

# Local 400 UNION LEADER



## Member Activism: Taking Ownership Of Our Future

The Key to Growth,  
Opportunity and Security

# Who Are the Real Patriots?



**W**ho are the real patriots running for office on November 2nd?

The Tea Partiers and the Republican candidates they support claim this word all for themselves. But when I looked up patriot in the dictionary, I got this definition: "One who loves his or her country and supports its authority and interests."

So what would you call someone who has said repeatedly that he wants President Obama to fail? What would you call people who cheered when Chicago's bid for the 2016 Olympics was rejected in favor of a foreign city?

You'd call them Republicans. But you wouldn't call them patriots, because they choose hyperpartisanship and ideological purity over America's best interests.

"The dirty little secret," talk show host Rush Limbaugh said last year, "is that every Republican in this country wants Obama to fail, but none of them have the guts to say so; I am willing to say it."

Limbaugh proved his point when only

*¶Let's turn out in droves to elect the real patriots.¶*

a tiny handful of Republicans questioned his statement—and all quickly apologized profusely for daring to contradict their de facto party leader.

Then, their actions spoke louder than his words. Facing the gravest financial crisis since 1929, did the Republicans lift a finger to rescue us from the brink of depression? When President Obama sought bipartisan cooperation to save the economy, did they heed his call to serve America's best interests?

No.

Not one Republican representative voted for the American Recovery and Reinvestment Act. Only three Republican senators (one of whom soon switched parties) voted to end a GOP filibuster blocking its consideration.

This was not due to policy disagreements. The bill included the largest middle class tax cut in history—something Republicans claim they're for. They had many opportunities to shape the bill when it was being crafted and to offer alternatives. Instead, they just said no—not just

to the president, but to working families.

Had they succeeded, we would now be mired in a second Great Depression and up to 4.1 million more Americans would be unemployed, according to the Congressional Budget Office.

Then, there were repeated efforts by Republican senators to block the extension of unemployment benefits, denying millions of long-term jobless Americans money they needed just to survive.

In fact, in the first year of Obama's presidency, Senate Republicans held more filibusters than had occurred in the 50 years from 1919 to 1969. They bottled up more than 300 bills passed by the House. And now, Sen. Jim DeMint (R-S.C.) is threatening to prevent the Senate from considering any bill he doesn't like for the rest of the year.

After two years of the most irresponsible behavior ever by an opposition party, they want to be rewarded by the voters. Instead, let's "reward" them by turning out in droves to elect the real patriots—candidates who put our country first by working to strengthen our economy, our standard of living, and our future. In virtually all cases, that means voting Democrat.

Thomas P. McNutt, President  
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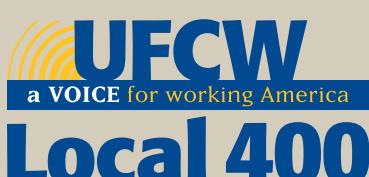
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# UNION LEADER

## Contents

SEPTEMBER-OCTOBER-NOVEMBER 2010

F E A T U R E S

### 4 Re-elect Md. Gov. Martin O'Malley

O'Malley/Brown Ticket Earns Local 400's Recommendation

### 6 Joe Manchin for Senate

West Virginia Governor Fights for Working Families

### 10 Guest Column by Vincent DeMarco

Health Care Success in Maryland

### 12 Kroger Workers Ratify Contract

Maintain Industry-Leading Wages, Benefits in Richmond, Tidewater Areas

### 18 Local 400 Voters Guide

Complete List of Recommended Candidates in November 2 Election

### 20 Interview with LTC Jacqueline Bradley

Local 400 Activist and Kaiser Nurse Practitioner Takes Command

C O V E R S T O R Y

### 16 Member Activism Surges at Local 400

Volunteers Fuel Organizing and Community Outreach Campaigns

A L S O I N S I D E

#### 14 Faces of Local 400

#### 32 All in the Family

#### 22 Stewards Spotlight

#### 34 Local 400 Retirees

#### 32 Financial Report

# Re-elect Governor Martin O'Malley

*O'Malley/Brown Ticket Earns Local 400's Enthusiastic Recommendation*

Maryland Gov. Martin O'Malley and Lt. Gov. Anthony Brown (D) have earned Local 400's enthusiastic recommendation for their re-election because they have consistently fought for and won major improvements in the lives of the state's working families.

Facing a closely-contested campaign against ex-Gov. Robert Ehrlich (R), O'Malley has reversed his predecessor's anti-worker, pro-big business policies. O'Malley made Maryland the first state in the country to guarantee a living wage to the employees of all state contractors and recently signed a law strongly backed by Local 400 requiring retail employers to provide shift breaks to their workers. O'Malley has fought back hard against the recession with strong economic leadership that has paid dividends for workers: Maryland's unemployment rate is 25 percent below the national average, the state has retained jobs better than all but four states, and 40,000 new jobs have been created in Maryland since January.

"Maryland's working families have no better champion than Governor O'Malley," said Local 400 President Tom McNutt. "He has taken a series of bold steps to raise our economic standing,

expand our rights and protections, secure our jobs and improve our quality of life.

"The O'Malley record is great by any standard, but it's even better compared to the four years Marylanders suffered under Bob Ehrlich," McNutt said. "I don't know why anyone would want to go back to all the big business giveaways, skyrocketing utility and college tuition rates, and the loss of health insurance coverage for Marylanders that defined life under Bob Ehrlich. With O'Malley at the helm, we're making real progress in the very difficult environment of the recession. We need to keep moving forward, not go backward."

After spending his first year cleaning up the Ehrlich administration's messes, including the \$1.7 billion deficit left by the outgoing governor, O'Malley has fought hard to make state government work for working families. In addition to the shift break and living wage laws, O'Malley's many achievements in improving Marylanders' lives include:

- Signing the Job Creation and Recovery Tax Credit, giving any business that hires an unemployed Marylander a tax credit of \$5,000.
- Enacting legislation extending unemployment benefits to Maryland's 420,000 part-time workers if they experience temporary job loss.
- Stabilizing the Unemployment Insurance Trust Fund and relieving pressure on small businesses facing higher premiums due to a law signed by Ehrlich in 2005.
- Cracking down on employers that fraudulently misclassify their employees as independent contractors, leaving workers unprotected from abusive practices.

Increasing the state Earned Income Tax Credit by 25 percent, generating more than \$190 million in tax relief to 363,791 Maryland taxpayers and helping to lift many working families out of poverty.

Fighting to protect homeowners from foreclosures by signing what *The Washington Post* called "among the most sweeping [reforms] in the country." These include enacting mandatory foreclosure mediation legislation and requiring big banks to empower Maryland families and provide homeowners with the information and support they need to avoid foreclosure.

Leading the fight to pass landmark legislation extending health coverage to more than 204,000 previously uninsured Marylanders, including 100,000 children.

Making record investments in Maryland's public schools for four consecutive years, leading to improvements in learning and student performance that gave the state's public education system the number one ranking two years in a row by *Education Week* and made the state a winner in President Obama's "Race to the Top" education grant initiative.

Increasing funding for higher education, enabling Maryland's public colleges and universities to freeze tuition for four consecutive years after it skyrocketed by more than 40 percent during the Ehrlich years.

Appointing pro-consumer members to the Public Utilities Commission who  
*(Continued on page 30)*

