

Local 400 UNION LEADER

NOTICE

Picketing, wearing or carrying placards, handbilling, solicitation, demonstrating and loitering by non-employees are prohibited on the sidewalks, loading zones, parking lot, driveways and islands of this shopping center.

This shopping center is for the use of our customers only.

Shopping Center Management

The Royal Ahold Treatment

A Growing Threat
To Local 400 Members

Heck of a Ride



I believe that labor unions are the greatest social institution ever created because they exist to help working men and women raise their living standards, gain a voice in the workplace, create the opportunity for a better future, and take control of their destiny.

Just think—without the labor movement, we wouldn't have a 40-hour work week or paid vacations, we wouldn't have health benefits or pensions, and we would be at the mercy of profit-hungry employers with no recourse if we were mistreated or exploited.

However, with unions, anyone can get a job as a meat cutter or cashier at a supermarket, an associate at a department store, a nurse at a health care provider, or any of a host of other professions and be part of the great American middle class, with a decent income, health and retirement security, and respect in the workplace.

That's why I cannot imagine any greater privilege—or any better luck—than to have spent my entire career in the

labor movement and with Local 400 in particular.

Since I went to work at A&P in 1966, I've been a proud Local 400 member. For 34 years, I've been a proud Local 400 employee and officer. For the last 13 years, I've had the honor of serving as Local 400 president. I wouldn't trade any of it—not for all the money in the world—because every minute has been devoted to the cause of helping my brothers and sisters

improve their lives. What could possibly be better than that?

From the late 1960s to the early 2010s, it's amazing what has changed. We've gone from manual cash registers to computers with bar scanners, from mimeographed flyers to the Internet. Woodie's and Hecht's are gone, Macy's is here, Giant is owned by a Dutch corporation and the days of local ownership are largely past. Sadly, employers are a lot more brazen about violating labor laws and a lot more likely to get away with it. Certainly, many more changes need to take place before we can achieve

true justice for working families.

But as I think about my time with Local 400—really, my entire adult life—what stands out is what hasn't changed: the people. Members who work hard, care about their co-workers and customers, are pillars of their communities, and contribute to their union. A staff who recognizes that working for Local 400 isn't a job—it's a calling—and give of themselves 24/7. Something else has stayed the same, too: the spirit of activism, camaraderie and optimism that characterizes our great union.

That's what I'll miss more than anything when I retire in April. *The members and the spirit of Local 400.*

I hope not to be a stranger. Through my service on several boards and organizations, I hope to play a role in lowering health care costs and strengthening our members' benefits. I also plan to volunteer when I can. Like I said, this is a calling, not a job, and the calling continues even when the job ends.

So consider this not a goodbye, but a thank you for all that Local 400 members have done for our union. It has been one heck of a ride serving with you.

— C. James Lowthers, *President and International Vice President*

**What stands
out is what
hasn't changed:
the people.**

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COMMERCIAL WORKERS
LOCAL 400**

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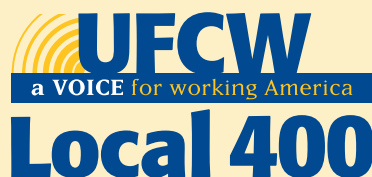
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Economic Stimulus is Working

New Data Shows Millions of Jobs Saved and Created

The economic stimulus package enacted by Congress and signed by President Obama one year ago has saved or created approximately two million jobs so far, according to several independent economic analyses. These studies document that the American Recovery and Reinvestment Act has succeeded in keeping the recession from slipping into a Great Depression; prevented drastic cutbacks in schools, police, fire protection and other vital state and local government services; and spurred a needed new boom in repairing and building roads, bridges and other key parts of our infrastructure.

"Times are tough, but they would be a whole lot worse if the majority in Congress had not responded to President Obama's leadership and passed the American Recovery and Reinvestment Act," said Local 400 President Jim Lowthers. "It has helped keep the econo-

my from falling into an abyss and provided a needed lifeline to tens of millions of American families. Its food stamp increases and middle class tax cuts have kept money moving through the economy, while its assistance to state and local governments and investments in our infrastructure have created jobs for tens of thousands of people in our area who would otherwise be unemployed."

Indeed, the economic stimulus has saved or created 48,000 jobs in Virginia, 36,000 jobs in Maryland and 10,000 jobs in Washington, D.C., as well as 10,000 jobs in West Virginia, 79,000 in Ohio, 27,000 in Kentucky and 40,000 in Tennessee to date, according to the Council of Economic Advisers. More jobs will be created over the next year as additional infrastructure projects funded through the legislation get underway.

Over the last year, the American Recovery and Reinvestment Act has ben-

efited working families and the economy overall by:

- Cutting taxes by \$37 billion for 110 million working families in 2009, creating an infusion of purchasing power to help compensate for reduced private sector spending.
- Lending nearly \$20 billion to more than 42,000 small businesses, providing them with resources to grow and create jobs that otherwise would not have been available.
- Funding more than 12,500 job-creating transportation construction projects nationwide.
- Providing urgently-needed relief for state governments, with more than \$50 billion to prevent cuts in Medicaid programs and nearly \$60 billion for education—a move that governors say created and saved over 300,000 education jobs in the last three months of 2009.

Continued on page 27

STIMULUS HYPOCRISY

Members of Congress who voted against the American Recovery and Reinvestment Act are apparently counting on the voters to have poor memories. That's because their "no" votes haven't prevented 114 lawmakers from taking credit for the spending and jobs generated in their district as a result of the bill's passage, according to a study by the Center for American Progress Action Fund. Several of these "stimulus hypocrites" represent Local 400 members:

- House Minority Whip **Eric Cantor** (R-Va.) voted against the American Recovery and Reinvestment Act twice, yet recently hailed a high-speed rail project in Virginia that only exists because of funding from the economic stimulus.
- Rep. **Frank Wolf** (R-Va.) opposed the economic stimulus legislation, yet last fall, he criticized then-Gov. Tim Kaine (D) for being too slow to spend the money generated by the bill.
- Rep. **Bob Goodlatte** (R-Va.) also voted against the American Recovery and Reinvestment Act, yet actively

helped a telecommunications provider receive \$16 million from the bill to promote broadband Internet access.

- Rep. **Shelly Capito Moore** (R-W.Va.) voted against the stimulus, yet praised a \$1.5 million grant to her district that only happened because she failed to stop the bill's passage.

"When voters go to the polls in November, they should remember that every single member of the U.S. House from the minority party voted against the economic stimulus," said Local 400 Secretary-Treasurer Tom McNutt. "Had they prevailed, our nation would be in far more dire straits than it is today.

"Of course, that hasn't stopped them from taking credit when local projects are funded through the very program they voted against," McNutt said.

"If hypocrisy was currency, these members of Congress would be richer than Bill Gates," he added.

Perriello, Connolly Stand Up for Working Families

Praised as Models for Representatives From Vulnerable Districts

When Tom Perriello edged right-wing Rep. Virgil Goode (R) to win Virginia's fifth congressional district in central and southern Virginia, it was considered one of the most shocking upsets of the 2008 election. That same night in Northern Virginia, Gerry Connolly won the congressional seat that had been held by retiring Rep. Tom Davis (R), a result that was less surprising but still notable for having occurred in the 11th district, which had been designed to elect Republicans.

But what Reps. Perriello and Connolly most have in common is their consistent, uncompromising record of support for Virginia's working families since taking office, regardless of the risk to their reelection prospects.

"Tom Perriello and Gerry Connolly are profiles in courage," said Local 400 President Jim Lowthers. "Rather than running for the hills or voting with the right-wing minority, as too many Democrats in Congress have done, they are standing tough and fighting for us. In the process, they have shown they are leaders of principle and character who have never forgotten why they ran or the voters who elected them.

"That's why it's especially important that Local 400 members living in their districts work to help reelect these two remarkable members of Congress this fall," Lowthers said. "They've proven they've got our backs—now we must have their backs, too."

Called "the most courageous man in D.C.," by longtime political reporter Adam Clymer, Perriello voted for health care reform and for legislation to stop climate change. He was the only one of 13 Democratic freshmen from districts won by Sen. John McCain to vote for both bills.

He also fights for his constituents who are suffering the most in the recession, voting for the economic stimulus package, an extension of unemployment benefits, and the jobs bill. "People in this district are busting their backs to find a job or two to support their families," Perriello told *Politics Daily*. "They want some-

one who has the honor of representing them in Congress to be working at least that hard for them."

In addition, Perriello has taken a leadership role on key issues. His legislation to repeal the anti-trust exemption for health insurance companies passed the House by a 406-19 vote on February 24. He also sponsored a bill to ban political spending by corporations with foreign shareholders—a key step to prevent unwarranted foreign influence in U.S. elections after the Supreme Court ruled that businesses could spend unlimited amounts in politics.

"Tom Perriello does what's right and doesn't back down," said Local 400 Secretary-Treasurer Tom McNutt. "He's guided not by what pollsters say but by his inner moral compass. That alone makes him a rarity in Congress, but more than that, it means we must give him our strongest possible support in November."

Like Perriello, Connolly cast a pivotal vote for health care reform even though many of his Democratic colleagues from Republican-leaning districts opposed the bill, and he was a strong supporter of legislation Congress enacted expanding the State Children's Health Insurance Program (SCHIP).

Equally significant, Connolly is a cosponsor of the Employee Free Choice Act, legislation that would empower workers who want union representation to achieve it, despite Virginia's status as a "Right-to-Work-for-Less" state.

"Local 400 developed a long and positive working relationship with Gerry Connolly during his years as chairman of the Fairfax County Board of Supervisors," McNutt said, "and it's only grown stronger during his time in Congress. He's a straight shooter and he's someone Local 400 members can count on to be on our side.

"Control of Congress will be at stake in this fall's election," McNutt said. "With these two races among others, Local 400 members will play a central role in deciding the outcome."



Above, Rep. Gerry Connolly (D-Va.) bags groceries at the Safeway in Pan Am Shopping Center in Vienna, Va., as part of a fundraiser for breast cancer research.



Rep. Tom Perriello (D-Va.)

Local 400 Backs Maryland In to Stop Corporate Tax Evasion Limit Corporate Influence on

As the Maryland General Assembly met for its 2010 legislative session, Local 400 played a leadership role in several key battles on behalf of its members and the state's working families, strongly backing legislation to stop corporate tax evasion and solve the state's budget crisis, to limit corporate influence on state and local elections, and to strengthen worker protections.

Stopping Walmart-Style Tax Evasion

While Maryland, like all states, faces a budget crisis, corporate tax evasion schemes are preventing the state from collecting up to \$170 million in urgently needed revenue.

