPTS (from all sources): DUES MISCELLANEOUS	1,338,973 8,267
3	TOTAL RECEIPTS	1,347,240
4	TOTAL OF LINES 1 AND 3	2,676,643
5	DISBURSEMENTS for current months	1,465,742
6	CASH ACCOUNT BALANCE at the end of current month	1,210,901
7	BALANCE AT END OF MONTH as shown on Bank Statement	1,316,578
8	DEPOSIT IN TRANSIT	0
9	TOTAL OF LINES 7 AND 8	1,316,578
10	LESS: Checks included in item 5 not returned with bank statement	105,677
11	BALANCE (Should agree with Line 6)	1,210,901
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,124,704
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	608,875
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	124,750
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,296,718
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	<b>2,773,263</b>

## 2010 AREA MEETINGS SCHEDULE\*

<p><b>Tuesday, Sept. 7 CHARLOTTESVILLE</b> <i>Holiday Inn</i> 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</p> <p><b>Monday, Sept. 13 BECKLEY</b> <i>Holiday Inn</i> 114 Dry Hill Road Beckley, WV 25801 (304) 252-2250</p>	<p><b>Tuesday, Sept 14 HUNTINGTON</b> <i>Hampton Inn</i> 3442 US Route 60 East Barboursville, WV (304) 733-5004</p> <p><b>Wednesday, Sept. 15 DANVILLE</b> <i>Holiday Inn Express</i> 2121 Riverside Dr Danville, VA 24540 (434) 793-4000</p> <p><b>Monday, October 4 PARKERSBURG</b> <i>Comfort Suites</i> 167 Elizabeth Pike Mineral Wells, WV 26150 (304) 489-9600</p>	<p><b>Tuesday, October 5 BLUEFIELD</b> <i>Quality Hotel &amp; Conference Center</i> Route 460 Bypass 3350 Big Laurel Hwy Bluefield, WV 24701 (304) 325-6170</p> <p><b>Wednesday, October 6 BRISTOL</b> <i>Holiday Inn</i> Exit 7 off of Interstate 81 3005 Linden Dr. Bristol, VA 24202 (276) 466-4100</p>	<p><b>Monday, October 25 CLARKSBURG</b> <i>Holiday Inn</i> 100 Lodgeville Road Bridgeport, WV 26330 (304) 842-5411</p> <p><b>Thursday, Nov. 4 CHARLOTTESVILLE</b> <i>Holiday Inn</i> 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</p>
--	---	--	--

\* All meetings are at 7 p.m.

## 2010 QUARTERLY MEETINGS SCHEDULE\*

<p><b>Monday, August 2 CHARLESTON</b> <i>Holiday Inn-Civic Center</i> 100 Civic Center Charleston, WV 25301 (304) 345-0600</p> <p><b>Wednesday, Sept. 8 RICHMOND</b> <i>Holiday Inn-Central</i> 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</p>	<p><b>Thursday, Sept. 9 NORFOLK</b> <i>Norfolk Office</i> 3620 Tidewater Drive Norfolk, VA 23509</p> <p><b>Monday, Sept. 13 ROANOKE</b> <i>Holiday Inn</i> 450 Litchell Road Salem, VA 24153 (540) 389-2424</p> <p><b>Tuesday, Sept. 21 LANDOVER</b> <i>Local 400 Headquarters</i> 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</p>	<p><b>Tuesday, Nov. 2 NORFOLK</b> <i>Norfolk Office</i> 3620 Tidewater Drive Norfolk, VA 23509</p> <p><b>Wednesday, Nov. 3 RICHMOND</b> <i>Holiday Inn-Central</i> 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</p> <p><b>Monday, Nov. 8 CHARLESTON</b> <i>Holiday Inn-Civic Center</i> 100 Civic Center Charleston, WV 25301 (304) 345-0600</p>	<p><b>Wednesday, Dec. 1 ROANOKE</b> <i>Holiday Inn</i> 450 Litchell Road Salem, VA 24153 (540) 389-2424</p> <p><b>Tuesday, Dec. 21 LANDOVER</b> <i>Local 400 Headquarters</i> 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</p>
--	---	--	--

\* All meetings are at 7 p.m.