**Maryland Gov. Martin O'Malley (left) with Local 400 President Tom McNutt**



# O'MALLEY-EHRLICH: MOVING FORWARD VS. GOING BACKWARD

| Issue                        | Gov. Martin O'Malley (D)  | Ex-Gov. Robert Ehrlich (R)  |
|------------------------------|---|---|
| <b>Jobs</b>                  | Fought to create jobs by providing employers a \$5,000 tax credit for every Marylander taken off the unemployment rolls. Under his leadership, Maryland ranks in the top five states for retaining jobs and unemployment is almost 25 percent below the national average. | Vetoed multiple bills to protect Maryland jobs from foreign outsourcing. Since leaving office in 2007, Ehrlich has worked at a law firm that advertises its services helping employers outsource jobs.  |
| <b>Workers' rights</b>       | Signed legislation requiring retail employers to provide shift breaks to their workers. Cracked down on employers who fraudulently misclassify workers as independent contractors.  | Vetoed the Fair Share Health Care Act requiring large employers to provide health benefits to their workers just months after Walmart held a \$1,000/head fundraiser for his campaign. Always sided with employers over workers.  |
| <b>Standard of Living</b>    | Made Maryland the first state in the country to require state contractors to pay their workers a living wage.   | Vetoed a state minimum wage increase, which was overridden by the General Assembly.   |
| <b>Public Schools</b>        | Provided record funding for education all four years in office, helping Maryland schools gain <i>Education Week's</i> top ranking two years in a row, and be a winner in the president's "Race to the Top" education initiative.  | Refused to sign legislation enacting the Thornton Commission plan and refused to fund the Geographic Cost of Education Index, perpetuating disparities between rich and poor districts.   |
| <b>Health care</b>           | Signed legislation expanding health coverage to 204,000 Marylanders who would otherwise be uninsured, including 100,000 children. Prohibited health insurance carriers from increasing individual premiums more than once a year.   | Did nothing while the number of uninsured Marylanders skyrocketed. Tried to cut health care for 4,000 pregnant women and cut payments to nursing homes by \$42 million. Has said he plans to drastically scale back Medicaid eligibility and reject federal dollars earmarked for Marylanders' health care. |
| <b>Unemployment Benefits</b> | Made unemployment benefits available to part-time workers who are laid off. Stabilized the Unemployment Insurance Trust Fund.   | Made part-time workers pay into an unemployment insurance system that denied them benefits. Raised unemployment insurance premiums for small businesses.  |
| <b>Fiscal Responsibility</b> | Became the first governor to ensure that all four of his budgets were below the Spending Affordability Limit, making Maryland one of only eight states to retain a AAA bond rating.   | Left office with a \$1.7 billion deficit that Gov. O'Malley had to clean up. Increased the state's regressive property taxes by 58 percent.   |
| <b>Higher Education</b>      | Helped make college more affordable by freezing tuition at Maryland's public colleges and universities four years in a row.   | Slashed the higher education budget, causing tuition increases of more than 40 percent at the University of Maryland and other campuses.  |
| <b>Utility Rates</b>         | Appointed pro-consumer public utility commissioners who secured more than \$2 billion in relief for rate-payers, with another \$1.6 billion in savings expected through 2013.   | Appointed pro-industry public utility Commissioners who raised rates by a record 72 percent after pocketing \$27,000 in campaign contributions from BG&E before taking office.  |

# Joe Manchin for Senate

In the race to fill the remainder of the late Robert Byrd's term representing West Virginia in the U.S. Senate, there is one clear choice: Gov. Joe Manchin III (D).

In six years as governor, Manchin has created good jobs, raised the minimum wage, expanded health care coverage, strengthened worker safety, cut taxes on the middle class and been a consistent champion of West Virginia's working families. By contrast, his opponent in the November 2nd general election, millionaire Republican businessman John Raese, is an anti-worker extremist who wants to end the minimum wage and opposes all public funding and federal involvement in education.

**Local 400 President Tom McNutt (left) with West Virginia Gov. and Senate candidate Joe Manchin (D).**

"Joe Manchin is a friend of Local 400, a fighter for our members, and a leader who works tirelessly to improve the economic standing of West Virginians," said Local 400 President Tom McNutt. "He is exactly the kind of principled, progressive elected official we need in the Senate."

"What we don't need is an out-of-touch extremist like John Raese who tells Florida he's a permanent resident of that state so he can get a property tax break on his Palm Beach mansion, while telling the people of West Virginia he deserves to represent them," McNutt charged. "And for someone of his wealth to argue against the very existence of the minimum wage shows he has no clue what life is like for working families."

"Fortunately, Joe Manchin is someone who has never forgotten where he came from, never forgotten the people he represents, and never forgotten what he stands for," McNutt said. "That's why we're proud

to give Joe Manchin our enthusiastic recommendation for the Senate, and why we urge our members to get involved in the campaign."

Manchin's achievements as governor include:

- Helping to create good jobs by encouraging more than 240 companies to expand or relocate in the state and by assisting in the generation of \$13 billion in new private investments.
- Raising the West Virginia minimum wage by 53 percent over two years.
- Increasing health care coverage for West Virginians by expanding the State Children's Health Insurance Program and creating affordable health plans for the uninsured.
- Cutting the food tax by half, from six percent to three percent.
- Fighting for and signing historic mine safety legislation.

As senator, Manchin pledges to be a strong advocate for West Virginia and its people, to work vigorously to get people back to work and get our economy moving again, and to ensure that government works responsively.



## Congressman Tom Perriello: Profile in Courage

After his narrow upset victory over extremist Rep. Virgil Goode (R) two years ago, Congressman Tom Perriello (D) could have ducked the tough issues and curried favor with big business at the expense of working families. But unlike so many other politicians, Perriello didn't run to advance his political career—he did it to make a difference. And so on issue after issue, he has fought fiercely for Virginia's struggling working families, proving himself a profile in courage.



**Congressman Tom Perriello (D)**

That's why Local 400 enthusiastically recommends Perriello's re-election in Virginia's fifth congressional district, which extends from Charlottesville to Danville.

"If every Democrat from a swing district had the same principles, conviction and bravery as Tom Perriello, working families would have won more victories and our economy would be in better shape," said Local 400 President Tom McNutt. "His constituents were suffering from outsourcing

# Congressman Gerry Connolly: Northern Virginia's Advocate

Finishing his first term in Congress after serving as chairman of the Fairfax County Board of Supervisors, Rep. Gerry Connolly (D) has proven himself to be a consistent supporter of working families, an effective advocate for Northern Virginia, and a worthy recipient of Local 400's recommendation for his re-election.

Serving the voters of Virginia's 11th district, which includes much of Fairfax and Prince William Counties, Connolly was elected president of the freshman class by his colleagues, and he has produced results for consumers, workers, commuters, senior citizens and veterans time after time.

"Gerry Connolly gets things done," said Local 400 President Tom McNutt. "He stands up against the big banks to deliver protections for consumers and he stands up against the for-profit insurance industry to expand affordable health care coverage to tens of millions of Americans. Now he's in a tough fight for re-election, and our members are standing up for him."

Connolly's strong pro-consumer, pro-working family record includes voting to



**Local 400 President  
Tom McNutt (left)  
and Rep. Gerry  
Connolly (D-Va.)**

crack down on credit card company rip-offs, holding big banks receiving TARP bailout funds accountable, curbing predatory mortgage lending practices, and enacting needed Wall Street reforms. He voted for health insurance reform to lower costs, improve the quality of care and end insurance company abuses. And he co-sponsored the Employee Free Choice Act.

Connolly has forcefully defended Social Security from attacks led by supporters and allies of his extremist

Republican opponent who want to privatize the system, shifting money away from guaranteed benefits and into the stock market casino.

Another priority for Connolly is assisting veterans. He introduced and passed legislation protecting service members from cell phone and housing lease early termination charges when they are deployed. He also co-sponsored a bill to limit increases in TRICARE premiums, provide disability compensation for post-traumatic stress disorder, and support family caregivers.

In addition, Connolly has focused on easing Northern Virginia's transportation burdens, securing federal funding to bring Metro to Dulles Airport, complete the Fairfax County Parkway project and widen the Prince William Parkway.

"Control of the U.S. House is up for grabs and this will be a pivotal race," McNutt said. "Northern Virginia has a congressman who fights for working families in Gerry Connolly and if we re-elect him, chances are we'll have an entire Congress that does the same."

and plant closings even before the recession hit, and he has been battling to bring back good jobs and stop the corporate greed and abuses that have hurt so many Virginia workers.

"Perriello consistently does the right thing for working families, and our members are mobilizing to do the right thing by working for his re-election," McNutt said.

Perriello has worked tirelessly to spearhead an economic revival that creates good jobs with living wages. He voted for the American Recovery and Reinvestment Act, which included the largest middle-class tax cut in history and made urgently-needed, job-creating investments in schools, highways, and law enforcement. He made sure residents of his district benefited, obtaining \$29.8 million for the Robertson Bridge project in

Danville, \$6.3 million for repairs to 17 bridges and culverts in Nelson County, \$6.8 million for repaving major roads in the Charlottesville area, and \$5.5 million towards three bridge projects in Pittsylvania County.

Notably, Perriello fought to include "Buy American" provisions in the American Reinvestment and Recovery Act and has consistently urged a new direction on trade to support good paying manufacturing jobs at home. By contrast, his Republican opponent favors giving generous tax breaks to companies that ship jobs overseas, and was one of only nine state senators to vote against providing extended benefits for job training programs for Virginia's unemployed.

(Continued on page 32)

# Big Victories for Local 400 Members in D.C., Md. Primaries

Local 400 members won big victories in the September 14th primaries as **Vincent Gray** defeated Adrian Fenty in the race for mayor of the District of Columbia and **Rushern Baker** easily overcame four opponents in the contest for Prince George's County executive.

Both candidates were strongly recommended by Local 400 because of their record of advocacy for working families and their commitment to creating good jobs that raise living standards. In winning the Democratic nomination, Gray and Baker are expected to prevail in the November 2nd general election.

"We are creating a new culture of activism at Local 400, and the primary elections showed how much we are already making a difference," said Local 400 President Tom McNutt. "Our members walked door to door, made calls, got people out to vote, and played a central role in the victories of Vincent Gray, Rushern Baker and many other strong allies."