To help Maryland avoid draconian budget cuts that threaten public safety and the well-being of residents, hold corporations accountable, and restore tax fairness, Local 400 has endorsed the Combined Reporting Act.

The legislation would end the growing practice of corporations transferring profits to subsidiaries created for the purpose of evading state corporate income taxes by requiring businesses to file a single state tax return combining profits from all of their subsidiaries.

"There is never an excuse for corporations to evade taxes, but it is especially appalling when highly profitable businesses do so at a time when Maryland and other states are suffering their

worst budget crises in decades," said Local 400 President Jim Lowthers.

"A company like Walmart avoids paying taxes by setting up a dummy Real Estate Investment Trust to own its properties, then paying rent to itself and deducting the rental payments from its taxes while the fake REIT's profits go untaxed," Lowthers explained. "It is simply immoral for a corporation raking in \$11 billion in annual profits to take our money while refusing to pay its fair share in state taxes to support our schools, police, fire, health care and other vital services. We must bring this tax inequity to an end. By enacting the Combined Reporting Act, we will."

In addition to ending the REIT scheme corporations like Walmart uses, the legislation will also end what is known as a "trademark holding company scheme," where a chain sets up a subsidiary based in a state that does not tax certain types of corporate income, such as Delaware. The company pays licensing fees to the subsidiary for trademarks it uses and that money goes untaxed by any state, even though it ultimately winds up profiting the parent company.

"Too many corporations feel entitled to bend or break the rules in order to maximize their profits," said Local 400 Secretary-Treasurer Tom McNutt. "If they're making money in Maryland, they owe state taxes and they're obligated to

pay them, no ifs, ands or buts. That's all this legislation does—restore tax fairness. To date, 22 states have adopted Combined Reporting. For the sake of the families who will suffer the most from state budget cuts, it's long past time that Maryland joined them."

Cleaning Up Elections

When five Supreme Court justices ruled in the *Citizens United* case that corporations are now free to spend unlimited amounts on political campaigns, Local 400 swiftly backed efforts to limit the decision's potentially devastating impact.

"The Supreme Court gave corporations the green light to basically buy elections," McNutt said. "They can literally throw billions of dollars into campaigns to defeat elected officials who stand up for working families. This is nothing less than a threat to our democracy and we are fighting back with everything we have."

That's why Local 400 is supporting legislation before the Maryland General Assembly that would:

- Require corporate CEOs who want to make political campaign expenditures in Maryland to first obtain a vote of the shareholders to approve the expenditure.
- Prevent corruption by prohibiting corporations with state contracts from spending money in state elections.

Initiatives in, Elections

- Require complete disclosure of all corporate campaign expenditures and contributions alongside statements by CEOs that they “approve of this message” in TV and radio ads.
- Institute “clean election” campaign financing in Maryland to reduce private-interest contributions and replace them with clean public money.

“Ultimately, we need a constitutional amendment to overturn the court’s misguided ruling,” McNutt said, “but in the meantime, legislation like this will prevent the worst abuses and limit the potential for corruption.”

Guaranteeing Shift Breaks

For many years, Local 400 has been fighting to pass state legislation that would require employees in Maryland to receive shift breaks from their employers, but it has not yet been enacted due to opposition from Big Business. This year, bills were introduced in the state House and Senate mandating that retail employers with 50 or more workers provide a 15-minute rest break if an employee works between four and six consecutive hours, and a 30 minute rest break if any employee works more than six consecutive hours.

“This is a simple common sense protection all workers should be entitled to,” said McNutt. “While Local 400’s contracts provide for shift breaks, all corporations should be held to this minimum standard of decency.”

Fighting Anti-Worker Measures in Virginia

Elections have consequences—that was the message in Virginia as Gov. Bob McDonnell (R) took office and the General Assembly met for its 2010 legislative session.

Both the new McDonnell Administration and certain state legislators have been trying to adopt anti-worker policies that Local 400 and the Virginia labor movement are fighting to stop. Notably, one of McDonnell’s first actions was to replace the head of the Virginia Department of Labor and Industry, a move likely to result in weaker enforcement of workplace safety and prevailing wage regulations. Rumors have also abounded that McDonnell is considering eliminating the entire department.

In the General Assembly, a spate of anti-worker bills were introduced, notably legislation sponsored by Del. Dave Albo (R-Springfield) that would make it a Class I misdemeanor for anyone to “knowingly and intentionally [fail] to provide full and complete information regarding the consequences of a signature or a vote” on whether to be represented by a union. The bill was written so vaguely and loosely that it was apparent its real purpose was to intimidate workers trying to organize a union by threatening them with legal prosecution. Fortunately, this and other anti-worker bills failed to pass.

“Virginia workers get paid a whole lot less than workers in most other states precisely because the commonwealth’s ‘Right-to-Work-for-Less’ law means that only 4.7 percent are union members,” said Local 400 President Jim Lowthers. “Why so many Virginia

elected officials take pride in this fact is beyond me, and why they would try to enact laws creating an even more hostile environment for organizing is an outrage. The way to raise Virginians’ living standards is to ensure that all workers have a free and fair choice about whether to join a union—not to make it even harder.”

Another major battle took place over the budget. Like most states, Virginia is facing a revenue shortfall due to the recession, but rather than try to balance the budget in a way that is fair to all citizens, McDonnell proposed draconian cuts falling hardest on working and lower-income families. While limiting some of the damage the governor’s plan would have inflicted, the budget passed by the General Assembly nevertheless makes major cuts in health care and education, while taking more than \$620 million out of the state employees’ pension fund.

There was some good news out of the legislature. Local 400 members working at Omega Protein won a major victory when bills that would have transferred regulation of Virginia’s menhaden fishery from the General Assembly to the Virginia Marine Resources Commission were soundly defeated. Instead, legislation was passed and sent to the governor that extends the annual menhaden harvest quota of 109,020 metric tons for the Virginia portion of the Chesapeake Bay for another three years. This will maintain the members’ jobs fishing for menhaden, a small fish used commercially for nutritional supplements, pet food, fish meal and other purposes.

A STRONGER UNION

THE LOWTHER

BET

A pivotal era in Local 400's history comes to an end in April as President Jim Lowthers retires after 13 years in the union's highest office and 34 years as an organizer and official.

During this time, Lowthers addressed dramatic transformations in the economy and the retail industry, while keeping the union one step ahead of change, beefing up organizing and member services, strengthening Local 400 staffing, and leading negotiations on a series of beneficial contracts.

"Since the time I became a member in 1966, Local 400 has been, in my opinion, one of the most dynamic, forward-thinking Local Unions in the UFCW and throughout North America," Lowthers said. "When I became president, I was fortunate to

leader has to be how the members are doing," Lowthers said. "How secure are their jobs? Are they maintaining or improving their standard of living? How good is their health and retirement security? Do they have a strong voice in their workplace and are their working conditions getting better? Are their rights being protected? How active are they in their union?"

"Every step of the way, I've asked these questions and tried to make sure they got the right answer," Lowthers said. "That doesn't mean we win every battle—there are always developments beyond our control and, of course, none of us is perfect. But I've always tried as hard as I can to help our members improve their lives."

"Every Local 400 member owes Jim Lowthers a debt of gratitude," said Local 400 Secretary-Treasurer Tom McNutt. "I know I do. For more than three decades, he has played a central role in building Local 400 into the powerhouse we are today. He leaves a remarkable legacy."

Organizing Success

Lowthers joined Local 400 some 44 years ago, when he went to work at the old A&P supermarket in McLean, Va. In 1968, he enlisted in the U.S. Navy, and served for four years on submarines. After leaving the military, Lowthers attended Northern Virginia Community College and

George Mason University, receiving his bachelor's degree in business administration in 1976—expertise that would later serve him well in bargaining with employers.

After graduation, Lowthers joined Local 400 as an organizer. One of his early campaigns became a great Local 400 success story, with Lowthers serving as one of four coordinators in helping 5,000 employees of the Woodward & Lothrop department store chain gain union representation. It was the largest organizing victory in the history of the Retail Clerks International Union, which was in the process of merging with the Amalgamated Meat Cutters to form the UFCW.

"That was a model effort," Lowthers said. "We were singularly focused, the workers were energized, and it was a spirited, successful campaign—one that got the UFCW off to a great start. I certainly tried to utilize the best elements of this effort in organizing campaigns that followed."

Recognized for his leadership and strategic skill, Lowthers soon became special assistant to the president and then collective bargaining coordinator, serving in these positions until his election as secretary-treasurer in 1988.



Jim Lowthers explains the terms of the new Shoppers Food & Pharmacy contract in 2008.

inherit a strong union on the cutting edge of the labor movement, and my goal has always been to hand it off to my successor in even better shape.

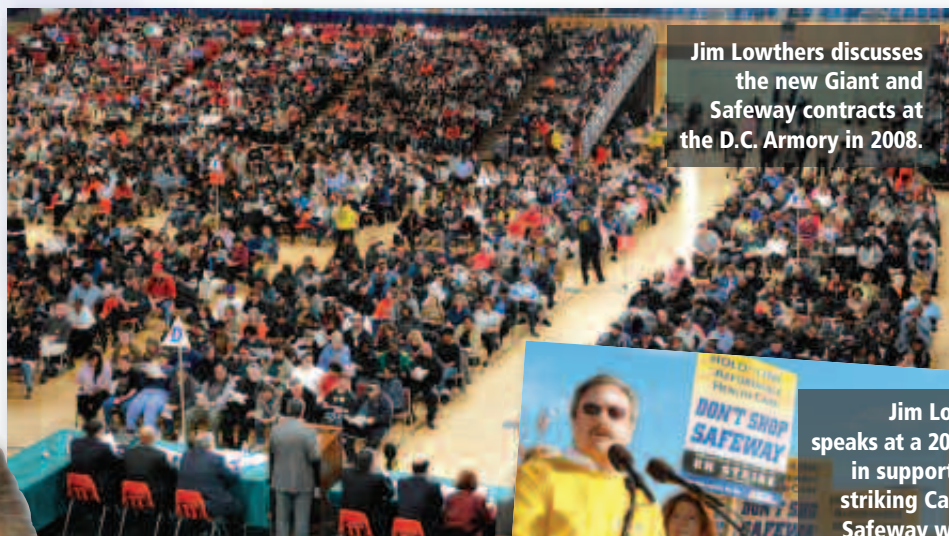
"The bottom line for me or any union

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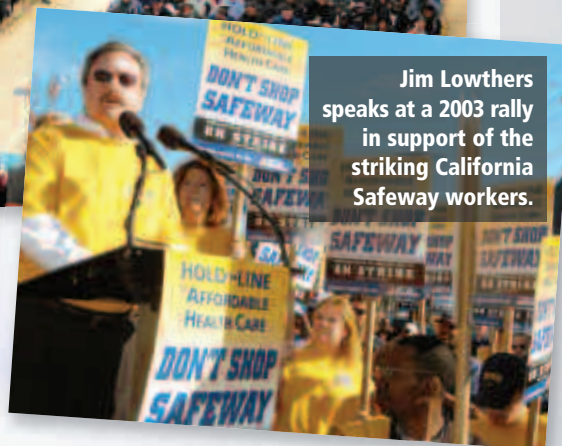
TER LIVES FOR MEMBERS

A Steady Hand in Changing Times

Over the next nine years, Lowthers served in Local 400's number two leadership position under the presidency of Thomas R. McNutt, playing a key role in strengthening the union's financial stability, overseeing organizing campaigns, negotiating contracts, and reinvigorating



Jim Lowthers discusses the new Giant and Safeway contracts at the D.C. Armory in 2008.



