



Rhonda Nelson
International Chair,
Women's Network

PRESIDENT'S COLUMN

Dear Sisters and Brothers:

We've won many victories for working women in the last few decades. However, we're all well aware that women too often still face gender discrimination in the workplace. One of the most constant offenders in this systematic gender discrimination against women has been Walmart. The Supreme Court decision to rule against the class action gender discrimination lawsuit against Walmart was a travesty - a direct result of Walmart's legal

maneuvering, and their constant avoidance of accountability.

Now, Walmart once again has managed to make front-page news when it comes to women in the workplace. Walmart has announced a plan to double what it purchases from women-owned businesses, develop training programs for women throughout the world, and to push its vendors and service firms to hire more women and minorities.

While those all sound like positive goals, I worry that this is nothing more than Walmart's attempt to gloss over what's happened to their own female workforce. As my mother would say, "How about taking care of home first, before you decide to do anything else?" This latest attempt certainly seems like a PR stunt meant to clean up Walmart's tarnished brand image with women, as they try to break into urban areas as New York City, Chicago, and Washington D.C.

I wonder what Betty Dukes and the other women involved in

Women Supporting Walmart Associates

National women's advocacy organizations recently joined with Making Change at Walmart to call on Walmart to adopt policy recommendations to improve working conditions for women employed by Walmart. Walmart Associates from across the country have joined together to form the Organization United for Respect at Walmart (OUR Walmart) to improve their work environments and their lives. Together with representatives from the UFCW Women's Network, National Organization for Women (NOW), National Partnership for Women & Families and Family Values @ Work and others, OUR Walmart is developing a set of recommendations to Walmart about how to treat its female employees justly.

The women's groups have sent an open letter to CEO Mike Duke that calls on the company to meet with OUR Walmart representatives and their allies to discuss their concerns. The specific recom-

Women and Walmart Associates *continued from page 1*

mendations of the groups focus on how Walmart can improve its pay; system of resolution for employees' concerns; scheduling practices; systems for promotions; and sick, vacation and family leave policies. "We are all aware that Walmart still really hasn't answered the charges of systematic gender discrimination in *Dukes v. Wal-Mart*," said Terry O'Neill, president of NOW. "But since the Supreme Court ruled that the women in the suit can't go forward as one class, we are going to have to find other ways of holding this company accountable."

The women's organizations have joined Making Change

at Walmart, a movement of UFCW members, elected officials, minority coalitions, religious leaders, small business owners and community allies seeking respect for Walmart Associates at work and jobs that strengthen our communities and our nation. "As the largest private employer in our county, Walmart is currently setting job standards for the retail industry and beyond," said Jennifer Stapleton, assistant director of Making Change at Walmart. "How this company treats women has an impact on what all other companies do. So, to change America for all working women, we must start by changing Walmart." **WN**

UFCW Canada at Women's Worlds Congress 2011

More than 1,900 women activists, students, researchers and trade unionists recently gathered in Ottawa, July 3-7, for the 2011 Women's Worlds Congress. UFCW Canada was one of the event's sponsors, which every three years draws participants from around the world to explore how issues like equality, human rights, economics, labor rights, and education are impacting women.

The Congress featured more than 40 workshops and seminars, as well as a gathering and march to Parliament Hill in solidarity with Native Women's Association of Canada to draw attention to the crisis of murdered and missing Aboriginal women and girls in Canada and the lack of effective response.

National representative Anouk Collet was one of 20

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SAVE THE DATE!

Don't forget to mark your calendars for the Women's Network Biennial Convention, to be held May 3-6, 2012, at Disney's Yacht and Beach Club Hotel in Lake Buena Vista, Florida.

Coalition of Labor Union Women Convention Held in Florida

Several members of the Women's Network attended the Coalition of Labor Union Women (CLUW) 16th Biennial Convention on September 7-10, at the Buena Vista Hotel in Lake Buena, Fla.

