

# Local 400 UNION LEADER

## Members Save Our Shoppers

Activism Forges  
Industry-Leading  
Contract

### Local 400 To Elect Officers and Vice Presidents

Nominations for UFCW Union Local 400 president, secretary-treasurer, recorder and 24 vice presidents for new, three-year terms beginning January 1, 2013, will be conducted as outlined on page 11.

### Local 400 Elegirá Oficiales y Vice- presidentes

Las nominaciones para los cargos de presidente, secretario-tesorero, oficial de actas y 24 vicepresidentes de la Local 400 de la UFCW, para el nuevo plazo que comienza el 1 de enero de 2013 y que continuará por un período de tres años, se llevarán a cabo de acuerdo al procedimiento que se describe en la página 11.

# Wealth Decline Threatens Middle Class



**T**here has been a lot of news about the rapidly widening income gap between the top 1 percent and the bottom 99 percent, but there's another gap—really, a huge chasm—that is in many ways even more threatening to the survival of the middle class: rising differences in the amount of wealth that families possess.

In June, a Federal Reserve report found that the net worth of the median American family dropped by nearly 40 percent from 2007 to 2010, while it rose for the wealthiest 10 percent.

Think about that. In just three years, the value of a typical family's assets (its home, savings, investments and possessions) minus its liabilities (mortgage, student loans and credit card debt)—went from \$126,400 to \$77,300.

That matters—a lot. Most families are just a layoff, an unexpected illness, the death of a loved one, or other misfortune away from catastrophic financial trouble. It's the size of a family's nest egg that

determines whether this is a survivable problem or a ticket to bankruptcy. The more one's assets are worth, the more security one has.

In addition, wealth determines opportunity, whether that involves going to college, starting a small business or buying a home.

Above all, people need their nest eggs to be able to retire—especially if they don't belong to a union, since so few non-union workers have defined benefit pensions anymore.

So why did the net worth of most American families plummet even as the wealthiest continued to get richer?

Because the 2008 economic implosion wiped out people's savings as home values collapsed and stock prices tanked. Yet the big bankers who caused this meltdown still managed to come out ahead—because they and the politicians they bankroll rigged the game so they always win. When Wall Street wages class warfare on working families, it means business.

*When Wall Street wages class warfare on working families, it means business.*

How do we shrink the wealth gap and rebuild the assets of the middle class? Not by electing Mitt Romney and his fellow Wall Street Republicans who will bring back the very same policies that destroyed our economy and working Americans' economic standing. Not by reversing the financial reform law, cutting taxes for the wealthy even more and denying health coverage to 30 million Americans.

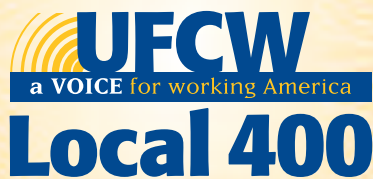
Instead, we must re-elect President Obama and reinvest in real working Americans, the 99 percent of us who earn a paycheck—not golden parachutes or multi-million dollar bonuses. We must make those who've rigged the game (the 1 percent) pay their fair share, and empower workers with a free and fair choice about whether to be represented by a union. The more workers covered by collective bargaining agreements like the ones we just negotiated with Giant, Safeway, Shoppers, Kaiser Permanente and CVS (pharmacists), the more workers will be able to save more, pay down their debts, have comprehensive health coverage, and have real retirement security. That is what we need to do to save the middle class from extinction.

— Thomas P. McNutt, *President International Vice President*

**UNITED FOOD &  
COMMERCIAL WORKERS  
LOCAL 400**

**Thomas P. McNutt**  
PRESIDENT

**Mark P. Federici**  
SECRETARY-TREASURER



**EDITOR**  
Thomas P. McNutt  
**ASSOCIATE EDITOR**  
Mark P. Federici  
**CHIEF PHOTOGRAPHER**  
Bill Burke  
**DESIGN AND LAYOUT**  
Evans Design, LLC  
**EDITORIAL CONSULTANT**  
Bruce Kozarsky

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# UNION LEADER

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# Supreme Court Wrap-Up: Th

The United States Supreme Court ended its term in June with a series of rulings, three of which will have a profound impact on the lives of working families.

## The Good: Health Care Reform Upheld

In the most hotly anticipated ruling of the year, the high court affirmed the constitutionality of President Obama's health care reform law, the Affordable Care Act, by a five to four vote.

Writing for the majority, Chief Justice John Roberts upheld the individual mandate—the law's requirement that Americans not covered by their employer or government programs such as Medicare, Medicaid and the VA Health System either purchase private health insurance or pay a small tax. He did find that the mandate violates the Commerce Clause of the Constitution, which covers the federal government's power to regulate economic activity, but then ruled that it is a legitimate exercise of Congress' taxing power—

that the small amount paid by those not purchasing health insurance meets the definition of a tax.