Jim Lowthers speaks at a 2003 rally in support of the striking California Safeway workers.

political, legislative and community outreach efforts.

In 1997, Lowthers was elected Local 400 president and a UFCW international vice president, while Thomas P. McNutt was elected secretary-treasurer. Local 400 was growing and had become the largest local union within the UFCW, as Lowthers worked to take the union's power to improve members' lives to new levels.

During his tenure as president, Lowthers had to deal with dramatic changes in the industries employing Local 400 members. The locally-owned Giant supermarket chain was sold to the Dutch-based multinational Royal Ahold NV in 1998. Similarly, Shoppers Food Warehouse, as it was then known, was bought by Richfood Holdings in 1998, which was then acquired by the national conglomerate Supervalu in 1999.

The retail industry was undergoing similar upheaval. The May Company-owned Hecht's department store chain had merged

Continued on next page

THE LOWTHERS LEGACY

Continued from page 9

with Woodward & Lothrop in 1995. Ten years later, Federated Department Stores, Inc., owner of Macy's and Bloomingdale's, acquired May and soon thereafter, converted Hecht's stores to Macy's.

Meanwhile, the booming economy of the late 1990s ended, leading to the recession of the early 2000s, a period of stagnant growth in mid-decade in which the middle class continued to fall behind, and the financial meltdown of 2008 and 2009.

Throughout these turbulent times, Lowthers led each round of bargaining, which ranged from the highly contentious 2003-2004 supermarket negotiations, when 3,300 Kroger members in West Virginia, Kentucky and Ohio went on strike for nine weeks to protect their health benefits, to the less acrimonious though still challenging 2007-2008 round.

"Protecting our members' health and retirement benefits has been the greatest struggle in bargaining and the chal-

lenge they present only grows through each round of negotiations," Lowthers said.

"On the health care side, that is a function of our nation's continuing failure to reform a system which works for no one except the for-profit insurance and drug companies," Lowthers said. "Fortunately, we are now on the verge of passing President Obama's health care reform plan and if the legislation is enacted as it should, a giant roadblock will be removed from future negotiations.

"On the pension side, the economic downturn of the last several years has posed problems for all funds," Lowthers explained, "and we've had to persuade our employers to increase contributions in order to maintain benefits.

"Despite the growing scope of these challenges, we have been able to meet them because of the advent of coordinating bargaining in the 2007-2008 round," Lowthers said. "The entire UFCW was united, giving us the strength to match that of our employers. If one Local Union anywhere hit a roadblock, all UFCW Local Unions representing that employer's workers joined the fight. Local 400 helped our brothers and sisters win good agreements and when it was our turn, they stood by us, too. This is the kind of approach we must expand in the future—not only within the UFCW in North America but internationally, too."

A Bright Future

While Lowthers is retiring from his "day job," he will keep on fighting for Local 400 members in the future. He will continue his service as a commissioner on the Maryland Health Services Cost Review Commission, where he is involved in efforts to lower health care costs. He will also remain on the boards of the International Foundation of Employee Benefit Plans,



Jim Lowthers discusses the Labor-Management Partnership in a meeting of Kaiser stewards in 2005.

CareFirst of Maryland and the Maryland Citizens Health Initiative

"Health care is a special issue of concern for me, since I've seen up close and personal what a problem it is, both from my time at the bargaining table and my service on the boards of our health and welfare plans," Lowthers said. "I hope that my experience and insight can be of some use in helping the labor community, employers, policy makers, health care providers and others increase quality, access and affordability all at the same time.

"Despite the many challenges we continue to face, I see an incredibly bright future for Local 400," Lowthers said. "We've got very highly skilled officers and staff, and, more importantly, an engaged, informed and active membership. That's the key to the success of any union and that's why we are well-positioned for anything and everything that comes next.

"Secretary-Treasurer Tom McNutt will succeed me and our union will be in great hands," Lowthers said. "I know that under Tom's leadership, we will keep moving forward, keep making progress, and keep reaching new heights for our members.

"It has been a great ride for me personally," Lowthers added. "Empowering workers to improve their lives is the cause of a lifetime and I've been very fortunate to make this cause my career. It has been a privilege to serve our members and I hope I'll be able to keep making contributions toward this cause in the future."



During the 2003 Kroger strike, Jim Lowthers rallies Local 400 members in Charleston, W.Va.

Kaiser Permanente Expands in Mid-Atlantic As New Round of Bargaining Nears

With new, state-of-the-art, comprehensive medical centers slated to open in the Washington, D.C., area in the near future, Kaiser Permanente is redoubling its commitment to growth in the Mid-Atlantic region during a pivotal period when a new round of bargaining is about to start.

Powered by the work of Local 400 health professionals, Kaiser has been a huge success story, pioneering an exemplary Labor-Management Partnership and creating new approaches to health care focused on continuous improvements in quality, greater coordination, increased efficiency, lower costs and better health outcomes. Local 400 has played a central role in these achievements, with members directly involved in the planning and development of the new medical centers at every level.

“Partnership’ is the perfect description for our relationship with Kaiser,” said Local 400 President Jim Lowthers. “Our members are decision-makers. Their input is sought and valued by management that listens to the wisdom and experience of front-line health care providers. Together, we are building a promising new model for the health care of the future.

“It is our hope that the upcoming round of bargaining expands on what we have achieved to date, further strengthens a fulfilling work environment for our health care professionals, and empowers them even more to give their patients the best care in the world,” Lowthers said.

State-of-the-Art Center

The first medical center to open will be located on Capitol Hill. It will have every specialty in medicine and surgery under one roof, including all the expertise one would find in a hospital’s emergency room, pharmacy and laboratory services, and full-service imaging. It will enable

Kaiser to offer for the first time in the Mid-Atlantic Region an outpatient procedure suite, a Blood Bank, nuclear medicine, nephrology services with dialysis, and a Clinical Decision unit—an observation area enabling many procedures to be done without hospitalization. In addition, for the first time in Washington, D.C., Kaiser will offer hematology, oncology, allergy, gastroenterology, cardiology and physical medicine services, as well as an Infusion Center.

The new facility will include Kaiser’s Center For Total Health—a place where people can use high-tech computerized systems to learn how to keep themselves in the best possible health. Located adjacent to Union Station, it will enable members of Congress to visit and see latest medical technologies in action.

Above all, the Capitol Hill Center is designed to be a showcase for the power of an integrated delivery system to achieve superior quality outcomes at lower cost than traditional fee-for-service medicine. It is also designed to help make Kaiser a market leader in the Washington, D.C., area.

Upcoming Bargaining

While preparations are being made for the new medical centers, they are also underway for bargaining, with the current contract slated to expire in October 2010. First, there will be negotiations between Kaiser and the coalition of unions representing Kaiser employees over a national agreement, and then bargaining will take place between Local 400

and Kaiser Mid-Atlantic for a local agreement.

Unlike traditional negotiations, the agreement will be hammered out using “interest-based bargaining” in which each side expresses its views in terms of their common interest rather than a set of demands, creating a less confrontational and more collegial atmosphere. Equally significant, a majority of union bargainers are front-line employees, all of whom have received training in this unique approach. As with the current agreement, it is expected that much of the bargaining will be focused on building a culture of continuous learning and improvement, increasing efficiency and raising the quality of care to new heights while also ensuring that Kaiser health professionals receive industry-leading wages, benefits, training and working conditions.

“Kaiser is a unique employer,” said Local 400 Secretary-Treasurer Tom McNutt. “It is always trying to improve and always willing to break the mold in the process. But what’s most important is that it recognizes that its health professionals—our members—are its greatest resource. Even as Kaiser adopts state-of-the-art technology, such as its KP Connect electronic medical records system, it puts its human assets first.

“Naturally, we want to see the progress made over the last five years under the current contract continue into the future,” McNutt said. “Bargaining is never an easy process, but when all is said and done, I expect that is what we will achieve.

“It’s especially significant that at a time when the nation appears to be on the verge of achieving national health care reform, Local 400 members working at