"Elections matter," McNutt said. "Helping to place leaders who fight for working families in key offices and holding them accountable is how we win vital policy changes that improve the lives of our members and all working families."

"Now, it's up to us to show the same activist spirit and devote the same hard work for our recommended candidates in the general election," McNutt said.

In Washington, D.C., the entire labor movement propelled Gray, currently chairman of the City Council, past an incumbent who had spent the past four years treating government workers and their unions with contempt. By contrast, Gray will bring an inclusive approach to the mayor's office, one focused on uniting

the District of Columbia on behalf of an agenda to bring good jobs with good wages and benefits to all the neighborhoods of Washington, D.C.

In Prince George's County, Baker similarly represents a break from an administration that rewarded big developers at the expense of ordinary citizens and was plagued by allegations of cronyism. Baker is a uniter who will pull together labor, responsible businesses and community groups to advance development that benefits Prince George's County residents.

Local 400 members won many other big victories in highly-competitive primary races. They include:

- In the 14th state Senate district in Montgomery County, Del. **Karen Montgomery** edged the incumbent, Rona Kramer, by approximately 100 votes for the Democratic nomination. Kramer had voted against Local 400 members by opposing the Fair Share Health Care Act that would have required all large employers to provide health coverage to their employees and the Healthy Retail Worker Act requiring retail employers to provide shift breaks for their workers. By contrast, Montgomery is consistently on the side of Maryland's working families.

- In the 19th state Senate district in Montgomery County, Del. **Roger Manno** ousted Sen. Mike Lenett for the Democratic nomination. Manno has been a champion of Local 400 members for many years. He was a sponsor of the Healthy Retail Worker Act and a longtime leader on

improving access to affordable, quality health care.

- In the 24th state Senate district in Prince George's County, Del. **Joanne Benson** handily defeated the incumbent, Nathaniel Exum, for the Democratic nomination. Over 18 years in the House, Benson has been a strong supporter of the Fair Share Health Care bill, she helped enact the shift break law, and she also helped pass legislation cracking down on meritless corporate lawsuits designed to stifle the free speech rights of workers.
- In the 47th state Senate district in Prince George's County, Del. **Victor Ramirez** easily toppled Sen. David Harrington to win the Democratic nomination. In his eight years as a delegate, Ramirez was the lead sponsor of legislation toughening enforcement of the statewide minimum wage law. He also enacted a law that will help Marylanders in bankruptcy proceedings keep their homes, and co-sponsored a bill creating a \$5,000 tax credit for companies that hire unemployed individuals in Maryland.



**Local 400 President Tom McNutt (left) and the Democratic nominee for mayor of the District of Columbia, Vincent Gray.**

# Pivotal Races in Kentucky and Ohio

Conway, Fisher and Strickland Strongly Recommended

Control of the U.S. Senate and other key offices is at stake in the November elections, with Kentucky and Ohio playing a pivotal role. In both states' Senate races and the Ohio governor's contest, Local 400 members have crystal clear choices between leaders who fight for working families and politicians who are beholden to the forces of wealth and greed.

## Kentucky: Jack Conway for Senate

In the campaign to succeed retiring Sen. Jim Bunning (R-Ky.), Democrats nominated a crusading attorney general with a record of standing up to the special interests and shaking up business as usual. Jack Conway puts Kentucky families first and is a fierce advocate for taxpayers, recently uncovering tens of millions of dollars in Medicaid fraud.

Conway will focus on creating good jobs in the Senate. He proposes a tax credit for responsible businesses that create jobs at home. He will also fight to hold Wall Street and big business accountable for their actions. He doesn't believe in "one set of rules for giant corporations and another set of rules for the rest of us."

In addition, Conway strongly opposes privatizing Social Security and he supported the expansion of Medicare that will give 51,900 Kentucky senior citizens with high prescription drug costs a \$250 rebate.

By contrast, Conway's Republican opponent, Rand Paul, is one of the most



**Kentucky  
Attorney General  
Jack Conway**

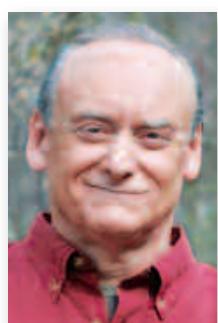
extreme candidates to ever run for statewide office. He has called Social Security a "Ponzi Scheme" and wants to privatize it, a move that would reduce senior citizens' guaranteed benefits and put their funds at the mercy of the stock market casino. Paul recently said that senior

citizens should "bear more of the burden" of Medicare costs. He even opposes parts of the Civil Rights Act of 1964.

"Jack Conway is a fighter who will always be in our corner and we are proud to recommend him for the U.S. Senate," said Local 400 President Tom McNutt. "His

opponent is a radical whose policy ideas are completely outside the mainstream. Rand Paul

only cares about letting corporations do what they want free from regulations that protect workers and consumers, and free from unions. If he ever got his way, today's economy would look like good times compared to the collapse in middle class living standards he would cause."



**Ohio Lt. Gov.  
Lee Fisher**

## Ohio: Lee Fisher for Senate

With Sen. George Voinovich (R-Ohio) retiring, the race for his seat is wide open. Local 400 recommends Lt. Gov. Lee Fisher (D), a longtime champion of Ohio's middle class. "I am a strong proponent of unions," Fisher says, and he has always

supported collective bargaining and workers' rights. Fisher will bring to the Senate a

deep dedication to creating good jobs and raising living standards. He wants to end tax breaks for companies that move jobs offshore, support companies that expand hiring at home and give workers the help they need.

His opponent, Rob Portman (R), failed in two key jobs in George W. Bush's administration. Under Portman's direction as head of the Office of Management & Budget, the government ran up massive deficits. Previously, he served as U.S. trade representative, where he negotiated job-destroying trade deals and worsened trade deficits. Both then and now, he defends tax breaks for companies that ship jobs overseas.

"The last thing Ohioans need is a return to George W. Bush's policies, but that's exactly what Rob Portman will try to do if he's elected to the Senate," McNutt said. "Instead, we need Lee Fisher because he will put good jobs first."



**Ohio Gov.  
Ted Strickland**

## Ohio: Re-elect Gov. Ted Strickland

Since his election four years ago, Ohio Gov. Ted Strickland (D) has compiled a remarkable record of achievement for the state's working families, despite the harsh impact of the national recession. He signed a \$1.57 bil-

lion dollar stimulus package aimed at creating tens of thousands of new jobs in rebuilding Ohio communities, producing advanced energy and spurring life-saving medical research. He greatly expanded Ohioans' collective bargaining rights. He also signed legislation guaranteeing health care access for all Ohio children.

Strickland's Republican challenger,  
(Continued on page 30)

# Health Care Success In Maryland

**Guest Column by Vincent DeMarco**  
**President, Maryland Citizens' Health Initiative**

Since January of 2007, under the leadership of Gov. Martin O'Malley and Lt. Gov. Anthony Brown, Maryland has made tremendous progress in improving public health and making health care more accessible and affordable. We have expanded health care coverage to more than 200,000 parents, children and senior citizens, and our state has shot up from 44th to 16th in the nation in health care coverage for lower-income adults.

The O'Malley-Brown Administration and the Maryland General Assembly achieved these breakthroughs with smart, fiscally sound policies that work, and that have been replicated and taken nationwide by the historic federal health care reform law enacted this year by President Obama and the U.S. Congress. This success was made possible by our broad-based grassroots coalition that includes over 1,200 labor, faith, community, health care, and business groups from across Maryland—and in which UFCW Local 400 has always played a critical role.

Most importantly, the governor and General Assembly enacted the landmark Working Families and Small Business Health Care Coverage Act of 2007, which expanded health care coverage to more than 65,000 uninsured adults and provided grants to help hundreds of small businesses afford health care for their employees. This was funded by a life-saving one dollar increase in the state tobacco tax, savings from a reduction in uncompensated hospital costs, and federal matching dollars. The new federal health care reform builds on this platform by providing tax credits right away to small businesses to help them provide employee health benefits and by expanding health care coverage to over 32 million Americans, including hundreds of thousands of Marylanders, in 2014.

In 2007, Maryland also enacted legislation sponsored by Del. Heather Mizeur (D-20) that allowed dependents up to age 25 to stay on their parents' health care plans, keeping thousands



of young Marylanders insured. The federal law improves this further by increasing the age to 26 and removing the requirement that they be dependents.

In 2008, a bill introduced by House Health Committee Chair Peter Hammen (D-46) closed the notorious Medicare prescription drug "donut hole" for more than 23,000 Maryland seniors, enabling them to afford the drugs they need. Now, federal health reform will gradually phase out the "donut hole" for all seniors.