Siding with Roberts were Justices Stephen Breyer, Elena Kagan, Ruth Bader Ginsburg and Sonia Sotomayor. The four justices in the minority—Samuel Alito, Anthony Kennedy, Antonin Scalia and Clarence Thomas—wanted to overturn the entire law.

"I applaud the Supreme Court's decision to uphold the Affordable Care Act," said Local 400 President Tom McNutt. "Thankfully, the majority of the Court chose not to deny more than 30 million Americans the health coverage they'll start receiving in 2014. The majority of the Court chose not to sentence tens of millions of Americans to medical bankruptcy. The majority of the Court chose not to let extremist ideology and rigid partisanship trump the Constitution, the law and common sense.

"While working families across our nation should welcome the Court's ruling, this does not end the battle for affordable health care for all," McNutt said. "Ultimately, the November election will determine whether the Affordable Care Act is implemented or repealed as the Republicans want to do. So let's have this debate based not on myth but fact: What impact will it have on the lives of the American people? And what impact would those who want to repeal the law have on Americans with pre-existing conditions, without health insurance or with substandard coverage?

"I believe the answers are crystal clear," McNutt said. "If we re-elect President Obama, the Affordable Care Act will be implemented, more than 30 million uninsured people will receive health coverage, and all of us will receive the security of knowing we'll never be forced into bankruptcy if we get injured or become seriously ill. By contrast, if Mitt Romney's elected, we would go back to the bad old days when insurance companies denied coverage to people with pre-existing conditions, people will die prematurely because they're uninsured,

others will lose their homes paying medical bills, and costs will continue to spiral out of control.

"This is an issue that will affect the lives of Local 400 members," McNutt explained. "The good news is that the law allows us to continue providing the strong health coverage we negotiate in our collective

bargaining agreements. The even better news is that if our members leave their current jobs, they won't have to worry about staying insured. They'll be able to purchase health insurance on statewide exchanges from a variety of companies, they won't be turned down or charged extra due to pre-existing conditions, and if their income is up to four times the poverty level [approximately \$92,000 for a family of four], they'll receive government assistance in paying the premiums. This is a law where everyone wins."

While upholding the individual mandate, the Supreme Court altered the Affordable Care Act's provision expanding Medicaid to Americans earning up to 133 percent of the poverty rate. As originally written, states would lose all their Medicaid funding if they did not agree to

*"If we re-elect President Obama, more than 30 million uninsured people will receive health coverage."*  
— Local 400 President Tom McNutt

# e Good, the Bad and the Ugly

this expansion, which is funded 100 percent by the federal government for the first three years and 90 percent thereafter—far higher than the 57 percent of Medicaid funding currently provided by the federal government. However, the court ruled that the federal government cannot withhold all Medicaid funding to states that refuse to expand their coverage; instead, it can only withhold the money that would have funded the expansion.

Despite the federal government's generous offer, some Republican governors are threatening to turn down the money and leave millions of lower-income state residents to fend for themselves. Virginia Gov. Bob McDonnell (R), chairman of the Republican Governors Association, blasted the Court for not overturning the Medicaid expansion altogether.

"How can McDonnell or any governor turn down what's basically free money to expand Medicaid to millions more families?" McNutt asked. "Just because they don't like President Obama is no reason to deny their lower-income residents the same coverage provided by states with governors who are smart enough to know a deal when they see it and decent enough to actually care for the well-being of their constituents."

## The Bad: Letting Money Corrupt Elections

Four days before its health care reform decision, the Supreme Court issued a five-to-four ruling striking down a 100-year-old Montana state law banning corporate contributions to political campaigns.

In the Court's infamous 2010 *Citizens United* decision, the same five conservative justices ruled that federal limits on corporate campaign spending violated the First Amendment, paving the way for a massive flood of special interest money

to pollute the political process. In the Montana decision, the justices ruled that state restrictions were also invalid.

"The Court, in its infinite 'wisdom,' is blowing the doors wide open to political corruption on an unprecedented scale," McNutt charged. "Giant corporations, millionaires and billionaires, often hiding under the cloak of secrecy, are already showing in this election cycle their desire to buy elections. What politician is going to vote against the interest of a multinational corporation that spent \$10 million to elect him or her? Even before *Citizens United*, it was tough enough to get politicians to say no to \$5,000 contributors. Now, they're going to be owned lock, stock and barrel by the likes of Walmart, Exxon and GE.

"Montana's law was passed by a voter referendum in 1912 because unlimited corporate spending was corrupting the political process," McNutt noted. "Now, the five conservative justices on the Supreme Court appear intent on returning America to a new gilded age."