Continued on page 27



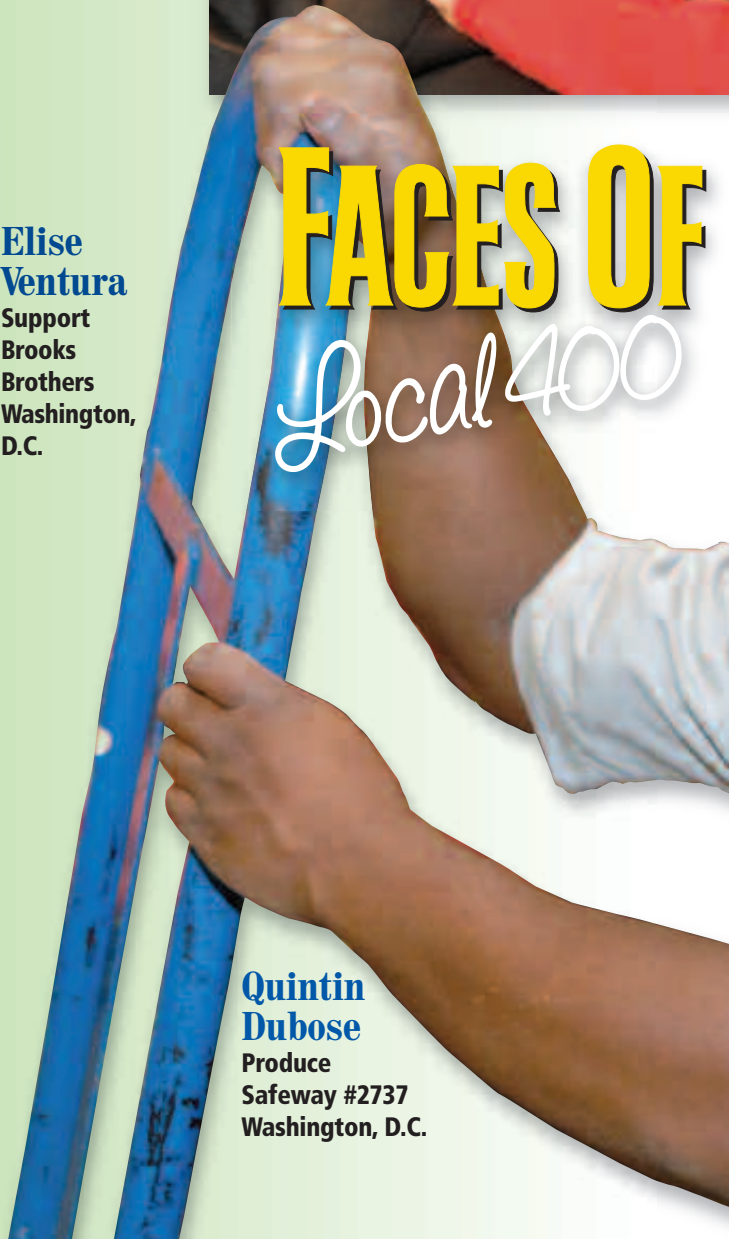
**Elliot
Friedman**
Women's Shoes
Bloomingdale's
Chevy Chase,
Md.



**Elise
Ventura**
Support
Brooks
Brothers
Washington,
D.C.



FACES OF *Local 400*



**Quintin
Dubose**
Produce
Safeway #2737
Washington, D.C.



**William
Kraus**
Assistant
Produce
Manager
Kroger #509
Richmond, Va.



**Teresa
Di Franco**
Seamstress
Syms #18
Rockville, Md.



**Anita
Weakley**
Meat Manager
Giant #786
Charlottesville,
Va.



Local 400 Members Prepare for Richmond/Tidewater Kroger Bargaining

Amid a volatile grocery industry market in Virginia, nearly 2,500 Local 400 members working at Kroger in the Richmond and Tidewater areas are prepared for bargaining a new contract and are engaged in an effort to mobilize themselves, grow membership and stay united throughout the process.

Major focuses of the negotiations are likely to include expanding Kroger's market share in these markets to counter the growth of non-union chains, including Ahold/Martin's, Harris Teeter and Wegmans, and to preserve the members' health and pension benefits. The current contract expires on March 27, with extensions likely if no agreement is reached by then.

"Unity means everything," said Local 400 President Jim Lowthers. "The more we stand together, the more likely it is that bargaining will result in a positive outcome for our members and for the company, as well.

"Protecting our jobs isn't just about bargaining," Lowthers said. "A strong membership base gives Local 400 the resources to help defend Kroger's market share—and our own job security—from the invasion of non-union retail predators

like Walmart and Ahold/Martin's.

"Every rank-and-file member can play a role in growing our membership, building our union and protecting our jobs by expanding our market share," Lowthers added. "It's the responsibility of all of us to encourage membership among our co-workers."

Members prepared for bargaining through a series of meetings in Richmond and Norfolk with top union officers and staff negotiators.

At these meetings, Local 400 Secretary-Treasurer Tom McNutt presented results of a membership bargaining survey that allowed members to voice their suggestions for improving wages, benefits, vacations, holidays and working conditions.

Specific contract proposals are still being formulated on major issues such as wages and health benefits, although nego-

tiators shared a few proposals already drafted to improve working conditions, transfer rights, union security, health and safety, and to create joint labor-management committees to address problems and ideas of mutual concern.

"We want to expand the union share of the grocery markets in Richmond and Tidewater, and we hope and expect that Kroger has the same goal," McNutt said. "We've already seen how well this approach worked when Local 400 stepped in to offer Krogers' locations for Girl Scout troops whose cookie-selling locations were taken away from them when Ahold/Martin's bought out Ukrop's. We should be taking more of these kinds of positive initiatives in the future.

"At the same time," McNutt added, "members can rest assured that we will be doing everything in our power to protect their health and retirement security, improve their standard of living, and ensure better working conditions."



Local 400 Secretary-Treasurer Tom McNutt answers questions from members at a recent Richmond meeting.

Local 400 members working at Kroger have launched a new campaign, 400UNITED, to reach out to co-workers who have not yet joined the union and explain how much they will benefit from membership.

Because Virginia is a "right-to-work-for-less" state which allows employees of unionized companies to not join their union yet still benefit from collective bargaining, it is important that all opportunities are taken to expand membership at every store in the commonwealth where Local 400 represents workers. The same is true of Tennessee.

The need for more members is especially urgent with the invasion of non-union retail predators such as Walmart and Ahold/Martin's (which recently purchased the Ukrop's chain in Richmond, Va.), because market share—the percentage of all workers in an industry who belong to unions—is the single most powerful influence on the strength of each union contract.

"Our members at Kroger can count on wages you can raise a family on, comprehensive health care coverage and pension benefits all because of the power of collective bargaining," said Local 400 President Jim Lowthers. "The more members we have in each store, the stronger position we're in when it's time for negotiations and the more our members will gain at the bargaining table.

"This is proven out by the fact that we're able to win better contracts in Maryland, West Virginia, Ohio, Kentucky and the District of Columbia, where all workers represented by Local 400 are members," Lowthers observed.

"The reverse is also true," Lowthers said. "If our membership was to stagnate or decline, there would be a race to the bottom, with the likes of Walmart and Ahold/Martin's dictating wage and benefit levels in Virginia."

"Our members are impressing on all Kroger employees covered by our contract that it more than pays to belong," said Local 400 Secretary-Treasurer Tom McNutt. "What you get back in income and benefits, in better working conditions, in a voice in the workplace and in health and safety amounts to many times the cost of dues.

"Another reason why all Kroger employees in Virginia and Tennessee should join is that only members can take advantage

400UNITED MOBILIZING FOR NEW MEMBERS AT KROGER IN VIRGINIA & TENNESSEE

*"No Better Investment
in Your Future"*

of the wide array of financial benefits, discounts and services provided by Union Plus," McNutt added. "From college scholarships and education loans to credit and budget counseling, from savings on credit cards to special deals on computers and cell phones, there are thousands of dollars worth of reasons why joining the union is the best investment you can make."

The 400UNITED campaign builds on the fact that all Local 400 contracts at Kroger now have a provision requiring management to introduce new workers to a shop steward their first week on the job. Kroger stewards are requiring management to abide by the collective bargaining agreement, and taking the time to inform their newly hired co-workers about all the union has to offer and how their membership makes a powerful difference.

Patricia Whitehurst, a Kroger shop steward in Virginia Beach, noted that,

"New employees often don't even know that a store is unionized. The new-hire provision in the contract guarantees that new employees learn about the union and their contract right away.

"We let them know that their wages and benefits come from collective bargaining," Whitehurst said. "If they don't sign up for membership right away, I know they'll come looking for me before long when they have a problem, and then they'll usually become a member."

Whitehurst and her two fellow stewards have tripled membership at their store in just three years through making it "our mission" to sign up every new hire and also maintain close communications with all employees. "Our message is, a strong membership means fewer problems in the stores and a better union contract," she said.

With the Kroger Richmond and Tidewater contracts expiring on March 27, 2010, the 400UNITED campaign comes at an especially critical time.

"There's no such thing as a free ride," Lowthers said. "If you're benefiting from union representation without contributing your fair share, you're undermining the source of your good fortune. But if you join and do your part, you're giving yourself the power to shape your destiny in ways that non-union workers will never be able to have. With this message—the simple facts about what union membership does—Local 400 will keep on growing."

The Growing Menace

Workers, Communities Get the Royal Ahold Treatment

Royal Ahold NV is a Netherlands-based multinational corporation. Local 400 members working at Giant in Virginia, Maryland and Washington, D.C., know it well because Ahold bought the supermarket chain in 1998, and control shifted from local owners in Landover, Md., to Dutch executives in Amsterdam.

Ahold is fully unionized in its home country and throughout Europe. Giant is a union shop, as is the Ahold-owned Stop & Shop chain in New England.

Now, here's where it gets confusing—Ahold also owns Giant-Carlisle, a subsidiary that operates under the name of

Giant Food Stores in Pennsylvania, and under the name of Martin's Food Markets in Virginia, West Virginia, Maryland and western Pennsylvania. All but two of the locations (Lewistown and Burnham, Penna.) are non-union.

Ahold is a classic "double-breasted" corporation—one that has

both union and non-union arms. It is trying to have its cake and eat it, too—create the veneer of being a responsible, unionized corporation while squeezing out extra profits by exploiting the workers at its non-union arm.

Over the long run, this is a menace to Local 400 members, because

the temptation is always to shrink the union side of the business while expanding the non-union side. Moreover, Ahold/Martin's is in direct competition with the fully unionized Kroger chain, where Local 400 represents employees throughout Virginia and West Virginia.

"Though it is unionized in the Netherlands and elsewhere in Europe, it has become apparent that Ahold sees the United States as a place where it can take advantage of weak U.S. labor laws to make more money by paying American workers less," said Local 400 President Jim Lowthers.

"When Ahold acquired Giant, the power of Local 400 made sure the workers' union representation stayed intact and we have been able to successfully negotiate a series of good contracts with management," Lowthers said. "But Ahold's periodic attempts to skirt the boundaries of our collective bargaining agreements, combined with aggressive moves by Martin's, make clear the company's long-term goal."

This menace recently grew larger when Ahold/Martin's purchased the locally-owned, Richmond-based Ukrop's chain. As soon as the transfer of ownership took place, management began implementing a series of anti-worker policies in an effort to avoid collective bargaining.

NOTICE

Picketing, wearing or carrying placards, handbilling, solicitation, demonstrating and loitering by non-employees are prohibited on the sidewalks, loading zones, parking lot, driveways and islands of this shopping center.

This shopping center is for the use of our customers only.

Shopping Center Management

Ukrop's

Moreover, Ahold is not the only threat to Local 400 members.

"Ahold's moves are only the tip of the iceberg," Lowthers explained. "Wegman's and Harris Teeter are moving aggressively into Virginia, joining Walmart and Food Lion in trying to expand the non-union segment of the grocery industry. Our members working for Giant in Northern Virginia and Kroger elsewhere in the state must stay united to defeat this menace and increase our market share, which in turn will give us greater bargaining power."