UFCW Women's Network Region 5 Coordinator Angela Johnson from UFCW Local 1000 attended the Convention. She was recently elected to CLUW's National Board to serve as a Vice President representing the UFCW. **WN**

President's Column *continued from page 1*

this class action suit, as well as the rest of the Walmart women, would think of this latest PR stunt. Indeed these women, like all of us, wanted nothing more than what every worker should be entitled to: fairness, equal opportunities and to be treated with dignity and respect. For anyone to

take Walmart's claims at face value, Walmart must first start at home. Before they invest in women throughout the world, they need to invest in the women who work at Walmart. It's the right thing to do, for all Walmart workers and their communities. [WN](#)

Midwestern Council Focuses on Generational Diversity at Annual Conference

The Midwestern Council, part of the ICWUC, held their annual conference on August 19-21, 2011 at the Radisson Hotel and Conference Center in Green Bay, Wis. Speakers included President Frank Cyphers of the International Chemical Workers Union Council of the UFCW, Nikki Budzinski, UFCW International Political Director, and Belinda Thielen from UFCW Health and Safety Department. Commissioners Darlene

Voltin and Dan VanWycken, from the Federal Mediation and Conciliation Services, spoke about generational diversity to those in attendance. Midwestern Council President Lynn Knaak spoke on the activities of the UFCW Women's Network and the upcoming convention next May 3-6 in Orlando, Florida, while encouraging all UFCW locals to attend and to become active participants in the Women's Network. [WN](#)



Women's World Congress *continued from page 2*

UFCW Canada sisters attending the march and the four-day congress, July 3-7. It was the largest international women's conference ever held in Canada. "The conference was a great opportunity to share ideas and experiences with sisters around the world," said Collet. "One of the things that kept coming up was that when you talk about globalization is that working women everywhere are juggling to balance their work at work, and their work at home. Workplace equity and advancement was another big issue at the conference because our sisters in non-union workplaces around the world continue to face gender discrimination."

Joining sister Collet and Joyne Lavides as delegates from the National Office were UFCW Canada sisters from Local Unions 503, 1000A, 832, 401 and 247. National representative Debora De Angelis also attended Women's World as a panelist on a workshop focused on organizing women in the retail sector. The Ottawa event marked the 30th anniversary of the Women's Worlds Congress, and was the first time it was ever held in Canada. [WN](#)

UFCW WOMEN'S NETWORK E-NEWS

UFCW Local 431 and Women's Network at the Labor Day Parade

This Labor Day, approximately 130 UFCW Local 431 members and their families walked with the Women's Network float and the Oscar Mayer Weenie Mobile. Local 431 represents 1,600 Oscar Mayer employees in Davenport, Iowa. [WN](#)



UFCW WOMEN'S NETWORK EXECUTIVE COMMITTEE



**INTERNATIONAL
CHAIR**
Rhonda Nelson
UFCW Local 1500
rhondan@ufcw1500.org



TREASURER
Peg Michalowski
UFCW Local 1360
pmlocal1360@aol.com



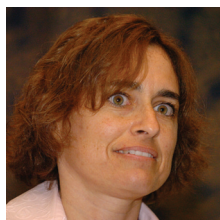
RECORDER
Laurie Mesa
UFCW Local 5
lmesa@ufcw5.org