## The Ugly: Sticking It to Unions

Earlier in June, the Supreme Court's five conservative justices issued a stunning ruling in the *Knox v. Service Employees International Union, Local 1000* case that went far beyond the matter before the Court to potentially cripple the power of unions across America.

The case at hand involved state employees in California who were covered by a collective bargaining agreement but did not join the union. They were levied a temporary dues increase to fund SEIU's campaign to defeat two anti-union ballot measures.

Normally, non-members covered by a collective bargaining agreement have the right to opt out of the portion of dues they pay that funds non-bargaining activities, such as political and legislative action. In this case, the plaintiffs were not given that right and they sued to restore it.

But the five justices went far beyond what the plaintiffs were asking for to rule that non-members must affirmatively opt-in before they can be charged dues for non-bargaining purposes.

In her dissent, Justice Sotomayor noted that "the majority breaks our own rules and, more importantly, disregards principles of judicial restraint that define the court's proper role in our system of separated powers." In both this case and *Citizens United*, the Supreme Court did indeed violate its rule that it only resolve matters before it.

"This is an unprecedented attack on workers' rights by jurists imposing a political agenda rather than judging a case on the facts and law," McNutt said. "They're threatening to legislate from the bench and impose a national 'right-to-work-for-less' law.

"They've also created an absurd double-standard with *Citizens United*," McNutt added. "According to the five justices, a worker has to opt in to support political activity advancing his or her interests, but a corporate shareholder has no right to opt in or out of supporting corporate political activity. To put it another way, corporations are free to spend whatever they want on elections without needing approval from shareholders, employees or anyone else, while unions are supposed to get the approval of each and every worker before they can make their voice heard in the political process. What a travesty."

*"The five conservative justices appear intent on returning America to a new gilded age."*

— Local 400 President Tom McNutt

# ACT! for Safety: The Dangers of Oven Cleaner

Local 400 members who work in chemical plants must often deal with hazardous substances, but few people are aware that exposure to toxic chemicals is a danger in retail grocery stores, too.

If you clean ovens and grills, you may be exposed to sodium hydroxide—more commonly known as oven cleaner, the same substance also sold for home use.

Sodium hydroxide is listed on the New Jersey hazardous chemical list which compiles and classifies toxic substances used across the U.S. Sodium hydroxide is caustic by itself, but when combined with water, it can cause severe burns to the skin, can be absorbed through the skin and eyes, and can affect the lungs and throat if breathed for extended periods.

Sodium hydroxide and its potential impact are listed in the material safety data sheet (M.S.D.S.) in your store's office. Anyone using oven cleaner containing sodium hydroxide must be furnished OSHA-approved long rubber gloves, goggles

and in some instances, coverings for one's feet. Your employer is also obligated to provide training on use of the chemical along with furnishing the proper safety equipment for handling it.

If you are not provided this personal protective equipment, do not use oven cleaner containing sodium hydroxide. If this equipment is provided, you must wear it. Your employer must also provide proper safety training before using it. Remember, sodium hydroxide can cause severe permanent damage to your eyes and skin. Even when precautions are taken, accidents can still happen. If your skin or eyes come in contact with sodium hydroxide, flood the affected area with COLD water for 15 minutes—and then seek immediate medical attention!

## Safety Tips When Using Sodium Hydroxide (Oven Cleaner)

1. Take the time and read the warning label on the back of the bottle before using any chemical.
2. Never use a high pressure water hose with this product.
3. Never use chemicals in bottles that don't have labels explaining the contents, proper use, and potential hazards.
4. If you are required to use chemicals and never received any safety instructions, ask management for safety instructions before use of such chemicals.
5. Always request and wear proper safety equipment when using any chemical. No exceptions, no shortcuts!

## YVONNE MILLER, TRAILBLAZER AND WORKERS' CHAMPION

Virginia State Sen. Yvonne Miller, the first African American woman to serve in the House of Delegates and the State Senate, passed away on July 3, 2012. She was 78.

Sen. Miller was a longtime friend of Local 400, a champion for working families and a fierce advocate for full voting rights. She was also the first African American woman to chair a committee in the General Assembly.

"Yvonne Miller was a courageous trailblazer who always fought for what's right," said Local 400 President Tom McNutt. "She was a leader our members could count on time and again. Even though she was the first at many things, that wasn't enough for her—she sought to be the best legislator and the best advocate the powerless ever had. She more than met that goal. We will miss her deeply, as will all of Virginia's working families."

"Senator Miller spent her life fighting for the little guy and

giving voice to the voiceless," said Doris Crouse-Mays, president of the Virginia AFL-CIO. "Whenever someone came to visit her office in Richmond, she would have a picture taken with them sitting behind her desk, saying, 'Please sit in your chair.' She never forgot where she came from. For labor, she was our biggest and most loyal champion. We will miss Senator Miller and her tireless dedication."