Ukrop's No More

Ukrop's had long enjoyed a reputation in and around Richmond as a community-oriented store that treated its workers and customers well, while providing significant support to local charities. It was known for its own version of the Golden Rule: "treating customers, associates, and suppliers as they personally want to be treated."

But when Ahold/Martin's acquired Ukrop's 25 stores, it did not take long to see just how different the directives from the Netherlands would be. Within weeks, "no solicitation" signs were posted in front of all Ukrop's stores and in the parking lot. "Picketing, wearing or carrying placards, handbilling, solicitation, demonstrating and loitering by non-employees are prohibited on the sidewalks, loading zones, parking lot, driveways and islands of this shopping center," read the signs.

The very first victims of this policy were local Girl Scout troops who had sold their cookies in front of Ukrop's for many years (see the sidebar). This caused a public relations disaster for Ahold/Martin's. So why did they do it?

The answer was obvious. When Ukrop's was put on the market, a number of Ukrop's employees realized they had no one to protect them in the event of a sale—and that their treatment by any new employer would surely get worse. So they contacted Local 400 and sought to organize.

Ahold was so fearful that its new

LOCAL 400 MEMBERS RESCUE GIRL SCOUTS FROM AHOLD/MARTIN'S

Purchase First 100 Boxes of Cookies

For many years, the locally-owned Ukrop's chain in Richmond welcomed Girl Scouts to sell cookies in front of their stores.

But as soon as Ahold/Martin's took control of Ukrop's, the Girl Scouts learned that they were no longer wanted. Girl Scout troops had purchased many boxes of cookies expecting to sell them at their local Ukrop's and were suddenly left in the lurch.

However, Local 400 members employed at Kroger in Richmond and throughout Virginia came to the rescue. They invited Girl Scouts to sell cookies in front of Kroger's Virginia stores and pledged to purchase the first 100 boxes of cookies from a displaced troop.

Local 400 members fulfilled this pledge on March 11, buying the first 100 boxes of cookies from Girl Scout troop #57 in front of Kroger #515 in Mechanicsville.

"Girl Scouts do so much good in our communities," said Local 400 President Jim Lowthers. "Our members work to make their communities better places to live and many have daughters who are in the Girl Scouts, themselves. It was only natural that our members jumped at the chance to welcome dis-



Girl Scouts Autumn Just, Suzanne Donaldson, and Nicole Soiland proudly display the check they have just received from Local 400 for the purchase of the first 100 boxes of cookies sold outside Kroger #515 in Mechanicsville, Va.

placed troops to sell cookies in front of Kroger stores, and to buy the first 100 boxes sold."

"We're proud to support the excellent work of the Girl Scouts and all they do to build girls of courage, confidence, and character," said Local 400 Secretary-Treasurer Tom McNutt. "I know that the former owners of Ukrop's felt the same way, and it's a real shame that the new owners of the chain decided to give the Girl Scouts the Royal Ahold treatment. I just hope that, in the wake of this controversy, Richmond-area Girl Scouts sell more cookies and raise more funds than ever to support their efforts.

"This really highlights the difference between a community-oriented, family-owned business and a multinational corporation where foreign executives call the shots with no knowledge of local traditions," McNutt said.

employees would empower themselves through Local 400 representation that it was willing to incur the wrath of Girl Scouts and their supporters in the community, just so long as union handbillers could be legally kept off the property.

"Ukrop's employees, Richmond shoppers, Girl Scouts and community residents

are all getting the Royal Ahold treatment," said Local 400 Secretary-Treasurer Tom McNutt. "They are learning that Ahold treats its workers and the communities where it operates as sources of profits to be exploited, not as good neighbors and fellow citizens. Ahold is sucking their money out

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Donna Edwards Honored At Minority Coalition Ball

Benefits Faces of Our Children

Praising her as a fighter for economic and social justice, the UFCW Minority Coalition recently honored Congresswoman Donna Edwards of Maryland's Fourth District as legislator of the year at its annual gala ball, which raised funds for sickle cell research, treatment and prevention.

Local 400 Secretary-Treasurer Tom McNutt presented her with the award, saying, "We need more members of Congress with the courage and commitment of Donna Edwards. She's a leader in battling for good jobs, for health care reform, for financial reform, for strong civil rights protections, and for the well-being of all working families. The UFCW is proud to count her as a strong ally and Local 400 is proud to call her our friend."

The UFCW Minority Coalition cited Rep. Edwards' support for the Jobs for Main Street Act which will save and create new jobs, for extending unemployment benefits, and for comprehensive health care reform. She is playing a key role in cracking down on financial abuses, inserting three provisions in the Wall Street Reform and Consumer Protection Act that would give state regulators the tools they need to limit risky financial transactions, prevent predatory lending, and protect consumers, homeowners and investors. She is also a longtime cosponsor of the Employee Free Choice Act and a strong advocate for beefing up workplace health and safety protections.

In addition to Edwards, the UFCW Minority Coalition honored other labor, civil rights and religious leaders. They include:

- **Wendell W. Young, III**, past president of UFCW Local 1776, who received the Person of the Year award.

- **Max Bruny** of UFCW Local 888, who was presented with the Local Union of the Year award.
- **Glen Williams** of the Laborers International Union, who was honored as Labor Leader of the Year.
- **Mackenzie Baris** of D.C. Jobs with Justice, who received the Community Partnership Award,
- **Samuel Staten, Sr.**, of Laborers Local 332, who was presented with the Roland B. Scott Award.
- **Janice Mathis** of Rainbow Push, who received the Addie Wyatt Award,
- **Rev. Nelson Johnson** of Faith Community Church, who was named Religious Leader of the Year.
- **Rev. J. Rayfield Vines, Jr.**, of the Hungary Road Baptist Church, who

received the Civic Organization of the Year honor.

As it does every year, proceeds from the Minority Coalition Ball benefited Faces of Our Children, Inc., a charity dedicated to raising awareness, support and funding for the fight against sickle cell disease worldwide in cooperation with the Howard University Center for Sickle Cell Disease. Faces of Our Children provides education on the risks of sickle cell disease and the need to get tested for the sickle cell trait, and it informs medical providers, schools and caregivers on how to reduce pain for affected children. It also engages in public advocacy to increase funding for research and better treatment to improve the lives of families with sickle cell disease.

Local 400 is a longtime supporter of Faces of Our Children, which was founded by Don Cash, Sr., the former executive assistant to the president of Local 400 and current president of the UFCW Minority Coalition.



Local 400 Secretary-Treasurer Tom McNutt (center) presents the Legislator of the Year Award to U.S. Rep. Donna Edwards (D-Md.), accompanied by former Local 400 official and current UFCW Minority Coalition President Don Cash, Sr.

Chesapeake Shores Workers Vote Two-to-One To Keep Local 400 Representation

Defeat 11-Year-Long Management Union-Busting Schemes

Local 400 members working at the Chesapeake Shores Care Center (formerly known as Bayside) in Lexington Park, Md., dealt management a devastating defeat when they voted recently by a two-to-one margin to continue union representation, culminating an 11-year battle to gain and keep their right to collective bargaining.

From the time Local 400 was certified as the employees' collective bargaining representative in October 1998, management has waged a relentless effort to delay and deny workers their democratically-chosen rights. This has included refusals to bargain in good faith, unlawfully withdrawing recognition from the union, and various unfair labor practices as affirmed by the National Labor Relations Board (NLRB) and the courts.

"The experience of our members at Chesapeake Shores provides yet another example of why we need the Employee Free Choice Act," said Local 400 President Jim Lowthers. "It is inexcusable and unacceptable that they have had to endure more than a decade of rampant lawbreaking by management to win what should have been granted them in 1998. By imposing binding arbitration on first contracts and toughening penalties on unfair labor practice violations, the Employee Free Choice Act would prevent other workers from enduring what our members have been through.

"Chesapeake Shores management apparently thought they could break the workers' will and spirit, but they learned that Local 400 members respond to adversity by strengthening our Solidarity and standing strong for our rights," Lowthers said. "Now that all their efforts to decertify

the union have gone for naught, it's long past time for them to bargain in good faith and come to swift agreement on a multi-year contract."

After winning union representation, the employees endured three years of management intransigence. Local 400 filed unfair labor practice charges that the company was bargaining in bad faith. In August 2001, the NLRB ruled for the workers, finding that Chesapeake Shores was delaying proposals, withdrawing from tentative agreements and making regressive offers. Four months later, under NLRB order, the company agreed to a one-year contract.

Chesapeake Shores soon made clear it had not changed its colors. In September 2002, management sponsored an "anti-union" petition and one month later, claimed it had secured enough signatures to withdraw recognition from the union. In response, Local 400 filed a new set of unfair labor practice charges against the company. Despite having the full weight of evidence on their side, it took two long years for an NLRB administrative law judge to find in favor of the workers. Chesapeake Shores appealed the decision

and it took until November 2006 for the full NLRB to affirm that the company's withdrawal of recognition violated the law.

Chesapeake Shores then appealed to the U.S. Court of Appeals. It took until March 2008 for the court to uphold the NLRB ruling. Yet it would still take 11 months of bargaining before management agreed to a new contract—again, for just one year—which was ratified in February 2009.

As the short length of the agreement suggested, management was still determined to break the union and soon launched another effort to decertify Local 400. Last December, this attempt was rebuffed as the employees overwhelmingly voted to keep

their Local 400 representation.

"Justice delayed is justice denied," said Local 400 Secretary-Treasurer Tom McNutt. "It's an outrage to think of the number of our hardworking members who won union representation in 1998 and never worked there long enough to enjoy its full benefits.

"Chesapeake Shores needs to put the interests of its patients ahead of the company's greed for profits," McNutt said. "That will happen when management agrees to a multi-year contract that empowers its employees to provide first-class care by paying a living wage, providing a safe workplace, and improving working conditions. The time for that is now."

"This is yet another example of why we need the Employee Free Choice Act."

— Local 400 President
Jim Lowthers

STEWARDS Spotlight

Robert Quarles

Customer Service

Giant #233, Falls Church, Va.



"The union means you have someone in your corner when you need it the most."

Years in Union: 2

Years as Steward: 2

Family: Three children

Enjoys Most about Being a Steward: Bring able to assist others

Hobbies: Golf, fishing and bowling

Future Plans: To continue helping others whenever I can

Dawn McKenna

Urology/Pulmonary Lead RN

Kaiser #35, Fairfax, Va.