## ALL IN THE FAMILY

### Condolences

Family of Matthew Blevins, *Giant 227*

Family of John "Jack" Leonard,  
*Super Fresh Retiree*

Kenny Lewis, *Giant 310, Loss of Mother*

Tina Baiderson, *Giant 310, Loss of Father*

Velma Gilzene, *Giant 310, Loss of Brother*

Everett Nichols, *Giant 310, Loss of Father*

Family of Robert R Meade, *Giant 123 Retiree*

### Congratulations

C. James Lowthers, *Local 400 President Retired*

# Union Sportsmen's Alliance Helps Hunters, Anglers

Hunting and fishing are among the favorite pastimes for many Local 400 members, and now they have an organization devoted solely to help maximize their experience in our fields and streams—the Union Sportsmen's Alliance (USA).

The USA will help you plan trips, learn tips, swap stories and save money through the only hunting and fishing club designed exclusively for union sportsmen, sportswomen and their families.

"The Union Sportsmen's Alliance is one of many unique benefits our members have the opportunity to take advantage of," said Local 400 President Tom McNutt. "It's a quality organization that enhances our members' hunting and fishing experiences, and helps them get more out of their recreational time and money. You just have to be a member of Local 400 or another union to belong."

For annual membership dues of \$25, USA members get:

- A one-year subscription to *Petersen's Hunting, In-Fisherman* or *Guns & Ammo*;
- A subscription to USA's magazine, *The Union Sportsmen's Journal*;
- A USA-logo Buck knife;
- A \$25 Gift Certificate for Beretta Field Gear;
- Money-saving discounts on gear & services;



- 12 chances to win in the Beretta gun-a-month drawing;
- Chances to win free gear and trips;
- Auto and hard hat decals;
- Access to the members-only section of the USA website, which includes discussion forums in which you can share conservation projects or plan your next outdoor adventure, a trading post where you can sell outdoor gear and equipment, and sections where you can post photos of your latest hunting or fishing trip;
- A free MyTopo.com online mapping subscription; and
- The latest tips, techniques & news.

The USA links you with a community of conservation-minded union sportsmen and sportswomen stretching from coast to coast and throughout

Canada. Joining the USA puts you just a few clicks away from communicating, making friends and establishing life-long relationships with union brothers and sisters just as concerned as you about protecting fish and wildlife habitats and our hunting and fishing heritage.

For more information on becoming a USA member, please contact Local 400 toll-free at (800) 638-0800, ext. 305.



## LOCAL 400 RETIREES

### Giant

Rosie M Roe, *Flint Hill, Va.*, 45 years  
 Joseph Akers Jr, *Welcome, Md.*, 9 years  
 Judy Bailey, *Myrtle Beach, S.C.*, 38 years  
 William A Blair, *Rockville, Md.*, 30 years  
 Donna M Brown, *Ijamsville, Md.*, 30 years  
 Darawattage L Dias, *Montgomery Village, Md.*, 20 years  
 Louis H Lucas, *Stafford, Va.*, 27 years  
 Barbara Wallace, *Woodbridge, Va.*, 13 years  
 Michael Morgan, *Fredericksburg, Va.*, 18 years  
 Herbert L Wilson Jr, *Capitol Heights, Md.*, 10 years  
 Susan E Austin, *Myrtle Beach, S.C.*, 33 years  
 Stephen Bowers, *Haymarket, Va.*, 37 years  
 Wesley C Morgan, *Lothian, Md.*, 37 years  
 John T Osler, *Jeffersonton, Va.*, 29 years  
 Donald L Porter, *Washington, Va.*, 38 years  
 John R Saunders, *Leesburg, Va.*, 17 years  
 Samuel W Whittaker, *Washington, D.C.*, 7 years  
 Diana L Arneson, *Lusby, Md.*, 17 years  
 Robert M Carroll, *Fairfax, Va.*, 38 years  
 Georgina C Duran, *Rockville, Md.*, 20 years  
 Georaine G Marcum, *Manassas, Va.*, 35 years  
 Robert J Pish, *Manassas, Va.*, 43 years  
 James R Richardson, *Washington, D.C.*, 39 years