Finally, the O'Malley/Brown Administration, including Secretary of Health and Mental Hygiene John Colmers, has focused tenaciously on improving children's health. They strengthened dental benefits under the Medicaid and Children's Health Insurance Plan (CHIP) programs so we never repeat the tragedy of a few years ago when a young Prince George's County boy died because he did not get adequate dental care. In addition, the administration reached out to and enrolled nearly 100,000 children who were eligible for Medicaid or CHIP benefits but had not yet joined.

Now, with federal health care reform enacted, Lt. Gov. Brown and Secretary Colmers are co-chairing the Governor's Health Care Reform Coordinating Council to ensure swift, effective implementation of the new law in Maryland that builds on our previous successes and makes quality health care affordable for all in our state. We encourage readers to visit their website to join in this process, [www.healthreform.maryland.gov](http://www.healthreform.maryland.gov). Please also check out the Maryland Health Care For All! website at [www.healthcareforall.com](http://www.healthcareforall.com) to help advocate for these goals.

Dr. Martin Luther King, Jr. taught us that, "Of all the forms of inequality, injustice in health care is the most shocking and inhumane." If Dr. King were alive today, I imagine he would be pleased with what we have accomplished over the past few years in Maryland, but he would also tell us to "Finish the job and achieve health care for all!" Together we can do it!

# Voters Support Labor's Agenda, Poll Finds

*Voters Want Policies that Create Jobs with Good Wages and Benefits*

While the conventional wisdom holds that voter anger over the economy and record unemployment will translate into big electoral victories for right-wing extremist candidates on November 2nd, a recent poll commissioned by the UFCW International Union finds that most Americans support labor's agenda of creating good jobs with living wages and quality benefits.

Conducted by Lake Research, the national poll found that:

- Nearly nine in ten voters agree that economic development should result in jobs with good wages and benefits that can support a family.
- Eighty-four percent of voters agree that economic recovery means creating jobs with good benefits so people can afford to take care of their families, not low wage jobs with no benefits.
- Eighty-four percent of voters favor requiring that government contracts go to companies that provide good paying jobs and benefits so that their employees don't end up on welfare programs like Medicaid and food stamps.

"The middle class is shrinking, the American dream is vanishing for many, and good-quality job creation is the only way to undo the economic damage of the past decade," said Local 400 President Tom McNutt. "What voters need to understand is that this is what our agenda is all about. This is what Local 400 and the candidates we recommend are fighting for."

"By contrast, the Tea Party extremists want to return to the same policies that nearly drove our economy off a cliff two

years ago—policies that would continue to deny workers their fundamental rights and drive down their standard of living," McNutt said. "Not one Tea Party leader or candidate has said he or she sees anything wrong with a Walmart economy in which workers earn sub-poverty wages and get no benefits. In fact, they want to repeal health care reform, which would deny health care coverage to more than 30 million people by 2014. They oppose living wage laws. They're against giving workers a free and fair choice about whether to join a union—the number one way to raise wages and benefits. And they want to privatize—or even phase out—Social Security and Medicare, which would throw millions of senior citizens into poverty, too."

"The American people want our agenda, not the Tea Party's," McNutt said. "But it's up to us to get out there and make this case before election day, so that the understandable anger voters feel doesn't translate into a result that makes life worse for working families."

The poll results emphasize the importance the UFCW must play in addressing voters' needs and helping to revive the economy. That's because the manufacturing jobs that have often been the ticket to the middle class for working families are not likely to come back in large numbers anytime soon, but the retail sector can fill this void.

As UFCW International President Joe

Hansen wrote in an opinion piece published on HuffingtonPost.com, "At some point, we may see the restoration of high-paying manufacturing jobs, but in order to make jobs better for Americans now, we must look to the retail industry where immediate job growth will occur. A recent Department of Labor study confirms that the service sector will see the greatest job growth in the next decade. That means

jobs for cashiers, clerks, and salespeople, among other service-sector positions....

"If retail jobs are going to be a crucial part of America's future, then retail jobs need to be the kind of jobs that support American families and communities," Hansen wrote. "They must be the

kind of jobs that Americans can be proud to work at—the kind that give more of us a shot at the American Dream."

That's why the more success the UFCW has helping retail workers gain union representation, the more our economy will create the good-paying, high-benefit jobs the American people want.

"I can't emphasize strongly enough how important it is that our members become activists and spread the message to their co-workers, neighbors and friends that unions have the solutions to our economic troubles," McNutt said. "That's true of our efforts to make our voices heard in the upcoming elections, and it's true of our efforts to reach out to unorganized workers about the benefits of union representation."

*"The American  
people want our  
agenda, not the  
Tea Party's."*

— Local 400 President  
Tom McNutt



Local 400 members working at Kroger vote on their collective bargaining agreement at the Richmond ratification meeting.

# Kroger Richmond-Tidewater Workers Ratify New Contract

Maintains Industry-Leading Wages and Benefits

Local 400 members working at Kroger in the Richmond and Tidewater areas overwhelmingly ratified a new four-year collective bargaining agreement on

September 8, maintaining their industry-leading wages and benefits and setting the stage for an aggressive effort to increase the union market share of

the retail food sector in Virginia.

Local 400 President Tom McNutt explains the new collective bargaining agreement covering Kroger's Richmond and Tidewater workers.



Approximately 3,000 Kroger workers now have the potential to receive hourly pay increases twice a year, their comprehensive health coverage is maintained and improved, while employer pension contributions are increasing to protect their benefits and retirement security. The negotiations, while not contentious, were protracted and difficult, due largely to the challenges of adjusting the health benefits plan to comply with the new federal health care reform law and ensuring that the pension plan is fiscally sound in the aftermath of the 2008 stock market collapse.

The contract was approved by a five-to-one margin and its terms proved so popular that within one week of ratification, 75 Kroger workers became members of Local 400.

"In the midst of the worst recession since the Great Depression and facing aggressive competition from non-union chains, our members at Kroger were able to sustain their standard of living and strengthen their health and retirement security," said Local 400 President Tom McNutt. "This is an impressive achievement by any measure. It's testimony to their Solidarity and activism, and to Kroger's recognition that our members are the most productive workers in the industry."

"This shows that at a time when the middle class is shrinking and wages are declining for many working families, having union representation is the one sure way to keep the American dream alive," McNutt said.

"Clearly, many Kroger workers who had not previously joined Local 400 now recognize this," McNutt said. "This contract makes clear to them that being a union member is the best investment anyone can make, one that pays off in financial, health and retirement security unavailable to the 93 percent of private sector workers who are unorganized. That's why the number of new Local 400 members has skyrocketed since the agreement was ratified."

"I'm equally pleased that Kroger appears committed to taking on the non-

union Ahold/Martin's, Farm Fresh, Food Lion and Walmart chains," McNutt said. "Our member activists are playing an indispensable role in speaking with our competitors' workers about the benefits of union membership and in spreading the message throughout their communities that the best way to revive the economy and improve our quality of life is to shop union."

Key provisions of the contract include:

- **Wages:** Employees earning under the maximum hourly wage will receive annual pay increases each October. All employees, including those already at the cap, are eligible for Personal Performance/Rate Review increases each April. As a result, many Local 400 members will receive two wage increases a year providing the opportunity to significantly boost their standard of living. In addition, special provisions were put in place to ensure that workers did not lose ground during the six-month period between the expiration of the last contract and the ratification of the new agreement with a lump sum wage distribution to all workers.
- **Health care:** An enormous amount of time was spent in bargaining adjusting Kroger employees' health coverage to ensure compliance with the new health care reform law. The lifetime maximum on benefits was eliminated and, most significantly, the company agreed that if the changes result in lower costs, members will share in the savings. In addition, a key contract provision was changed to calculate benefits eligibility based on six months of hours, rather than the three-month timeframe in the old agreement. Previously, if an employee's hours in any rolling three month period fell below the minimum, he or she could lose health care coverage entirely—something that ironically could have happened to someone who had to miss a lot of work due to serious



**Local 400 members working at Kroger listen as their new contract is discussed at the Richmond ratification meeting.**

illness or injury. By calculating hours on a rolling six-month basis, this problem should be eliminated. As a further improvement, any full-time worker falling below the minimum hours over the course of six months may elect the health care benefits provided to part-time workers and will not lose coverage entirely. Moreover, Kroger efforts to move bargaining unit employees out of their current health & welfare plan and into management's—which would have resulted in fewer benefits—were defeated by Local 400.

- **Pension plan:** Employer contributions will increase by up to 67 percent, from 12 cents per eligible hour to a maximum of 20 cents per hour. This is what was needed to maintain the retirement security of Kroger members.

With a new wage and benefit structure in place that maintains the high productivity of Kroger's union workforce and enhances corporate profitability, the company is poised to continue expanding its share of the highly competitive Virginia market. Kroger is currently in the midst of investing \$81 million in the Richmond market to renovate stores, build two new ones and open fuel stations.