Years in Union: 21

Years as Steward: 2

Family: Married with two daughters and a stepdaughter

Enjoys Most about Job: Getting a member's problem solved

Hobbies: Travel (beaches), tennis, reading

Future Plans: Get my girls through college; retire in Longboat Key, Florida



"The union makes sure we have a voice and that everyone is treated fairly."

Gary Burkhammer

Receiver

Shoppers #2335, Olney, Md.



"The union provides better working conditions and benefits."

Years in Union: 10

Years as Steward: 4

Family: Married with two children and two grandchildren

Enjoys Most about Job: Keeping busy and all the fun people I work with

Enjoys Most about Being a Steward: Doing what I can to help associates

Favorite Place on Earth: The beach

Vivian Vernetta Peterson

Head Cashier

Shoppers #2371, Wheaton, Md.

Years in Union: 9

Years as Steward: 1 1/2

Enjoys Most about Job: Helping customers

Enjoys Most about Being a Steward: Helping employees with their rights

Hobbies: Reading

Future Plans: Retire and enjoy my grandchildren

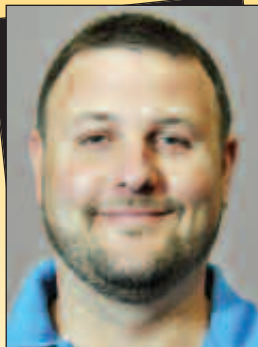


"The union means I have someone fighting for my rights."

Ronald Eakin

File Maintenance Clerk

Kroger #210, Blacksburg, Va.



"The union offers strength in numbers; without that, you're at the mercy of the company."

Years in Union: 17

Years as Steward: 2

Family: One son

Enjoys Most about Being a Steward: Helping others with issues when they don't know where to turn

Hobbies: Coaching, playing golf, softball, umpiring and officiating

Favorite Place on Earth: Lane Stadium on Thursday nights in the Fall

Karen Wentz

Weigher/Wrapper

Safeway #1606, Burke, Va.

Years in Union: 13

Years as Steward: 11

Family: Five children, three grandchildren

Enjoys Most about Being a Steward: Helping people

Hobbies: Spending time with my grandchildren

Favorite Place on Earth: Home



"The union gives us job security."

Planned Walmart Development Threatens Historic Civil War Battlefield

In a move that has outraged neighbors, Civil War buffs, conservationists and many others, Walmart is trying to build a massive 238,000 square-foot development in Orange County, Virginia, just a quarter of a mile from the location of the historic Battle of the Wilderness. Part of the Fredericksburg and Spotsylvania National Military Park, the site is where Ulysses S. Grant and Robert E. Lee met on the battlefield for the first time in a bloody clash which left 26,000 soldiers injured or killed in 1864.

In August, the Orange County Board of Supervisors gave formal approval for the Walmart development, but a coalition of landowners, the National Trust for Historic Preservation, the Civil War Preservation Trust, the National Parks Conservation Association and other

groups is trying to block construction.

"Walmart's like an elephant in a China shop," said Local 400 President Jim Lowthers. "Just like the company tramples on workers' rights, it smashes into neighbors, parks and small businesses everywhere it goes, leaving a mess in its wake. The last thing that belongs near a national park and a major historic site is a giant Walmart big box. That is hardly a way to honor the tens of thousands of courageous soldiers who lost their lives in that pivotal battle."

This is not the first time Walmart has generated controversy with plans to build stores near national monuments. In the mid-1990s, the company tried but failed to open an outlet at George Washington's boyhood home near Fredericksburg.

The U.S. National Park Service has

joined the fight to stop Walmart. Its director, Jonathan Jarvis, warned that if the proposed Walmart is built, "Hills would be leveled and roads widened so that the Piedmont landscape would be unrecognizable."

"Slash and burn is no strategy for running a giant retail operation," said Local 400 Secretary-Treasurer Tom McNutt. "Walmart has no respect for the communities it tries to bully its way into; it looks at a map and all it sees are consumers for cheap, foreign-made products. The idea of sacrificing U.S. history and an irreplaceable national landmark for a store selling cheap imports is appalling. This Walmart must be stopped."

The challenge to the planned development is pending before Orange County Circuit Court.

SAM'S CLUB CONTRIBUTES TO UNEMPLOYMENT CRISIS

Though Walmart claims its stores are benefiting from the recession because of their reputation for low prices and the company is still making profits of more than \$12 billion a year, its subsidiary, Sam's Club, nevertheless laid off more than 10,000 employees in January.

The laid-off workers' jobs, which mostly involved handing out free product samples in the stores, are being outsourced to an Arkansas-based company, Shopper Events. Based in a town next to Walmart's Bentonville, Ark., headquarters, this privately-owned company's only clients are Walmart and Sam's Club, raising suspicions that it may be another arm of the world's largest retailer.

"How much is enough for Wal-


mart?" asked Local 400 President Jim Lowthers. "How is it that \$12 billion in annual profits is somehow too little for the Walton family? Why do they feel compelled to keep squeezing their workers through layoffs, and continued low pay and inadequate benefits? When it comes to our struggling economy, Walmart is quite obviously a huge part of the problem and not part of any solution."

The Sam's Club layoffs—many of which involved part-time workers—raised serious questions about whether they were designed to remove from the payroll older and more senior employees, because Walmart said it would only pay severance to those workers who agreed not to pursue age discrimination claims. In addition, the company made

no apparent arrangements to have the laid-off workers hired by Shopper Events.

The layoffs were done in classic Walmart style, according to many of the workers, who report that they were called into mass meetings and offered boxes of tissues as they were told their services would no longer be needed.

"This appears to have been a systematic attempt by Walmart to rid its payroll of many employees who were earning higher wages than their younger counterparts," Lowthers said. "If so, that would be unethical and probably unlawful. It's time for all Americans to just say no to Walmart's continued lowering of worker and community standards."



Rev. Dr. Milton Reid, a confidant of Dr. Martin Luther King, Jr., addresses the Black History Month celebration.

Black History Month Celebrated By Local 400 Members in Northern Neck

For the 10th year in row, Local 400 members in the Northern Neck of Virginia and the Northumberland County NAACP commemorated Black History Month with a celebration involving talks by a hero of the civil rights movement and the presentation of awards to area residents for exemplary community service.

This year's celebration took place on February 28 at Shiloh Baptist Church in Burgess, Va., and featured Rev. Dr. Milton Reid, a close confidant of Dr. Martin Luther King, Jr., who spent time in jail with him and founded the Virginia Chapter of the Southern Christian Leadership Conference at the request of Dr. King.

"Our members in the Northern Neck have established a great tradition in honoring the proud history of African Americans in our country and carrying on the legacy of struggle for civil rights and workers' rights," said Local 400 President Jim Lowthers. "Their efforts are a prime example of how our union is dedicated to community and part of the broader struggle for social justice and equal opportunity."

At the celebration, Dr. Reid told a story about how he was walking to school one day in Norfolk in 1937 and a school bus carrying white children came along. Some of the students in the bus spit on him as they drove by. On that day, as a mere seven-year-old, he decided to do everything he could to see that black

schoolchildren could ride to their school on the bus, too. Eight years later, when he was 15, they got their school bus—and he was the driver!

Dr. Reid also talked about how when he was first licensed as a preacher in Virginia, he had to sign a bond that he would not marry interracial couples, in noting just how far our society has come in his lifetime.

Four area residents were honored for their service:

- Leah Hudnall, a Reedville, Va., woman who each year just before school starts holds a huge picnic to raise money for school supplies for local students.
- Henry Page, 80, who has run the first black-owned garage in the Northern Neck for more than 60 years and still repairs cars today.
- Dorothy Scott, a senior citizen and cancer survivor who will graduate from college this May with an associate of arts degree.
- Cecil Taylor, recipient of the Keeper of the Flame Award, who travels around the country delivering Dr. King's "I Have a Dream" speech to church congregations, schoolchildren, and other audiences.

"Local 400 is proud to support Black History Month," said Local 400 Secretary-Treasurer Tom McNutt, "not only because of what it means to our members but because of the invaluable lessons it holds for the battles we still face today."

ULLICO Gift Cards Support Local 400

This past holiday season, ULLICO—the labor-owned family of companies that offers quality insurance and investment products and services to the American labor movement—gave a gift that has kept on giving.

To help ULLICO workers through these tough economic times, company leadership presented each employee with a \$75 gift card to Giant food stores. This was not only a means of helping ULLICO families eat well and make ends meet during the holidays—it was also a way to support Local 400 members working at Giant.

"We have always said to shop union during the holidays," said Local 400 President Jim Lowthers, "because union shops provide better value and service and because when we spend our hard-

earned dollars, we should support our brothers and sisters whenever possible. I am very pleased that ULLICO not only adheres to the same philosophy but also puts it into action."

"ULLICO's 'Shop Union' policy does so much good for so many," said Local 400 Secretary-Treasurer Tom McNutt. "We are so appreciative of ULLICO's support of our union and more importantly, the company's ongoing commitment to helping union members and their families achieve financial security."

However, the benefits of the gift

cards went far beyond that. Members of ULLICO's senior management teams donated their gift cards to So Others Might Eat (SOME), an interfaith, community-based charity helping homeless and extremely poor citizens in Washington, D.C. In a letter acknowledging ULLICO's donation of \$2,000 and three large boxes of canned food, Father John Adams, president of SOME, thanked the company's employees for their generosity and helping to "break the cycle of homelessness in our nation's capital."

"This was a model effort," McNutt said, "one I hope ULLICO and other organizations serving the labor movement follow in years to come."



From left to right: Giant Store Manager Ernest Vincent, Shop Steward Evelyn Graham, ULLICO President Ed Smith, Shop Steward April Williams, and Local 400 Secretary-Treasurer Thomas P. McNutt present the check to Giant for ULLICO's gift cards.

BENEFIT AVAILABLE ONLY FOR LOCAL 400 MEMBERS

First Choice Lending Presents:



Imagine Being Debt Free!

- ▶ Reduce Credit Card & Installment Loan Debt Up to 55%.
- ▶ No Need to Own a Home to Participate.
- ▶ Arrange One Affordable Monthly Payment.
- ▶ Our Goal is to Save You Thousands of Dollars!
- ▶ We Can Help You Become Debt Free in 1-3 Years.
- ▶ Credit Repair Offered at End of Program.

For More Information,

Call Toll-Free:

1-888-539-1708

Or Visit:

www.firstchoicemoney.com

Serving Union Members and Their Families
First Choice Lending



The Growing Menace

Continued from page 17

of Richmond and across the Atlantic and in return, all Virginians are getting in the back of their hands."