Sen. Miller, a Norfolk resident, was elected to the House of Delegates in 1984, and entered the Senate in 1988. In the 1990s, she chaired the Senate Rehabilitation and Social Services Committee, and later was chair of the Senate Transportation Committee.



Yvonne B. Miller

# Local 400 Members Win Victory For Free Speech on Giant Social Media Policy

## Following NLRB Charges, Ahold USA Agrees to Settlement

In a landmark free speech victory for Local 400 members and all Ahold USA employees, the corporation agreed to a global settlement with the National Labor Relations Board (NLRB) dramatically scaling back its restrictions on what workers can say in social media venues such as Facebook and Twitter.

The settlement resulted from charges Local 400 brought before the NLRB last winter after Ahold/Giant-Landover unilaterally imposed a new social media policy at the same time as heated bargaining was underway over a new contract. With member activism at an all-time high, Local 400 alleged that Giant's restrictive social media policy was designed to create a chilling atmosphere in which workers would silence themselves out of fear they might be disciplined for exercising their free speech rights—and that it violated the National Labor Relations Act.

Under the settlement, Giant-Landover agreed to remove prohibitions against workers disclosing confidential information; using the company logo, trademarks or graphics; and posting photographs or videos of the company's premises, processes, operations or products.

Equally significant, the general terms of this settlement apply throughout all of Ahold USA's operations. The company must post notices in all of its Giant-Landover, Martin's and Giant-Carlisle, Pa., stores, on its web page and in its Local Teamster represented distribution centers informing workers of these changes for at

FORM NLRB-4732 (2008)

**NOTICE TO EMPLOYEES**

POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

FEDERAL AGENCY OF THE UNITED STATES GOVERNMENT

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT promulgate and maintain policies regarding social media activities which prohibit our employees from disclosing confidential or non-public information in an overly broad manner that improperly restricts employees when exercising the above rights.

WE WILL NOT promulgate and maintain policies regarding social media activities which prohibit our employees from using the Employer's logo, trademark, or graphics in an overly broad manner that improperly restricts employees when exercising the above rights.

WE WILL NOT promulgate and maintain policies regarding social media activities which prohibit our employees from photographing or video recording the Employer's facility in an overly broad manner that improperly restricts employees when exercising the above rights.

WE WILL rescind the following sections of the document titled "Social Media Guidelines, Overview and Acknowledgment of SOP #2-002" for all employees covered by our collective bargaining agreements with United Food and Commercial Workers, Local 400 (UFCW, Local 400).

- You have an obligation to protect confidential, non-public information to which you have access in the course of your work. Do not disclose, either externally or to any unauthorized Associate, any confidential information about the Company or any related companies including Ahold USA, or about other Associates, customers, suppliers or business partners. If you have questions about what is confidential, ask your manager.
- Do not use any Company logo, trademark, or graphics, which are proprietary to the Company, or photographs or video of the Company's premises, processes, operations, or products, which includes confidential information owned by the Company, unless you have received the Company's prior written approval.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

Giant of Maryland, LLC  
(Employer)

Dated: 6/25/12 By: Dawn Ullman H.R. Director  
(Representative) (Title)

National Labor Relations Board, Region 5  
100 S. Charles Street, Suite 800, Baltimore, MD 21201  
Telephone: (410) 952-2922  
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office  
1000 14<sup>th</sup> Street, NW, Washington, DC 20570  
Telephone: (202) 228-3000  
Hours of Operation: 8:15 a.m. to 4:45 p.m.

This is an official notice and must not be defaced by anyone. This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or removed by any other means. Any questions concerning this notice or compliance with its provisions may be directed to the above regional office for compliance.

least 60 days.

"This is a triumph for our members' free speech rights," said Local 400 President Tom McNutt. "Management has no right to regulate what workers say and when they are off the clock—especially when it involves expressing their opinions about matters involving their protected rights as union members. I am pleased that the National Labor Relations Board acted in response to our

charges and that Ahold USA agreed to this settlement.

"Our members can now rest assured that they can express themselves openly and honestly about work-related matters in the social media arena." McNutt said

"For the many Martin's and Giant-Carlisle, Pa., workers who want to empower themselves through union representation like their brothers and sisters at Giant-Landover, this is an affirmation that Local 400 is fighting for their right to free speech and workplace protections just as hard as we do for our current members," McNutt said. "We will not rest until all of Ahold USA is wall-to-wall union and every worker has a strong voice on the job."

The resolution of Local 400's charges against Ahold USA/Giant is part of an ongoing series of opinions and advisories being issued by the NLRB finding that many companies are going too far in trying to limit what their workers can say in the social media. On May 30, NLRB General Counsel Lafe Solomon issued a report evaluating seven companies' social media policies. He found that six of the policies violated aspects of the National Labor Relations Act.