Of note, Kroger recently opened a nearly 90,000-square foot store in Western Henrico County that is the



largest supermarket in the Richmond area. The store, which is providing jobs to 300 workers, includes a bistro dining area where customers can sit down to eat their meals, a wine department that sells wine by the glass, providing a safe environment for social networking in the store, and expansive natural foods, meat and seafood sections.

In a market that includes aggressive non-union competitors such as Walmart, Food Lion, Ahold/Martin's and Farm Fresh, Kroger is establishing a growing union beachhead, powered by the hard work of Local 400 members.

"The key to our members' futures is expanding market share," McNutt said. "We are now in a position to accelerate these efforts even further, with our growing volunteer army of member activists leading the way."

*To see a video of the Kroger ratification meeting, go to <http://vimeo.com/ufew400>.*



**Allen  
Shanholtz**  
Meat Manager  
Giant #152  
Colesville, Md.



**Maria Cisneros**  
Bakery Clerk  
Shoppers #2366  
College Park, Md.



**Phil Dickerson**  
First Cutter  
Safeway #1395  
Washington, D.C.



**Sikha  
Bhar**  
Med Tech  
Kaiser Regional  
Laboratory  
Springfield, Va.



**Paul  
Davis**  
Meat Shop  
Kroger #778  
Charleston,  
W.Va.



**Rachel  
Oliver**  
Chanel  
Macy's #33  
Bethesda, Md.



# FACES OF *Local 400*

# MEMBER ACTIVISM SURGES AT LOCAL 400

*Volunteers Fuel Organizing and Community Outreach Campaigns in Virginia, Washington, D.C.*

A rapidly growing number of Local 400 members are volunteering their time as activists to increase the union's membership and strength, reach out to the community, help elect candidates who will fight for us, and improve the lives of their brothers and sisters.

This revitalized member activism is the key to Local 400's strategy to expand the union's market share of the retail food and other core industries in the region. That's because the more workers who are union members, the greater Local 400's clout is at the bargaining table to win better wages, benefits and working conditions.

"Local 400 must grow because everywhere we look, we are being challenged by non-union operations, some of them divisions of mega-companies that also employ our members," said Local 400 President Tom McNutt. "In Virginia, Ahold's Martin's chain and Supervalu's Farm Fresh chain are desperately trying to stay non-union and take business

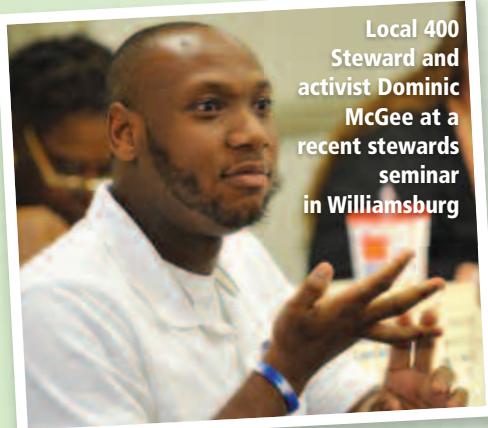
away from Kroger, even though Ahold also owns Giant/Landover and Supervalu owns Shoppers Food & Pharmacy. These corporations' double-breasting is a clear and present danger to our membership. The way to combat it and increase our strength is through activism—because no one is more persuasive about the benefits of the union than a Local 400 member.

"That's why I am thrilled that so many members are getting involved in their union and helping us form a vibrant, powerful volunteer army," McNutt said. "It's our members who make Local 400 great. The more active they are, the more we unleash our potential to raise everyone's economic standing."

## DOMINIC MCGEE

Dominic McGee is just one of Local 400's many member activists. A shop steward at Kroger #520 in Chester, Va., he somehow manages to juggle work at the store as assistant drug and general merchandise manager while attending graduate school at Virginia State University pursuing a counselor of education degree, serving as a musician and junior deacon at his church, and volunteering countless hours for the union.

"I don't want to see any of my co-workers taken advantage of—I refuse to let that happen," McGee said, in explaining why he became a steward. "I felt I could bring change and I could help. This made me realize how beneficial our union is and how much unions are needed in today's labor force."



Local 400 Steward and activist Dominic McGee at a recent stewards seminar in Williamsburg

Much of McGee's boundless energy is focused on signing up members at his store. "I tell people they should join because the union gives you job security, protection, benefits, health and safety, and the knowledge that someone has your back 100 percent of the time," he said. "I explain how valuable the union is to Kroger. I also bring up the fact that Kroger in the Richmond area has the best full-time to part-time ratio of any chain and the reason why is because we are a great union shop."

McGee is nothing if not persuasive—he increased Local 400's membership in his store by more than 30 percent over the past 14 months!

McGee and 20 other Kroger member activists also participated in a Local 400 outreach program for workers at Farm Fresh and Ahold/Martin's stores, where Local 400 members talked with workers to explain how they can improve their lives by choosing union representation. These efforts are especially timely because Ahold/Martin's acquired the family-owned Ukrop's chain earlier this year.

"Many of the Martin's workers I've spoken with say that things have changed for the worse," McGee said. "People who've been there for 25 or 30 years had their hours cut. Others were let go. Benefits have changed. The full-time/part-time ratio has gotten worse. They're not happy with the way new management treats them. Many realize they would benefit with a union, because today, the company can do whatever it wants at the expense of employees. But some of them fear that their job would be at stake if management ever saw them talking with us."

McGee said he is going to keep plugging away and answering the call whenever there is an organizing outreach program, a candlelight vigil, a rally, a campaign to help or anything else that needs to be done.

### PEGGY BILLIE

"I'm a firm believer that there's strength in numbers—without it, we are nothing," said Peggy Billie, a three-year veteran at Kroger #500 in Richmond.

This conviction first motivated Billie to become a steward and then to get even more involved as an activist and organizer, devoting many hours to growing the union.

When Billie was first hired by Kroger, she worked in the fuel center and was disturbed at how she and her fellow employees were treated. "It's like you're surrounded by a moat," she said, and it was impossible to get breaks. So she worked to improve the conditions of fuel employees, even after she was transferred inside the store. And she suc-



ceeded. Today, management is required to provide breaks to fuel center employees, and they are now eligible to transfer inside the store after one year on the job.

Like other Local 400 stewards in Virginia, Billie works hard to sign up members, and reports great success talking with new hires at their training centers before they are placed in a store. She also notes that even those employees who don't join right away usually become members as soon as they see co-workers have an issue with management.

Billie has participated in Farm Fresh and Martin's outreach programs, and joined Local 400 at various political events and rallies, including the October 2nd One Nation Working Together march in Washington, D.C.

"You have to fight for what you believe in," Billie said. "You can't let anyone rail-

**Lola Whitfield, right, with fellow Stewards and activists Felicia Mayes (left) and Cheryl Brown (center)**



road you. You and management are on a level field. You're the one who makes the business the way it is. If it wasn't for you as an employee, they wouldn't have their job either."

### LOLA WHITFIELD

Lola Whitfield knows first-hand why Local 400 must grow and expand its market share. The Virginia Beach resident originally worked for a non-union chain, Hannaford, and then saw the difference it made when Kroger purchased her store in 2000 and she became a Local 400 member.

"The union is the greatest thing ever in this area and I'm its biggest fan," Whitfield said. "It means that I can stand up for myself and I can stand up for my fellow associates. I'm not afraid to stand up to management, and management knows they can no longer walk all over us.

"That's why I try to get people to understand that all the grocery stores in the area need to become union, so everyone can have good wages and benefits and job security," Whitfield said.

A steward for the last six years, Whitfield has been a leader in efforts to help Farm Fresh workers organize. "A lot of people are interested but many are afraid," she said. "Management warned them not to talk to us, and even workers who signed union cards said they were scared of losing their job."

*(Continued on page 24)*

# 2 VOTE NOVEMBER 2nd! Local 400 Voters Guide

## HOW Candidates Are Recommended

Local 400 recommends candidates for office only after an exhaustive process of getting to know the candidates, analyzing their records, and reviewing their positions on issues affecting members' lives, such as jobs and the economy, workers' rights, health care, retirement security and others. Candidates who have stood up for Local 400 members and working families, and those who are judged to have your best interests in mind are listed here as guidance.

Here is how the process works:

- 1.** Local 400 compiles a list of all candidates running for office within their jurisdictions.
- 2.** Letters and questionnaires are sent out to all who are running.
- 3.** The candidates who complete and return their questionnaires are contacted for personal interviews.
- 4.** Based on the questionnaires and interviews, recommendations are made to the executive boards of the respective central labor councils.
- 5.** After acceptance, the recommendations are communicated to Local 400 members.