In addition to helping employees of the former Ukrop's organize and reaching out to the community in Richmond and elsewhere, Local 400 has launched a

new campaign, 400UNITED (see page 15 for more information), designed to help members mobilize, increase membership and expand the unionized portion of Virginia's retail food sector.

"Attempts by Ahold/Martin's and the other non-union grocers to grow in Virginia are a clear threat to our members, but they're also an opportunity," McNutt said. "Missteps like the Girl

Scout cookie catastrophe enable us to show shoppers how patronizing Kroger and our other stores is the best way to get first-class customer service and support the community at the same time.

"We can and must expand our market share," McNutt added, "The more that we do, the better contracts we'll be able to negotiate—and the more Ahold will have to rethink its double-breasted strategy."

10 QUESTIONS MINUTES

TO DEFINE WHO WE ARE AS A NATION

The Census: A Snapshot

- **What:** The census is a count of everyone residing in the United States.
- **Who:** All U.S. residents must be counted—both citizens and non citizens.
- **When:** You will receive your questionnaire in March 2010 either by U.S. mail or hand delivery. Some people in remote areas will be counted in person.
- **Why:** The U.S. Constitution requires a national census once every 10 years to count the population and determine the number of seats each state will have in the U.S. House of Representatives.
- **How:** Households should complete and mail back their questionnaires upon receipt. Households that do not respond may receive a replacement questionnaire in early April. Census takers will visit households that do not return questionnaires to take a count in person.

A Complete Count: The Importance of Census Data

- Every year, the federal government allocates more than \$400 billion to states and communities based, in part, on census data.
- Census data are used to determine locations for retail stores, schools, hospitals, new housing developments and other community facilities.
- Census data determine boundaries for state and local legislative and congressional districts.

2010 Census Questionnaire: Easy, Important and Safe

- With only 10 questions, the 2010 Census questionnaire takes approximately 10 minutes to complete. Households are asked to provide key demographic information, including: whether a housing unit is rented or owned; the address of the residence; and the names, genders, ages and races of others living in the household.
- By law, the Census Bureau cannot share an individual's responses with anyone, including other federal agencies and law enforcement entities.

United States[®]
**Census
2010**

CENSUS HISTORY

The first census took place in 1790 to determine the number of seats each state would have in the U.S. House of Representatives. The census also was created to gain a better understanding of where people lived and to establish patterns of settlement as the nation grew.

ABOUT THE CENSUS BUREAU

The Census Bureau was established in 1902. Today, in addition to administering the census of population and housing, the Census Bureau conducts more than 200 annual surveys, including the American Community Survey, the Current Population Survey and economic censuses every five years.



**We move
forward
when you
send it back.**

Economic Stimulus

Continued from page 4

- Helping to keep police in their jobs and on the streets with funding covering three years of salary and benefits for more than 4,600 law enforcement officers in over 1,000 communities through the COPS program.

As much as the stimulus has achieved, more must be done with unemployment still hovering around the 10 percent mark. That is why the U.S. House passed legislation investing another \$154 billion in creating

jobs last fall. In late February, the Senate passed a smaller-scale jobs bill. At the time this article was written, the House and Senate still had to iron out the differences between their two bills before passing final legislation and sending it to President Obama for his signature.

"Local 400 members should call their representatives and senators at (202) 224-3121 and urge them to pass the strongest possible jobs bill immediately," Local 400 Secretary-Treasurer Tom McNutt said. "We're not out of the woods yet and so long as the private sector is lagging in creating good jobs, we need our government to help make up the difference."

Kaiser

Continued from page 11

Kaiser are forging an innovative model of care based on doing what's best for their patients while lowering skyrocketing med-

ical costs," McNutt said. "The new contract, the new medical centers and what I hope will be health care reform have the potential to converge and put our members front and center in solving the nation's health care crisis."

Savings and Solidarity

Special discounts on wireless devices and **save 10%** on monthly service charges through unionized AT&T.*



3 Easy Ways to Save!

1. **TAKE this ad to your local AT&T store.** To find the store nearest you, visit att.com/find-a-store and show union identification (Reference FAN# 00113662).
2. **ONLINE at UnionPlus.org/ATT** Purchase services and find specials on phones.
3. **CALL 1-800-897-7046.** Use Discount FAN# 00113662 when you speak to the customer service operator.

*Credit approval and new two-year service agreement required. The non-3G iPhone, unlimited and unity plans, in addition to additional lined for family plans are not eligible for the discount. Current AT&T customers can switch to the Union Plus AT&T Wireless discount program by having the FAN applied to their current account and signing up for a two year agreement. Other conditions and restrictions apply.



Visit UnionPlus.org/ATT

UFCW LOCAL 400 DISCOUNT DAYS!

3 GREAT WAYS TO SAVE

1. UFCW EARLY BIRD TICKETS VALID OPEN DAYS THROUGH MAY 31, 2010
ONLY \$32.99
AGES 3 - 61 AND 48 INCHES TALL AND TALLER

2. UFCW FUN DAY TICKETS VALID JULY 1 - 16, 2010
ONLY \$28.50
AGES 3 - 61 AND 48 INCHES TALL AND TALLER

JUNIORS AND SENIORS ONLY \$24.99
AGES 3 - 61 AND UNDER 48 INCHES TALL - OR - AGES 62 AND ABOVE

3. GOOD ANY DAY TICKETS VALID ANY REGULAR PARK OPERATING DAYS IN 2010
ONLY \$39.99
AGES 3 - 61 AND 48 INCHES TALL AND TALLER

JUNIORS AND SENIORS ONLY \$29.99
AGES 3 - 61 AND UNDER 48 INCHES TALL - OR - AGES 62 AND ABOVE
CHILDREN AGES 2 AND UNDER ADMITTED FREE



Intimidator 305
New for 2010

Operating the Intimidator May 31, July 3 & 4 and September 4 & 5

ORDER THESE TICKETS ONLINE!

Place your credit card order online at 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.

Kings Dominion

Come and enjoy a full day of fun and a night of thrills at Virginia's premier theme park!
 For up-to-date Park information, go to:
WWW.KINGSDOMINION.COM

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January Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	1,247,244
2	RECEIPTS (from all sources): DUES MISCELLANEOUS	1,399,540 2,921
3	TOTAL RECEIPTS	1,402,461
4	TOTAL OF LINES 1 AND 3	2,649,705
5	DISBURSEMENTS for current months	1,315,574
6	CASH ACCOUNT BALANCE at the end of current month	1,334,131
7	BALANCE AT END OF MONTH as shown on Bank Statement	1,397,895
8	DEPOSIT IN TRANSIT	0
9	TOTAL OF LINES 7 AND 8	1,397,895
10	LESS: Checks included in item 5 not returned with bank statement	63,764
11	BALANCE (Should agree with Line 6)	1,334,131
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,118,478
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	732,977
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	135,367
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,157,397
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	3,164,306

2010 AREA MEETINGS SCHEDULE *

Monday, May 3 BRISTOL <i>Holiday Inn Exit 7 off of Interstate 81 3005 Linden Dr. Bristol, VA 24202</i>	Tuesday, May 11 HUNTINGTON <i>Hampton Inn 3442 US Route 60 East Barboursville, WV (304) 733-5004</i>	Tuesday, Sept 14 HUNTINGTON <i>Hampton Inn 3442 US Route 60 East Barboursville, WV (304) 733-5004</i>	Tuesday, October 5 BLUEFIELD <i>Quality Hotel & Conference Center Route 460 Bypass 3350 Big Laurel Hwy Bluefield, WV 24701 (304) 325-6170</i>
Tuesday, May 4 BLUEFIELD <i>Quality Hotel & Conference Center Route 460 Bypass 3350 Big Laurel Hwy Bluefield, WV 24701</i>	Tuesday, Sept. 7 CHARLOTTESVILLE <i>Holiday Inn 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</i>	Wednesday, Sept. 15 DANVILLE <i>Holiday Inn Express 2121 Riverside Dr Danville, VA 24540 (434) 793-4000</i>	Wednesday, October 6 BRISTOL <i>Holiday Inn Exit 7 off of Interstate 81 3005 Linden Dr. Bristol, VA 24202 (276) 466-4100</i>
Thursday, May 6 DANVILLE <i>Holiday Inn Express 2121 Riverside Dr Danville, VA 24540</i>	Monday, Sept. 13 BECKLEY <i>Holiday Inn 114 Dry Hill Road Beckley, WV 25801 (304) 252-2250</i>	Monday, October 4 PARKERSBURG <i>Comfort Suites 167 Elizabeth Pike Mineral Wells, WV 26150 (304) 489-9600</i>	* All meetings are at 7 p.m.

2010 QUARTERLY MEETINGS SCHEDULE *

Wednesday, May 5 ROANOKE <i>Holiday Inn 450 Litchell Road Salem, VA 24153 (540) 389-2424</i>	Monday, August 2 CHARLESTON <i>Holiday Inn-Civic Center 100 Civic Center Charleston, WV 25301 (304) 345-0600</i>	Monday, Sept. 13 ROANOKE <i>Holiday Inn 450 Litchell Road Salem, VA 24153 (540) 389-2424</i>	Wednesday, Nov. 3 RICHMOND <i>Holiday Inn-Central 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</i>
Monday, May 10 CHARLESTON <i>Holiday Inn-Civic Center 100 Civic Center Charleston, WV 25301 (304) 345-0600</i>	Wednesday, Sept. 8 RICHMOND <i>Holiday Inn-Central 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</i>	Tuesday, Sept. 21 LANDOVER <i>Local 400 Headquarters 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</i>	Monday, Nov. 8 CHARLESTON <i>Holiday Inn-Civic Center 100 Civic Center Charleston, WV 25301 (304) 345-0600</i>
Tuesday, June 15 LANDOVER <i>Local 400 Headquarters 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</i>	Thursday, Sept. 9 NORFOLK <i>Norfolk Office 3620 Tidewater Drive Norfolk, VA 23509</i>	Tuesday, Nov. 2 NORFOLK <i>Norfolk Office 3620 Tidewater Drive Norfolk, VA 23509</i>	Wednesday, Dec. 1 ROANOKE <i>Holiday Inn 450 Litchell Road Salem, VA 24153 (540) 389-2424</i>

* All meetings are at 7 p.m.

ALL IN THE FAMILY

Condolences

Linda Dawson, *Shoppers Food 2355, Loss of
Father*

Ashley Dawson, *Shoppers Food 2344, Loss of
Grandfather*

Family of Edimae R Whyte, *Giant 366*

Family of Walter H Spivey, *Safeway 1425*

Family of James (Jimmy) Beall, *A&P Company*

Joey Withers, *Safeway 1428, Loss of Father*

Family of Yvonne Eppolito, *Giant 770*

Lavoris "Mikki" Harris, *Local 400 staff,
Loss of son*

UFCW Local 400 Appreciation Days

Tickets only \$16.65

An Event for All UFCW Local 400 Members,
Families and Friends!