"Companies don't own their workers and don't have a right to gag them when they're on Facebook," McNutt said. "Thanks to President Obama, we have an NLRB that's upholding the law and looking out for our legal and constitutional rights."

# Shoppers Member Activism Leads

## *Comparable to Giant, Safeway Contracts*

Local 400 members working at Shoppers Food & Pharmacy ratified a new, two-year collective bargaining agreement that raises their living standards, protects their health and retirement security, and is comparable to the contract recently ratified by Giant and Safeway workers.

The negotiations were lengthy, difficult and contentious, but the strong advocacy of a 20-member Bargaining Advisory Committee made up of Shoppers rank-and-file workers, and the outreach work of the Activist Contract Team (ACT!) forged an agreement that keeps Shoppers workers at the top of the industry.

“This victory is due to the activism of our Shoppers’ members,” said Local 400 President Tom McNutt. “Their hard work convinced management to withdraw the draconian concessions it tried to make us accept. The result is an agreement that keeps middle class grocery jobs in Maryland and Virginia and lays the groundwork for the company’s future success and profitability.

“I am especially pleased that like our members’ recent Giant and Safeway contracts, this agreement is one of the few in the country that includes a Maintenance of Benefits provision requiring Shoppers

to contribute whatever it takes to our health and welfare plan to pay all health benefits,” McNutt said. “Our members will remain protected from health care cost increases.”

“This is a first-rate contract,” said Mary Robertson, a Local 400 member who works for Shoppers and served on the Bargaining Advisory Committee. “I sat across the table from management and saw first-hand how the company tried to put the squeeze on us. But they failed and now, with this agreement, we know we’re being treated fairly and that we’re sharing in the success that our hard work makes possible.”

Key contract provisions include:

- Bonuses to be paid within two weeks and across-the-board wage increases to take effect on July 7, 2013;
- Full funding of health benefits with no increase in members’ out-of-pocket costs and improved coverage in areas such as HPV vaccinations and endodontic care (root canals).
- Continued retirement security with all current pension benefits maintained and increased contributions to resolve funding issues.

Throughout the bargaining period, Shoppers made a series of unacceptable demands that

ultimately were defeated by Local 400. These included an end to health care Maintenance of Benefits, treatment of Sunday as part of the regular work week, elimination of daily overtime, and monthly health care co-payments by retirees.

The bargaining was also marred by alleged unlawful management retaliation



Shoppers members stand to vote for ratification.



Local 400 President Tom McNutt discusses the contract with Shoppers members.



# Leads to Strong New Agreement



Shoppers members review the new contract's details.



Members of the Bargaining Advisory Committee signed a poster detailing Local 400's unfair labor practice complaint against Shoppers with the NLRB.



Shoppers member Celestean Bailey-Duncan (above) and Mike Rickord (below), members of the Bargaining Advisory Committee, speak in favor of ratification.



against Local 400 activists. Local 400 filed unfair labor practice charges with the National Labor Relations Board over tactics such as stopping workers from talking with customers, harassing them off the clock, unilaterally altering their vacation bonuses, imposing onerous hours on a union activist, interfering with another activist's right to wear a

Local 400 button, and denying workers their free speech rights through social media.

"Shoppers tried every trick in the book, but our members stood firm and strong and our Solidarity was unbreakable," McNutt said. "That's why as challenging as this process was, the outcome was a clear win for our members."

The collective bargaining agreement, covering 2,500 Local 400 members, took effect on July 7, 2012 and ends on July 7, 2014.

# Local 400's Bradley, Grinder Share Advice With DC Homeless Youth at Covenant House

Photo by Yvette Delacruz.

Jaki Bradley was once a teenager heading down the wrong path. Deborah Grinder was young and homeless. Today, both are proud Local 400 members who have achieved enormous success as leaders in their fields.

Bradley is a Local 400 Executive Board member who works as a Kaiser registered nurse and is a lieutenant colonel in the U.S. Army Reserve and commander of the U.S. Army's 7202nd Medical Support Unit. Grinder, lead nurse in cardiology at Kaiser Permanente as well as performance improvement specialist to help facilitate unit based teams and their progress within the region, serves as Local 400's Kaiser Permanente Contract Liaison.

Recently, Grinder and Bradley took time out of their busy schedules to visit Covenant House in Washington, DC, which serves homeless youth, to meet with students at the job readiness training program, share their personal stories, and discuss the variety of career opportunities open to them in the health care industry and in the military.

"It was a rewarding experience to tell my story," said Grinder. "I think I even shocked a few of them."

At the age of 15, Grinder was living under an overpass, taking one class each semester to achieve her GED, while still working a job and eventually raising a family.