Ronald P Salamone, *Columbia, Md.*, 21 years  
 Alice E Scott, *Scottsville, Va.*, 30 years  
 Paul C Seekford, *Manassas, Va.*, 40 years  
 Mary Catherine Trumbo, *Urbana, Md.*, 35 years  
 Michael J Washington, *Upper Marlboro, Md.*, 31 years

### Kroger

Albert B Heiston Jr, *Richmond, Va.*, 5 years  
 Timothy W Harris, *Arlington, Va.*, 16 years  
 Donald K Snellings, *Midlothian, Va.*, 5 years  
 Jane K Angle, *Vinton, Va.*, 21 years  
 Earl B Cardwell, *Lynchburg, Va.*, 36 years  
 Bonnie H Chaszar, *Salem, Va.*, 44 years  
 James G Cunningham, *Montvale, Va.*, 38 years  
 Rebecca C Ingram, *Vinton, Va.*, 6 years  
 Judith A Krough, *Cloverdale, Va.*, 6 years  
 Amy Whittaker, *Princeton, W.Va.*, 22 years

### Safeway

Roscoe E Birckett, *Temple Hills, Md.*, 29 years  
 Gloria B Lee, *Forestville, Md.*, 20 years  
 Ronald L Muth, *Winchester, Va.*, 35 years  
 Patricia A Thorne, *Washington, D.C.*, 15 years  
 Connie Milbourne, *Berryville, Va.*, 22 years  
 Ruth A Thompson, *Washington, D.C.*, 23 years

Genia N Vayo, *Fairfax, Va.*, 20 years  
 Lucille L Arneel, *Warrenton, Va.*, 11 years  
 James R Peters Jr, *Washington, D.C.*, 36 years  
 Dorothy R Waggoner, *Warrenton, Va.*, 6 years

### Shoppers

Alton E Chapman Jr, *Temple Hills, Md.*, 25 years  
 Rose M Rawls, *Lovettsville, Va.*, 14 years  
 Hilda C Tirado, *Alexandria, Va.*, 18 years  
 Vivian Wanner, *Woodbridge, Va.*, 19 years  
 Muriel Bretzfelder, *Alexandria, Va.*, 20 years  
 Phanthang Kim, *Gaithersburg, Md.*, 15 years  
 James T Samuel, *Woodbridge, Va.*, 19 years  
 Carl C Billings, *Manassas, Va.*, 18 years  
 Brenda G Eury, *Adelphi, Md.*, 22 years  
 Jean F Marks, *Winchester, Va.*, 18 years

### Syms

Seymore L Frishman, *Silver Spring, Md.*, 25 years

### Farmers Market

Carole A Banks, *Washington, D.C.*, 12 years

### Local 400 Staff

C. James Lowthers, *Annapolis, Md.*, 34 years

### Have You Moved? Then Let Us Know!

Please fill in the information below.

NAME \_\_\_\_\_

NEW ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_

STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE NO. \_\_\_\_\_ COMPANY & STORE NO. \_\_\_\_\_

Mail this information to: UFCW Local 400, 4301 Garden City Drive, Landover, MD 20785.

### ¿Se ha mudado? ¡Entonces déjenos saber!

Por favor llene la información a continuación.

NOMBRE \_\_\_\_\_

NUEVA DIRECCIÓN \_\_\_\_\_

CIUDAD \_\_\_\_\_

ESTADO \_\_\_\_\_ ZIP \_\_\_\_\_

TELÉFONO NO. \_\_\_\_\_ COMPAÑÍA Y TIENDA NO. \_\_\_\_\_

Envíe esta información a: UFCW Local 400, 4301 Garden City Drive, Landover, MD 20785.

# Promote Heritage, Not Hate



**T**he more our nation moves forward into a just, fair and brighter future, the more some politicians react by trying to

put America into reverse, basking in a past where no one in their right mind would want to live today.

We saw this firsthand when Virginia Gov. Robert McDonnell (R) proclaimed April as Confederate History Month. Somehow, his decree never mentioned the moral stain

of slavery, as if the Civil War was really a principled battle over states' rights rather than a fight over whether human beings could be treated as chattel and property in a country founded on the principles of freedom and liberty.