MAY 21 - 23, 2010

Six Flags America is honoring the members of UFCW Local 400 and their families and friends with a SPECIAL DISCOUNT TICKET OFFER!



Baltimore/Washington, DC

Tickets are on sale NOW online! Ordering is as easy as
1-2-3:

1. Go to sixflags.com/america
2. Enter promo code **LOCAL400** in the upper right hand corner.
3. Click Go!

Tickets are on sale through May 17, 2010. Tickets are not available for purchase at the park and must be purchased online in advance of visit.

DON'T WAIT! Limited quantities available.

***MORE SPECIAL SAVINGS!!** As a special thank you to all UFCW Local 400 Members, Six Flags America is offering a special discount ticket valid any regular operating day during the 2010 season. Good Any day tickets may be purchased for only \$23.24. That's 60% off the main gate price of \$54.99. Tickets are available for purchase online.*

1. Go to sixflags.com/america
2. Enter promo code **LOCAL400** in the upper right hand corner.
3. Click Go!



GET YOUR TICKETS TODAY!

For further information call 301-249-1500 x 3284

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LOCAL 400 RETIREES

Giant

Noor Ahmad, *Manassas, Va.*, 11 years
 Jean A Alexander, *Falls Church, Va.*, 32 years
 Joseph M Casamento, *Lorton, Va.*, 31 years
 Carroll E Forbes, *Capitol Heights, Md.*, 30 years
 Norma J Granville, *Myrtle Beach, S.C.*, 31 years
 Charles L Jakola, *Edinburg, Va.*, 30 years
 Curtis W McFarland, *Sterling, Va.*, 30 years
 Glenn L Muck Jr, *Gaithersburg, Md.*, 44 years
 George E Nichols, *Alexandria, Va.*, 33 years
 Vera T Perkins, *Stockbridge, Ga.*, 9 years
 Norma Santiago, *Woodbridge, Va.*, 28 years
 Florence M Speiss, *Alexandria, Va.*, 22 years
 Ignacia D Talbert, *Stafford, Va.*, 25 years
 Lillian V Taylor, *Washington, D.C.*, 22 years
 Martin C Taylor Sr., *Herndon, Va.*, 40 years
 Khang D. Bui, *Falls Church, Va.*, 12 years
 George T Finnell III, *Front Royal, Va.*, 22 years
 Richard L Jones, *Falls Church, Va.*, 39 years
 Maria Laourakis, *Vienna, Va.*, 24 years
 Tang T Le, *Falls Church, Va.*, 16 years
 Charles W Wertz, *Port Republic, Md.*, 9 years
 Betty J Allen, *Bowie, Md.*, 21 years
 Dennis J Carter, *Rockville, Md.*, 41 years
 Helen W Christian, *Gaithersburg, Md.*, 17 years
 Kenneth A Day, *Severn, Md.*, 31 years
 Karen F Dean, *New Market, Md.*, 33 years
 Thomas R Gunner, *Gaithersburg, Md.*, 21 years

Jerry W Hall, *Springfield, Va.*, 41 years
 Thai D Hong, *Burke, Va.*, 9 years
 Mary A Lightkep, *Leesburg, Va.*, 31 years
 Windell L Mullins, *Culpeper, Va.*, 32 years
 Rosie M Roe, *Temple Hills, Md.*, 45 years
 Richard A Tandski, *Harpers Ferry, W. Va.*, 27 years
 Sybil Willis, *Bowie, Md.*, 39 years

Kroger

Patsy C Goffins, *Rustburg, Va.*, 24 years
 Dana A Lester, *Christiansburg, Va.*, 38 years
 Melvin H Martin, *Lynchburg, Va.*, 28 years
 Gerald D Minter, *Ridgeway, Va.*, 38 years
 Wanda R Thomas, *Radford, Va.*, 35 years
 Nancy R Williby, *Princeton, W. Va.*, 33 years
 Owen D Craig, *Roanoke, Va.*, 43 years
 Clyde F Nichols, *Wytheville, Va.*, 37 years
 Joyce A Oaks, *Kingsport, Tenn.*, 32 years
 Kenneth L Sawyers Jr, *Bluefield, Va.*, 38 years
 Robert W Scruggs, *Roanoke, Va.*, 36 years
 Harrison P Younce, *Bristol, Tenn.*, 31 years

Safeway

Linda A Conley, *Rockville, Md.*, 34 years
 Ronald Harrison, *Oxon Hill, Md.*, 44 years
 Agnes G Mitchell, *Centreville, Va.*, 8 years
 Jonathan E Sanders, *Lanham, Md.*, 40 years
 Patsy A Stauffer, *Valley Lee, Md.*, 34 years
 Paula P Sutphin, *Centreville, Va.*, 30 years
 Frank H Bell, *Arlington, Va.*, 9 years
 Nancy M Gimmi, *Dale City, Va.*, 10 years
 Hector J Gomez, *Silver Spring, Md.*, 24 years

Pamela S Haines, *Purcellville, Va.*, 37 years
 Robert C Toney, *Oxon Hill, Md.*, 41 years
 Meladean C Coon, *Laurel, Md.*, 22 years
 Cheryl A Dearie, *Waldorf, Md.*, 32 years
 Michael G Ford, *College Park, Md.*, 44 years
 Brian L Gammon, *Glen Burnie, Md.*, 31 years
 Steven P Kemp, *Fredericksburg, Va.*, 37 years
 Daniel M Scott, *Laurel, Md.*, 40 years
 Laura J Slater, *Bryantown, Md.*, 35 years
 Barbara Wright, *Stephens City, Va.*, 28 years

Shoppers

Deborah K Fulcher, *Dumfries, Va.*, 22 years
 Audrey L Oliver, *Washington, D.C.*, 24 years
 Patsy J Rigney, *Arlington, Va.*, 37 years
 Marion L Dohawk, *District Heights, Md.*, 19 years
 Patricia A Wilson, *Fort Washington, Md.*, 23 years
 Wesley A Clem III, *Hyattsville, Md.*, 39 years
 Lawrence C Evans, *Eldersburg, Md.*, 15 years
 Victor Bustos, *Silver Spring, Md.*, 7 years
 Patsy A Dye, *Alexandria, Va.*, 18 years
 Cheryl L Hein, *Leesburg, Va.*, 29 years
 Marlene J Sweeney, *Woodbridge, Va.*, 19 years

Syms

Otis M Belk, *Alexandria, Va.*, 12 years

Magraders

Stanley B Green, *Alexandria, Va.*, 33 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. _____ COMPAÑIA Y TIENDA NO. _____

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

A Clear & Present Danger



For Local 400 members and all union members, market share matters. The greater the percentage of workers in an industry who belong to unions, the stronger our bargaining power becomes. The reverse is also true—if union market share shrinks, downward pressure is placed on wages and benefits.

This is the challenge Local 400 and our Kroger members in Richmond face in the aftermath of Dutch mega-conglomerate Royal Ahold's purchase of the family-owned Ukrop's grocery chain.

On the surface, this might not seem a threat. After all, Ahold owns the Giant chain in the Washington, D.C., area where thousands of Local 400 members work empowered by a strong collective bargaining agreement.

But Ahold is going into Richmond with the same predatory aim as Walmart—to squeeze every last cent of profit out of non-union American workers. Only instead of flowing into Arkansas, the hard-earned money of Richmond residents shopping at

Ukrop's will be sent across the Atlantic to Amsterdam.

How can Ahold do this? By operating in a “double-breasted” fashion, walling off its unionized operations from its growing non-union sector, like the Carlisle, Penna.-based Ahold subsidiary that has been flooding Virginia with its Martin's Supermarkets—and that now has swept up Ukrop's 25 stores.

For Ukrop's employees, this is a nightmare. Ukrop's long maintained a paternal relationship with its workers and took pride in its local roots, supporting many community service projects over the years. Employees, customers and the community have already seen a far different attitude from a multinational corporation whose executives command an empire of more than 6,000 supermarkets worldwide from their headquarters in the Netherlands.

For Kroger workers in Richmond and around the region—and for all of us—the Ahold/Martin's incursion is a clear and present danger, placing union jobs and working conditions in jeopardy. And it's

not just Ahold. The rapid growth of the non-union, anti-worker Harris Teeter and Wegman's chains in Virginia add to the threat, along with the continuing presence of Walmart. If these stalwarts of corporate greed can grow through a race to the bottom, then our union employers will try to do the same and bargaining will become more adversarial and problematic.

The question is, what do we do in response? Here, the answer is crystal clear: By strengthening our Solidarity and by building our union through organizing. We need you to take every opportunity to explain to your co-workers in Virginia why union membership is the best investment they can make, and to engage workers at Ahold/Martin's, Harris Teeter, Wegman's and other non-union markets in a discussion about how much they will benefit from collective bargaining. We also need you to be ambassadors in your community, to make the case why a well-paid, fully-empowered union workforce improves your neighborhoods and the local economy.

With our market share and our members' futures on the line, we're gearing up for the fight of our lives. Through unity and resolve, this is a fight I know we can win.

Tom McNutt
Secretary-Treasurer

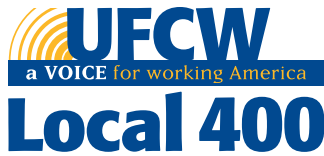
**▼ We must
build on our
market share
through
organizing. ▼**

**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; expires 6/30/10;
Negotiations in progress

Associated Administrators

12 employees; expired 10/29/09;
Ratified 4 year agreement

Bestway

45 employees; contract expires 6/30/10

Brooks Brothers

25 employees; expires 3/31/10;
Negotiations in progress

Chesapeake Shores

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

DanChem

82 employees; expired 12/31/09;
Ratified 3 year agreement

Elizabeth Adam Crump Manor

89 employees; contract expires 5/2/10

Gino Morena Enterprises (Aberdeen Proving Ground);

12 employees; contract expires 6/4/10

(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 expires 6/15/10

Kaiser Permanente

(National Agreement)
984 employees; contract expires 12/11/12

Kroger (Richmond/Tidewater)

2600 employees; contract expires 3/27/10;
Negotiations in progress

Smithsonian

185 employees; contract expired 12/31/09;
Ratified 1 year agreement

Sunbridge Nursing Home

45 employees; contract expires 4/14/10

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