"It's not a story I share often, but I felt it was important to be able to relate to the young people," said Grinder. "If we inspired just one person during our presentation ... we've succeeded."

Many of the young people who attended the presentation had GEDs, certificates or were licensed to be medical assistants. However, in this economy, they were having trouble finding a job and attended the presentation seeking advice on where to start in the job search. Other attendees were previously involved in the ROTC or attended a military school in their lives,



Local 400's Deborah Grinder (center) and Jaki Bradley (right) offer words of encouragement to a young woman at the Covenant House.

and were particularly interested in Bradley's experience.

"I was able to achieve this because someone believed in me—my high school nurse," Bradley told the students. "I'm here today because I believe in you."

"Deb and Jaki are two of Local 400's finest members, activists and leaders," said Local 400 President Tom McNutt. "They have the inner strength, the character and the courage to have overcome huge obstacles once placed in their way to achieve enormous personal and professional success. But what's most important is that they never forget where they came from and they constantly reach out to help others up the same ladder they climbed. They are outstanding role models and mentors, as their outreach to Covenant House youth shows."

Since 1995, the Covenant House of Washington has served homeless young people who have had their childhoods "stolen." They provide opportunities to uplift their spirits and avenues that encourage them to prosper toward a greater future. The Community Services Agency of the Metro Washington Council AFL-CIO is a longtime supporter of this indispensable Washington, DC, institution.

Both Grinder and Bradley will return to Covenant House in the future to discuss scholarships and to make another presentation.

## To All Active Members

Nominations for UFCW Union Local 400 president, secretary-treasurer, recorder and 24 vice presidents for the term of office commencing Jan. 1, 2013, and ending Dec. 31, 2015, will be conducted by petition. Each of the vice presidents is numerically designated for nomination and election purposes, for example, vice president No. 1, vice president No. 2, etc.

The procedures are as follows:

- Pursuant to Local 400's bylaws, nomination of a member for any specific office shall require the signature of at least 500 active members.
- Nomination petitions must be received at Local 400's office no later than 4:30 p.m. on September 7, 2012, UFCW Union Local 400, 4301 Garden City Drive, Landover, Md., 20785. Petitions shall be filed either by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer or other form of electronic transmission shall not be valid.
- Each petition shall clearly *indicate the member who is being nominated and the specific office for which he or she is being nominated*. This must be done at the top of each page of the petition. If a member is being nominated for one of the vice president positions, the petition shall specify which numerically designated vice president position for which he or she is being nominated. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office and that the office for which each member is being nominated is specifically indicated.
- Each petition shall also contain the following for *each member signing the petition*: (1) his or her signature, (2) his or her printed name, (3) the name of his or her employer and store or facility and (4) his or her Social Security number.
- To be eligible to run for office, one must be an active member of Local 400 who has either: (1) 12 months continuous active membership in Local 400 since August 31, 2011, or (2) 24 months continuous active membership in the UFCW International Union since August 31, 2010.
- A nominee in order to be a candidate must accept the nomination by notifying the Secretary-Treasurer by certified mail postmarked not later than seven days after date of nomination.

Any questions regarding nominations and the election should be referred to Giant member Thomas Coloe, Local 400's election general chairperson, at the Local 400 office, telephone 1-800-638-0800, ext. 276.

## A Todos los Miembros Activos

Las nominaciones para los cargos de presidente, secretario-tesorero, oficial de actas y 24 vicepresidentes de la Local 400 de la UFCW para el plazo que comienza el 1 de enero de 2013 y termina el 31 de diciembre de 2015, se llevarán a cabo mediante petición. Cada uno de los vicepresidentes tiene un número designado para propósitos de nominación y elección, por ejemplo: el vicepresidente número 1, el vicepresidente número 2, etc.

El procedimiento a seguir es el siguiente:

- De acuerdo a los estatutos de la Local 400, la nominación de un miembro para cualquiera de los cargos específicos requerirá la firma de por lo menos 500 miembros activos.
- Las peticiones de nominación han de recibirse en las oficinas de la UFCW Local 400 ubicadas en 4301 Garden City Drive, Landover, MD 20785, antes de las 4:30 p.m. del 7 de setiembre de 2012. Las peticiones se someterán ya sea por correo o en persona. Se requerirá que se sometan las firmas originales, y la transmisión vía facsímile, computadora u otra forma de transmisión electrónica no será válida.
- Cada solicitud ha de *indicar claramente el miembro que se nombra y el cargo específico para el cual se nombra*. Esto ha de indicarse en la parte superior de cada página de la petición. Si se nombra a un miembro para una de las vicepresidencias, la petición deberá de indicar el número específico del cargo de vicepresidente al cual se nombra al miembro. Cualquier petición podrá servir para nominar a más de un miembro para un cargo, disponiéndose sin embargo que cada miembro se nombre para un cargo diferente y que el cargo al cual se nombra a cada miembro se indica claramente.
- Cada petición ha de contener lo siguiente *para cada miembro que firme la petición*: (1) su firma (2) su nombre en letra de molde (3) el nombre de su patrono y el negocio o facilidad y (4) su número de Seguro Social.
- Para ser elegible para competir por un cargo, la persona tiene que ser miembro activo de la Local 400 y cumplir con uno de los siguientes requisitos: (1) membresía activa continua durante 12 meses en la Local 400 desde el 31 de agosto de 2011, o (2) membresía activa continua durante 24 meses en la Unión Internacional UFCW desde el 31 de agosto de 2010.
- Para que una persona nominada pueda ser candidato, deberá de aceptar la nominación notificando al Secretario-Tesorero por correo certificado con fecha en el matasellos anterior a siete días después de la fecha de nominación.

Si tiene una pregunta acerca de las nominaciones y las elecciones, puede dirigirse a Thomas Coloe, miembro empleado por la empresa Giant, quien es la presidenta general de elecciones de la Local 400, en las oficinas de la Local 400 al teléfono 1-800-638-0800, ext. 276.



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# 2012 Bowie Baysox Baseball

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\*\*Please note, a \$1.50 per service fee is added to each ticket purchased online. Tickets must be purchased online no less than 4 hours in advance of the chosen game. Discount NOT valid at Box Office.)



To Purchase Your DISCOUNTED Bowie Baysox Game Tickets, log on to the Baysox website at [www.baysox.com](http://www.baysox.com), go to purchase single game tickets and enter promo code LOCAL400 (all capital letters)

# May Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	414,877
2	RECEIPTS (from all sources):	
	DUES	1,167,916
	MISCELLANEOUS	22,170
3	TOTAL RECEIPTS	1,190,085
4	TOTAL OF LINES 1 AND 3	1,604,962
5	DISBURSEMENTS for current months	1,486,092
6	CASH ACCOUNT BALANCE at the end of current month	118,870
7	BALANCE AT END OF MONTH as shown on Bank Statement	242,117
8	DEPOSIT IN TRANSIT	20
9	TOTAL OF LINES 7 AND 8	242,137
10	LESS: Checks included in item 5 not returned with bank statement	123,267
11	BALANCE (Should agree with Line 6)	118,870
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,387,186
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	694,268
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	692,613
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,016,133
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	2,877,554

## 2012 AREA MEETINGS SCHEDULE\*

<p><b>Tuesday, Sept. 4 CHARLOTTESVILLE</b> <i>Holiday Inn</i> 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</p>	<p><b>Thursday, Sept. 13 DANVILLE</b> <i>Holiday Inn Express</i> 2121 Riverside Dr Danville, VA 24540 (434) 793-4000</p>	<p><b>Monday, Oct. 1 BRISTOL</b> <i>International</i> Brotherhood of Electrical Workers 4640 Highway 11 West Blountville, TN 37617 (423) 323-5411</p>	<p><b>Monday, Oct. 22 CLARKSBURG</b> <i>Best Western</i> 100 Lodgeville Road Bridgeport, WV 26330 (304) 842-5411</p>
<p><b>Monday, Sept. 10 BECKLEY</b> <i>Holiday Inn</i> 114 Dry Hill Road Beckley, WV 25801 (304) 252-2250</p>	<p><b>Wednesday, Sept. 19 HUNTINGTON</b> <i>Hampton Inn</i> 3442 US Route 60 East Barboursville, WV (304) 733-5004</p>	<p><b>Wednesday, Oct. 3 PARKERSBURG</b> <i>Comfort Suites</i> 167 Elizabeth Pike Mineral Wells, WV 26150 (304) 489-9600</p>	<p><b>Wednesday, Nov. 7 CHARLOTTESVILLE</b> <i>Holiday Inn</i> 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</p>

\* All meetings are at 6 p.m.

## 2012 QUARTERLY MEETINGS SCHEDULE\*

<p><b>Wednesday, Sept. 5 RICHMOND</b> <i>Holiday Inn – Central</i> 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</p>	<p><b>Wednesday, Sept. 12 ROANOKE</b> <i>Central Labor Council</i> 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561</p>	<p><b>Monday, Nov. 5 RICHMOND</b> <i>Holiday Inn-Central</i> 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</p>	<p><b>Tuesday, Dec. 18 LANDOVER</b> <i>Local 400</i> Headquarters 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</p>
<p><b>Thursday, Sept. 6 NORFOLK</b> <i>Norfolk Office</i> 3620 Tidewater Drive Norfolk, VA 23509</p>	<p><b>Tuesday, Sept. 18 LANDOVER</b> <i>Local 400 Headquarters</i> 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</p>	<p><b>Monday, Nov. 12 CHARLESTON</b> <i>Holiday Inn – Civic Center</i> 100 Civic Center Charleston, WV 25301 (304) 345-0600</p>	
	<p><b>Thursday, Nov. 1 NORFOLK</b> <i>Norfolk Office</i> 3620 Tidewater Drive Norfolk, VA 23509</p>	<p><b>Thursday, Nov. 29 ROANOKE</b> <i>Central Labor Council</i> 2101 Dale Ave. SE Roanoke, VA 24013</p>	* All meetings are at 6 p.m.