**POLITICAL
ACTION CO-CHAIR**
Lynn Knaak
ICWUC of the UFCW
lmk10@sbcglobal.net



**EDUCATION
CO-CHAIR**
Bette Mercer
UFCW Int'l Union
bmercer@ufcw.org



**COLLECTIVE
BARGAINING CO-CHAIR**
Kathy Finn
UFCW Local 770
KathyF@ufcw770.org



**DIVERSITY
CO-CHAIR**
Cassandra Berrocal
Local 3 RWDSU UFCW
cassandrab3rwdsu@aol.com



**ORGANIZING
CO-CHAIR**
Lois Taylor-Honeycutt
UFCW Local 431
ltaylor@ufcw431.com

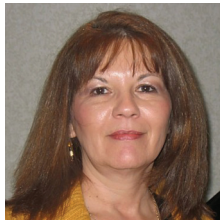


**COMMUNICATIONS/
MEMBERSHIP CO-CHAIR**
Nancy Quiring
UFCW Canada
nancy.quiring@ufcw.ca

UFCW WOMEN'S NETWORK REGIONAL COORDINATORS



REGION 1 - NORTH
Ellen Jordan
UFCW Local 328
ellen@ufcw328.org



REGION 1 - SOUTH
Sherry Van Dyk
UFCW Local 1245
svandyk@local1245.com



REGION 1 - SOUTH
Fallon Ager Nelson
Local 338 RWDSU UFCW
fager@local338.com



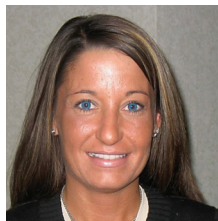
REGION 1 - SOUTH
Agueda Arias
UFCW Local 888
aarias@ufcw888.org



REGION 2 - NORTH
Gail Heath
UFCW Local 400
gheath@local400.org



REGION 4
Rhonda Judd
UFCW Local 227
ufcwlocal227@hotmail



REGION 4
Jessica Gibbons
UFCW Local 75
jgibbons@fuse.net



REGION 5
Nancy Parker
UFCW Local 655
nparker@ufcw655.org



REGION 5
Julie Bryant
UFCW Local 1995
jbryant@ufcw1995.org



REGION 5
Angela Johnson
UFCW Local 1000
awjohnson292@yahoo.com



REGION 6
Jeanine Owusu
UFCW Local 789
jeanine@ufcw789.org



REGION 6
Nancy Vaillancourt
UFCW Local 653
nancyv@ufcw653.org



REGION 8 - NORTH
Lynda Hart
UFCW Local 555
lyndahart@ufcw555.com



REGION 8 - SOUTH
Teresa D'Asaro
UFCW Local 99
TeresaD@ufcw99.com



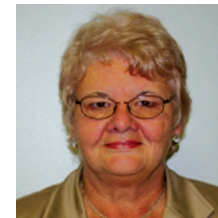
REGION 8 - CENTRAL
Sylvia Pino
UFCW Local 5
Sylviaf.Pino@gmail.com



RWDSU COUNCIL
Kathy Campbell
RWDSU
kkcampbell@local108rwdsu.org



RWDSU COUNCIL
Tina Buonaugurio
RWDSU NE Joint Board
bosselait@nejb.org



ICWUC COUNCIL
Mary Davis
ICWUC of the UFCW
mdavis@icwuc.org



ICWUC COUNCIL
Jacquelin Allen
ICWUC of the UFCW
jackierallen@sbcglobal.net



ICWUC COUNCIL
Tawana Fredrick
ICWUC of the UFCW
nataliafredrick@hotmail.com



ICWUC COUNCIL
Sue Procek
ICWUC of the UFCW
Soupi711@aol.com



**RETIREE
COORDINATOR**
Louise Hinton
hintonL@videotron.ca

UFCW WOMEN'S NETWORK E-NEWS

UFCW Women's Network Membership Application

Name: ☐ New Membership ☐ Renewal

Street Address:

City/State/Province Zip/Postal Code:

UFCW Local No.: Occupation:

Work Location:

Home Phone: Work Phone:

Email Address:

Active membership, open to all UFCW members in good standing, includes voting rights in Network activities. Associate membership, open to those who aren't active members but support the goals and purpose of the Network, is open to all other supporters, including former members, retirees, and members of other unions. Women's Network membership renewals are due each January.

Active Member

☐ Regular member - \$25 for one year

☐ Regular member - \$70 for three years*

☐ Contributing member - \$50 for one year

☐ Sustaining member - \$100 for one year

☐ Retired member - \$10 for one year

☐ Lifetime member - \$350 one-time payment

Associate Member

☐ Associate Member - \$25 for one year

☐ Associate member - \$70 for three years*

*Members wishing to pay for three years may do so at reduced rates



Please attach your check made out to UFCW Women's Network to this form and return to:

UFCW Women's Network
Attn: Rhonda Nelson
425 Merrick Avenue
Westbury, New York 11590