### VIRGINIA

#### U.S. House of Representatives

- 1st** No recommendation
- 2nd** No recommendation
- 3rd** Bobby Scott
- 4th** Wynne LeGrow
- 5th** Tom Perriello
- 6th** No recommendation
- 7th** Rick E. Waugh, Jr.
- 8th** Jim Moran
- 9th** Rick Boucher
- 10th** Jeffrey Barnett
- 11th** Gerry Connolly

### MARYLAND

#### Governor/ Lt. Governor

- Martin O'Malley/  
Anthony Brown

#### Attorney General

- Doug Gansler

#### Comptroller

- Peter Franchot

#### U.S. Senator

- Barbara Mikulski

#### U.S. House of Representatives

- 4th** Donna Edwards
- 5th** Steny Hoyer
- 6th** Andrew Duck
- 8th** Chris Van Hollen

#### State Senate

##### Montgomery County:

- 14th** Karen  
Montgomery
- 15th** Rob Garagiola
- 16th** Brian Frosh
- 17th** Jennie Forehand
- 18th** Richard Madaleno
- 19th** Roger Manno
- 20th** Jamie Raskin
- 39th** Nancy King

#### Prince George's County:

- 21st** Jim Rosapepe  
(includes Anne  
Arundel County)
- 22nd** Paul Pinsky
- 23rd** Doug Peters
- 24th** Joanne Benson
- 25th** Ulysses Currie
- 26th** Anthony Muse
- 27th** Thomas V. Mike  
Miller (includes  
Calvert County)
- 47th** Victor Ramirez  
Calvert, Charles  
& St. Mary's Counties:
- 28th** Mac Middleton
- 29th** Roy Dyson

#### House of Delegates

##### Montgomery County:

- 14th** Anne Kaiser  
Eric Luedtke  
Craig Zucker
- 15th** Kathleen Dumais  
Brian Feldman  
Aruna Miller
- 16th** Bill Frick  
Ariana Kelly  
Susan Lee
- 17th** Kumar Barve  
Luiz Simmons  
No recommendation  
for third seat
- 18th** Al Carr  
Ana Sol Gutierrez  
Jeff Waldstreicher
- 19th** Sam Arora  
Bonnie Cullison  
Ben Kramer
- 20th** Sheila Hixson  
Tom Hucker  
Heather Mizeur
- 39th** Charles Barkley  
Kirill Reznik  
Shane Robinson

##### Calvert, Charles & St. Mary's Counties:

- 27B** Sue Kullen
- 28th** Sally Jameson  
Peter Murphy
- C. T. Wilson

#### Montgomery County Executive

- 29A** No recommendation
- 29B** John Bohanan
- 29C** No recommendation

#### Montgomery County Executive Ike Leggett

- Montgomery  
County Council**
- A-L** Marc Elrich

#### Prince George's County:

- 21st** Ben Barnes  
Barbara Frush  
Joseline Pena-  
Melnyk  
(includes Anne  
Arundel County)
- 22nd** Tawanna Gaines  
Anne Healey  
Justin Ross
- 23A** James Hubbard  
Geraldine  
Valentino-Smith
- 23B** Marvin  
Holmes
- 24th** Tiffany Alston  
Carolyn Howard  
Michael Vaughn
- 25th** Aisha Braveboy  
Derek Davis  
Melony Griffith
- 26th** Veronica Turner  
Kris Valderrama  
Jay Walker
- 27A** James Proctor  
Joseph Vallario  
(includes Calvert  
County)
- 47th** Jolene Ivey  
Doyle Niemann  
Michael Summers

##### Calvert, Charles & St. Mary's Counties:

- 27B** Sue Kullen
- 28th** Sally Jameson  
Peter Murphy
- C. T. Wilson

#### Montgomery County Executive Ike Leggett

- 29A** No recommendation
- 29B** John Bohanan
- 29C** No recommendation

#### Montgomery County Council

- A-L** Marc Elrich

#### Nancy Floreen George Leventhal Hans Riemer

- 1st** No recommendation
- 2nd** Craig Rice
- 3rd** No recommendation
- 4th** Nancy Navarro
- 5th** Valerie Ervin

#### Montgomery County State's Attorney

- John McCarthy

#### Montgomery County Clerk, Circuit Court

- Loretta Young

#### Montgomery County Register of Wills

- Joseph Griffin

#### Montgomery County Sheriff

- No recommendation

#### Prince George's County Executive

- Rushern Baker

#### Prince George's County Council

- 1st** Mary Lehman
- 2nd** Will Campos
- 3rd** Eric Olson
- 4th** Ingrid Turner
- 5th** Andrea Harrison
- 6th** Leslie Johnson
- 7th** Karen Toles
- 8th** Obie Patterson
- 9th** Mel Franklin

#### Prince George's County Judge, Circuit Court 7

- Beverly Woodard
- Leo Green, Jr.
- Michael Pearson
- Philip Nichols

#### Prince George's County State's Attorney

- Angela Alsobrooks

**Prince George's County Clerk, Circuit Court**  
No recommendation

**Prince George's County Register of Wills**  
CeretaLee

**Prince George's County Judge of the Orphans' Court**  
Wendy Cartwright

**Prince George's County Sheriff**  
No recommendation

**Calvert County Commissioner**  
Kelly McConkey  
Kimberly Mackall  
Wilson Parran  
Barbara Stinnett

**Calvert County Board of Education At Large**  
Cliff Savoy

**Charles County Commissioner President**  
Candice Kelly

**Charles County Commissioner**  
1st Ken Robinson  
2nd No recommendation  
3rd Reuben Collins  
4th No recommendation

**Charles County State's Attorney**  
Tony Covington

**Charles County Register of Wills**  
Lorraine Hennessy

**Charles County Judge of the Orphans' Court**  
Frank Lancaster

**Charles County Sheriff**  
Rex Coffey

**St. Mary's County Commissioner President**  
Jack Russell

**St. Mary's County Commissioner**  
1st Elfreda Mathis  
2nd Arthur Shepherd  
3rd Bill Mattingly  
4th Mary Washington

**Anne Arundel County Executive**  
Joanna Conti

**Anne Arundel County Council**  
1st Daryl Jones  
6th Chris Trumbauer  
7th Torrey Jacobsen

**Anne Arundel County Sheriff**  
Ron Bateman

**Anne Arundel County Judge, Circuit Court 5**  
Ronald Jarashow  
Laura Kiessling

## WEST VIRGINIA

**U.S. Senate Special Election**  
Joe Manchin III

**U.S. House of Representatives**  
2nd Virginia Graf  
3rd Nick Rahall

**Supreme Court of Appeals**  
Thomas E. McHugh

### State Senate

- 1st Orphy Klempa
- 2nd Larry Edgell
- 6th H. Truman Chafin
- 9th Mike Green
- 10th Ron Miller
- 10th Mark Wills
- 12th Joe Minard
- 14th Steven Shaffer
- 16th John Unger
- 17th Brooks McCabe

### House of Delegates

- 1st Randy Swartzmiller
- 2nd Tim Ennis
- Roy Givens
- 3rd Shawn Fluharty
- Erikka Storch
- 4th Michael Ferro
- Scott Varner
- 5th Dave Pethtel
- 9th Jim Marion
- 10th Dan Poling
- John Ellem
- 12th Jo Boggess Phillips
- 13th Dale Martin
- Brady Paxton

**14th** Cathy Larck  
**15th** Jim Morgan  
Matthew Woelfel

**16th** Dale Stephens  
Doug Reynolds  
**17th** Don Perdue  
Richard Thompson  
**18th** Larry Barker  
**19th** Greg Butcher  
Josh Stowers  
Ralph Rodighiero

**21st** Harry Keith White  
**22nd** Daniel J. Hall  
Linda Goode Phillips  
**23rd** Clif Moore  
**25th** John Frazier  
Bill Moorefield  
**27th** Virginia Mahan  
Mel Kessler  
Ricky Moye  
Sally Susman  
Bill Wooton

**28th** Thomas Campbell  
Ray Canterbury  
**29th** David Perry  
Margaret Staggers  
**30th** Bonnie Brown  
Doug Skaff Jr  
Nancy Guthrie  
Bobbie Hatfield  
Mark Hunt  
Sharon Spencer  
Danny Wells

**31st** Meshea Poore  
**32nd** Scott Lavigne  
**33rd** David Walker  
**34th** Brent Boggs  
**35th** Sam Argento  
**36th** Joe Talbott  
**37th** Denise Campbell  
**38th** Peggy Donaldson  
Smith  
**39th** Bill Hamilton  
**40th** Mary Poling  
**41st** Ron Fragale  
Richard Iaquinta  
Tim Miley  
**42nd** Michael Manypenny  
**43rd** Mike Caputo  
Linda Longstreth  
Timothy Manchin  
**44th** Barbara Fleischauer  
Charlene Marshall  
Steve Cook  
Anthony Barill