## LOCAL 400 RETIREES

### Giant

<p><b>Cobina S Adams, Herndon, Va.,</b> 26 years</p> <p><b>Earl W Agee, Capitol Heights, Md.,</b> 21 years</p> <p><b>Sandra M Anderson, Strasburg, Va.,</b> 26 years</p> <p><b>Joseph W Bentum, Burtonsville, Md.,</b> 32 years</p> <p><b>Walter Canter, Germantown, Md.,</b> 13 years</p> <p><b>Joseph A Carpenter, Culpeper, Va.,</b> 42 years</p> <p><b>Isabel Estrada, Silver Spring, Md.,</b> 20 years</p> <p><b>Troy A Evans, Myrtle Beach, S.C.,</b> 31 years</p>	<p><b>Dianne M Middledorf, Brandywine, Md.,</b> 36 years</p> <p><b>Deborah R Mitchell, Martinsville, Va.,</b> 17 years</p> <p><b>Thanh V Nguyen, Fairfax, Va.,</b> 11 years</p> <p><b>Keith G Rogers, Sterling, Va.,</b> 34 years</p> <p><b>William T Smith III, Brandywine, Md.,</b> 10 years</p> <p><b>Catherine M Sterrett, New Albany, Ind.,</b> 26 years</p> <p><b>Jerry M Williams, Charlotte Hall, Md.,</b> 32 years</p>
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# UFCW LOCAL 400 APPRECIATION DAYS



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PER  
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OF \$33.50

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- 3 **CLICK GO RIGHT TO THE FRONT GATE!!!**

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# Republican Hypocrisy

**W**hen the U.S. Supreme Court upheld the Affordable Care Act's individual mandate, Republicans howled in outrage. They were apoplectic as they screamed that requiring people to purchase health insurance or pay a small tax was unconstitutional and downright un-American.

So let's rewind the clock and see how Republicans used to feel about the individual mandate.

More than two decades ago, the first President Bush supported legislation requiring Americans to purchase health insurance, an idea dreamed up by the ultraconservative Heritage Foundation.

In 1993 and 1994, when President Clinton pushed his health care reform bill, Republicans proposed an alternative that included... you guessed it, an individual mandate.

Sponsors of this bill included Republican Senators Thad Cochran (Miss.), Charles Grassley (Iowa), Orrin

Hatch (Utah) and Richard Lugar (Ind.)—all of whom voted against President Obama's Affordable Care Act in 2010.

Another supporter of the individual mandate was then-House Speaker Newt Gingrich (R), who continued to express this view as late as 2009.

Of course, an individual mandate was the centerpiece of the Massachusetts health care law signed by then-Gov. Mitt Romney (R). Romney even wrote an op-ed piece in 2009 urging President Obama to back an individual man-

date in his national health care reform bill.

So what changed between then and now?

President Obama decided to support the same idea they had—and they chose to act like a child who suddenly hates his favorite toy after another kid starts playing with it. Whatever President Obama's for, they have to be against it, even if it means flip-flopping on positions they've held for decades.

In other words, they chose raw partisanship over the best interests of the

American people. They would rather damage the president politically than solve one of our nation's most urgent problems.

In my view, this should disqualify every one of them from holding public office.

Not one has offered a satisfactory explanation for this lemming-like jump off the cliff of extremism. If they believe the individual mandate is unconstitutional, why did they once support it? How can Romney say that what he did in Massachusetts was great but if elected he'll repeal a nearly-identical national law?

I believe that this cast of characters couldn't care less about extending health insurance and protection from medical bankruptcy to more than 30 million Americans. Senate Minority Leader Mitch McConnell even said on July 1st that providing coverage to the uninsured "is not the issue" for Republicans. They don't want to stop discrimination against people with pre-existing conditions or even to expand Medicaid to families living in poverty. All they care about is winning back power, slashing taxes on the rich, letting Wall Street and big business run amuck, and forcing struggling working families to fend for themselves. That's exactly what we'll get if they're elected this fall.

Mark P. Federici  
Secretary-Treasurer

**W** Republicans couldn't care less about extending health insurance to more than 30 million Americans. **W**

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