McDonnell added insult to injury when his explanation for this "oversight" was to say that, "there were any number of aspects to that conflict between the states. Obviously, it involved slavery. It involved other issues. But I focused on the ones I thought were most significant for Virginia."

Hmmm. So slavery was not among the most significant issues for Virginia? What about the approximately 1.6 million Virginians who are descended from slaves?

Eventually, McDonnell backtracked and apologized. But the damage was done.

Then, the governor did even more to turn the clock back when he told convicted felons who have completed their sentences that he would only restore their voting

rights if they wrote a letter to him, a move that immediately brought to mind the literacy tests and poll taxes of the Jim Crow era.

Keep in mind that in 39 states, felons' voting rights are automatically restored once their sentences are completed. In fact, Virginia is one of only two states that permanently remove felons' voting rights when they are convicted, leaving the decision about restoration entirely up to the governor. In addition, non-violent felons in Virginia still have to wait two years after they complete their sentences

to apply for the right to vote (violent felons have a five-year waiting period).

After an uproar over the letter-writing requirement, McDonnell backed off—a little—but said that non-violent felons would still be asked to write "a brief description of civic or community involvement" in their application.

All of this is happening under the backdrop of race. African Americans are disproportionately likely to be convicted and sentenced to jail for longer terms than whites. In many states, the denial of voting rights for convicted felons is seen as one way to suppress minority votes and is used by elected officials of McDonnell's ilk for partisan advantage.

These attitudes were wrong in the 20th century and they are even less suited to the 21st. We are a country built on the great ideal that all our citizens have certain inalienable rights. And the course of American history has seen clear and consistent progress toward making this ideal a reality for all. We deserve leaders committed to continuing the great American journey, not those trying to hit the rewind button and reopen old wounds for their own political gain.

Mark P. Federici  
Secretary-Treasurer

*▼ All our citizens have certain inalienable rights. ▼*

**United Food and Commercial  
Workers Local 400**

4301 Garden City Drive  
Landover, MD 20785



Change Service Requested



Nonprofit Org.  
U.S. Postage  
PAID  
Hyattsville, MD  
Permit No. 4084

## BARGAINING UPDATE BY W. CHRISTIAN SAUTER

### **Annapolis Police**

85 employees; contract expires 6/30/10;  
Ratified 2 year agreement

### **Bestway**

45 employees; contract expires 6/30/10

### **Brooks Brothers**

25 employees; contract expired 3/31/10;  
Ratified 3 year agreement

### **Chesapeake Shores**

85 employees; contract expired 2/20/10;  
Ratified 3 year agreement

### **Elizabeth Adam Crump Manor**

89 employees; contract expired 5/2/10;  
Negotiations in progress/contract extended

### **Gino Morena Enterprises (Aberdeen Proving Ground)**

12 employees; contract expired 6/4/10;  
Contract extended

### **(Ft. Meade Barber)**

6 employees; contract expired 2/16/09;  
Negotiations in progress/contract extended

### **Healthcare Services Group (Elizabeth Adam Crump Manor)**

20 employees; contract expired 6/15/10;  
Negotiations in progress/contract extended

### **Kaiser Permanente**

(Local & National Agreements)  
984 employees; contract expires 12/11/12

### **Keys & Associates**

2 employees; contract expires 11/10/10

### **Kroger (Richmond/Tidewater)**

2600 employees; contract expired 3/27/10;  
Negotiations in progress/contract extended

### **Mayfair/Kilmarnock**

32 employees; contract expires 12/5/10

### **Randy Wright Printing**

5 employees; contract expires 7/31/10

### **Sunbridge Nursing Home**

45 employees; contract expired 4/14/10;  
Ratified 3 year agreement

### **Syms Corporation**

80 employees; expired 4/30/09;  
Negotiations in progress/contract extended

### **Todd Enterprises**

20 employees; contract expired 2/14/10;  
Negotiations in progress/contract extended

### **Tyson Foods**

750 employees; contract expires 11/6/10