**45th** Larry Williams  
**46th** Stan Shaver  
**49th** Charles Messick  
**50th** Ruth Rowan  
**52nd** Mike Roberts  
**53rd** Robert V. Mills  
**55th** Donn E. Marshall  
**56th** Terry L. Walker  
**58th** Tiffany Lawrence

**OHIO**  
**Governor/Lt. Governor**  
Ted Strickland/  
Yvette McGee Brown  
**Auditor**  
David Pepper

**Attorney General**  
Richard Cordray

**Secretary of State**  
Maryellen O'Shaughnessy

**Treasurer**  
Kevin Boyce

**Ohio Supreme Court**  
Eric Brown—Chief Justice  
Mary Jane Trapp—Justice

**U.S. Senator**  
Lee Fisher

**U.S. House of Representatives**  
A-L Phil Mendelson  
1st Jim Graham  
3rd Mary Cheh  
5th Harry Thomas, Jr.  
6th Tommy Wells

**State Senate**  
17th Justin Fallon  
**U.S. Senate**  
Jack Conway

**KENTUCKY**  
**U.S. House of Representatives**  
89th Ron Hadsell  
93rd Linda Secrest

**Ohio Court of Appeals**  
5th Kristine Beard  
7th Gene Donfrio

### Ohio State Board of Education

18th Robin Webb

**State House of Representatives**  
8th Deborah Cain

## TENNESSEE

**Governor**  
Mike McWherter

**U.S. House of Representatives**  
1st Michael Clark

**State House of Representatives**

- 2nd Nathan Vaughn
- 3rd Scotty Campbell
- 4th Kent Williams
- 6th Dale Ford

# LTC Bradley Ta

Longtime Local 400 member and activist Jacqueline Bradley took command of the U.S. Army's 7202nd Medical Support Unit, based in Richmond, Va., on August 14, 2010. Lieutenant Colonel Bradley has served in the U.S. Army Reserve for 18 years, has worked as a nurse practitioner with Kaiser Permanente Mid-Atlantic for

17 years, and has served as a member of the Local 400 Executive Board for seven years.

During her long and distinguished career in military service, LTC Bradley has received numerous awards, including the Meritorious Service Medal, Army Commendation Medal and Army Reserve Component Achievement Medal.

She recently sat down with the *Union Leader* for an interview about her new responsibilities and her continuing activism with Local 400.

**Q. Please tell us about your recent promotion and what your new responsibilities are.**

**A.** I've been granted the honor, privilege and duty of commanding the 7202nd

Medical Support Unit. We provide combat service support worldwide and we provide soldier readiness assistance to prepare them to deploy. My role as commander is to make sure my citizen-warriors are trained, that they're professionals and that they're ready to deploy. It's an enormous responsibility and I am very proud to have this opportunity.

**Q. What is your approach to commanding the unit?**

**A.** I want to instill in my soldiers three basic tenets. First, always do your very best. Like the generations of soldiers before us, we owe it to them and to future generations. Doing our very best will ensure that America's freedoms persist.

Second, I want the citizen-warriors under my command to prepare themselves for mobilization. Whether America calls you as an individual or as a unit, you must be ready. It's our obligation to maintain 100 percent status in administrative readiness, warrior and professional skills.

Third, I want them to know, understand and lead by the warrior ethos. America's parents entrust their sons and daughters to the institution of the U.S. Army because they trust us. Our warrior ethos is the basis of that trust. That means always placing the mission first, never accepting defeat, never quitting, and never leaving a fallen comrade.

**Q. Does this command philosophy affect your work as a nurse practitioner at Kaiser?**

**A.** Absolutely. It doesn't matter whether I have my uniform on or off—this is how I try to live every part of my life. I always try to do my best, to be prepared and to be worthy of trust. When I'm treating patients at Kaiser, I'm going to provide them with the same quality of care, the same professionalism and the same passion I bring to my command in the military.

**Q. And how does your leadership in the military affect your work as a leader of Local 400?**

**A.** Each one helps the other. For example, in my role as a commander, the civilian employees under my supervision are union members, and that makes me a better boss, because I know what it's like to be on the other side of the table. In my role as a Local 400 Executive Board member, I find that my command philosophy—to do my best, to be prepared and to be worthy of trust—applies every bit as well. The more that all of us follow this credo, the more dynamic and effective Local 400 will be in serving our

LTC  
Jacqueline  
Bradley.



# Kes Command

members, improving their quality of life, upholding their rights, and winning social and economic justice.

**Q. You're the commander of an Army unit, a nurse practitioner at Kaiser and a member of Local 400's executive board. How are you managing to juggle all of these roles?**

**A.** It would help if they changed the clocks to add a few hours to each day, but short of that, I am working as hard and being as efficient and focused as I can. It's like I have two full-time jobs. But I feel very blessed, because I love what I do, both when my uniform is on and when it is off. And I feel very fortunate to be able to serve—serve my patients, serve my brothers and sisters at Local 400, and serve my country.

**Q. Has the extra time you've had to spend commanding your unit caused any problems at Kaiser or with Local 400?**

**A.** None whatsoever—in fact, just the opposite. I was deeply touched that not only were my family and close friends at my promotion ceremony in Richmond, but a number of my colleagues at Kaiser and at Local 400 attended, as well. I feel honored and supported on every front.

Kaiser Permanente is a very military-friendly organization. It is even working to establish a military association within the company for veteran and reservist employees. Local 400 and President Tom McNutt have been strongly supportive as well. I am very gratified that I am able to do my small part for my country, my employer and my union all at the same time.



LTC Jacqueline Bradley, a Local 400 activist and Executive Board member, speaks at the ceremony where she took command of the U.S. Army's 7202nd Medical Support Unit.

**Q. Will you be deployed overseas?**

**A.** For the upcoming year, we will be focused on training for a potential mobilization or deployment in 2012. We don't know yet if it will happen or where, but we will be ready. I've previously served in Italy, Germany and Panama, and will gladly go wherever the Army says we're needed. And I've got the security of knowing that Kaiser and Local 400 will accommodate this if it happens.

**Q. What does Local 400 and its mission mean to you?**

**A.** It means everything. At Kaiser, Local 400's leadership has made our Labor-Management Partnership work well, creating a collaborative environment that empowers our members while continually improving the quality of care we provide, and at the same time, negotiating strong contracts that pay us industry-leading wages and benefits.

We pride ourselves at Local 400 as being one of the few unions in the current economic environment that possesses the strength, the smarts and the member activism to stand up to corporate demands to lay workers off, lower wages and reduce health and retirement benefits. We've said we will not do that, we've stood firm and we've negotiated contracts that continue to improve our members' economic standing and maintain their security. That's a remarkable

achievement and one we need to keep building on as we work to expand our membership and market share in the years ahead.

**"...In my role as a commander, the civilian employees under my supervision are union members, and that makes me a better boss, because I know what it's like to be on the other side of the table. In my role as a Local 400 Executive Board member, I find that my command philosophy—to do my best, to be prepared and to be worthy of trust—applies every bit as well."**

—LTC Jacqueline Bradley.

# STEWARDS Spotlight

## Karshena Brooks

GM HBC Manager

Safeway #1689, Herndon, Va.



*"With the union, we care about each other."*

**Years in Union:** 10

**Years as Steward:** 2

**Family:** Four children

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

**Hobbies:** Bowling, swimming, cooking, entertaining my family

**Favorite Place on Earth:** Bahamas

## Yvonne Arcell

Case Manager, MD Inpatient

Kaiser/Holy Cross Hospital,

Silver Spring, Md.



*"The union builds Solidarity to promote change for a better workplace."*

**Years in Union:** 7

**Years as Steward:** 1-1/2

**Family:** Married with two sons

**Enjoys Most About Job:** Helping others in difficult times

**Enjoys Most About Being a Steward:** The opportunity to meet other KP employees

**Hobbies:** Making jewelry



*"The union gets everyone working together for the common cause of bettering our lives."*

## Rick Howell

Front End Supervisor

Kroger #375, Roanoke, Va.

**Years in Union:** 2

**Years as Steward:** 1

**Enjoys Most about Job:** When I know I've done my level best

**Enjoys Most about Being a Steward:** Being the face of the union in the store

**Hobbies:** Reading, history, politics, news

**Favorite Place on Earth:** The Outer Banks of North Carolina

## **Wilford G. "Jerry" Rexroad**

**File Maintenance Clerk**

*Kroger #688, Clarksburg, W.Va.*

**Years in Union:** 39

**Years as Steward:** 31

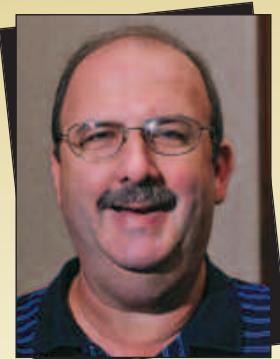
**Family:** Married with two children and three stepchildren

**Enjoys Most About Being a**

**Steward:** Being able to help people when they are in trouble

**Hobbies:** Helping various causes in the community

**Future Plans:** Retire and enjoy my family



*"The union gives us a say on the job and the job security a union contract provides."*

## **Scarlett Cressel**

**Bookkeeper**

*Shoppers #2357, Leesburg, Va.*



*"The union gives us protection."*

**Years in Union:** 19

**Years as Steward:** 4

**Family:** One daughter

**Enjoys Most about Job:** The people

**Hobbies:** Scrapbooking, cooking, fascinated by forensic science

**Favorite Place on Earth:** Walt Disney World

## **Timothy P. Tutsock**

**Meat Cutter**

*Giant #106, Rockville, Md.*

**Years in Union:** 5

**Years as Steward:** 5

**Enjoys Most About Job:** Making a customer smile

**Enjoys Most About Being a**

**Steward:** Helping associates with issues

**Hobbies:** Fishing, camping, going to the beach

**Favorite Place on Earth:** My easy chair



*"The union provides job security."*

# ACTIVISM

(Continued from page 17)

But Whitfield is undeterred. "I enjoyed it," she said, "and I'll participate when we do it again. I'm a talker and I'm not afraid to speak up."

She brings this same approach to signing up members at Kroger #532. "I start out explaining to them how we're a union store and what the union does for us, how they fight for our benefits and health plan, and how any issues we come across that's unfair, the union can help us with that," Whitfield said. "I tell them that the more people we have in the union, the stronger we can be as a team and I need every hourly worker to be an active member of Local 400. I love being a part of the union and I think that comes across to people."

With membership in her store up 20 percent in the last year, that seems apparent.

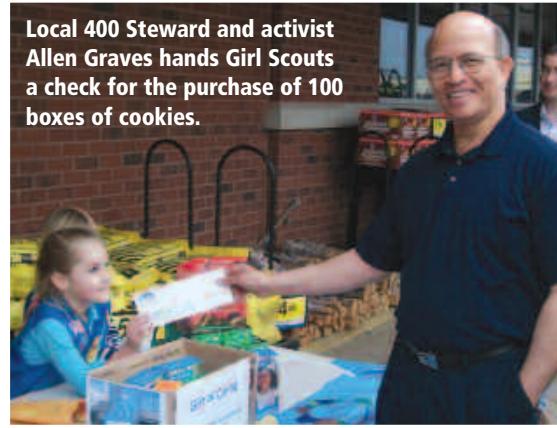
Whitfield credits much of her success with the training Local 400 provides stewards and the constant support union staff provide. "They teach us everything we know," Whitfield said. "The training is

awesome and we can get them on the phone anytime."

## ALLEN GRAVES

Allen Graves has been a Local 400 member for nine years and a steward for eight, and he is deeply dedicated to growing the union. "The more members you

**Local 400 Steward and activist Allen Graves hands Girl Scouts a check for the purchase of 100 boxes of cookies.**



have, the better able you are to negotiate good contracts," he said.

Graves became a steward and member activist because, "I have a strong sense of justice, to treat people the way they should be treated, with decency and respect, so I like to see that for everybody."

While his workload as the sole employ-

ee in the nutrition section of Kroger #515 in Mechanicsville doesn't allow him as much time as he would like, he still does everything he can to sign up members and membership in his store is on the rise. Graves also gets involved in community outreach. This past spring after Ahold/Martin's purchased Ukrop's and kicked the Girl Scouts off their property, Local 400 and Graves invited a displaced troop to sell cookies in front of his Kroger store, and the union bought the first 100 boxes of cookies.

"We showed the Girl Scouts we're supportive of their activities because they help build character," Graves said, adding that Local 400 showed people throughout the Richmond area why shopping union supports their community and quality of life.

"Dominic McGee, Peggy Billie, Lola Whitfield and Allen Graves are model activists, but they're also just the tip of the iceberg at Local 400," McNutt said. "We are building a culture of activism and as more members volunteer their time and effort to support their brothers and sisters, the stronger we will be. Our member activists are truly the face of Local 400's future."

## ACTIVISTS, COMMUNITY JOIN TOGETHER TO KEEP WALMART OUT OF D.C.

With Walmart threatening to build a store in the Poplar Point area of Southeast Washington, D.C., a group of Local 400 member activists living and working in the area recently attended a meeting of the Anacostia Coordinating Council to warn community members about how the giant retailer drives down the standard of living and drives local businesses into bankruptcy.

Union activists shared their views with Council members and emphasized that there are much better alternatives to providing access to affordable, healthy food and promoting economic development. Local 400 offered to partner with the group to bring in a company that treats its workers well and provides them with living wages and health and retirement security, such as Safeway, Giant or Shoppers.

"Walmart will take some of our jobs, they don't have a union and won't offer us what we get from Safeway," said

Linda Watson, a steward at the Alabama Avenue Safeway, union activist, and neighborhood resident.

"We're here to show our community that with the union getting involved, you never know what we can do," Watson said. "We're not just here to sell you groceries, we're here to help the schools, the recreation centers, people all over."

"If it wasn't for Local 400, I wouldn't be here," Watson said. "The union went to bat for me. So I'm talking with my co-workers about what we need to do to stop Walmart. If something needs to be said, I'll say it—I don't pussy foot around. Instead of sitting back and doing nothing until the last minute, I believe in getting involved and going door to door."

As a result of the meeting, Local 400 and the Anacostia Coordinating Council will be working closely together to promote positive growth, rather than development that creates a race to the bottom.

# Mott's Workers Win Pivotal Strike

*Local 400 Helps Union Stop Corporate Effort to Slash Wages and Benefits*

Members of UFCW Local 220\* working at Mott's Williamson, N.Y., plant won a landmark victory after a three-and-a-half month long strike, defeating draconian corporate efforts to slash wages, health benefits and pension contributions.

The strike became a national symbol for working people struggling to maintain middle class jobs and strong communities, after Mott's corporate parent, the Dr Pepper Snapple Group, imposed a \$1.50 per hour wage decrease and other cuts on 305 workers.

Local 400 actively supported the striking workers, with members engaging in handbilling and encouraging a boycott of Mott's, Snapple, Dr Pepper, 7Up, Hawaiian Punch and other corporate products. They were joined by UFCW members from other Local Unions, and community and other allies, who collectively engaged in nearly 600 actions in support of Local 220\* members. Driven by blogs and social networks, tens of thousands of people joined the cause of the Mott's strikers, advocating for good jobs with paychecks that pay the bills.

Thanks to this nationwide outpouring of support and the Solidarity of Local 220\* members, the company caved, agreeing to a new contract that restores wage levels, maintains affordable health care, and continues the pension plan.

"I was proud to be able to help our brothers and sisters working at Mott's, both for the sake of their families and communities, and for the precedent we

set in beating back corporate greed," said Local 400 President Tom McNutt. "It's not hyperbole to say that this was a battle to save the American middle class.

"That's because this company is making more money than ever," McNutt said, pointing to the Dr Pepper Snapple Group's record \$555 million in profits in 2009, and its decision to increase its dividend by 67 percent in May 2010. "They

"This was a clear case where everyone had to draw a line in the sand against corporate greed and for the American dream," McNutt said. "Because if we had lost, dozens of corporations would have followed suit, demanding lower wages and fewer benefits for workers because so many Americans are unemployed or working for less than they used to in the midst of this recession."

It is especially significant that this strike took place at a time when household income for the middle class has been plummeting. According to recent data from the U.S. Census Bureau, median household income fell by 4.8 percent from 2000 to 2009, and most of that drop—4.2 percent—took place in the past two years. Meanwhile, CEO salaries increased by 4.5 percent in 2009 alone and corporate profits rose by the fastest level in 25 years, totalling \$1.4 trillion on an annualized basis in the first quarter of 2010, a 58 percent jump.

Workers without union contracts have no defense against unfettered corporate greed as companies take advantage of the worst labor market in recent history to try to squeeze even more profits out of their struggling employees. But as Local 220\* members showed, union membership and labor Solidarity give workers the power to prevail no matter how long and tough the fight.

"The victory, important as it is, does not end the battle," McNutt said. "We must be active and vigilant not just in stopping corporate attempts to lower our economic standing, but in raising it and recapturing our fair share of the prosperity our hard work creates."



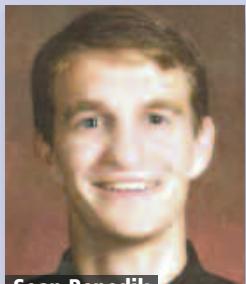
*"This was a battle to save the American middle class."*

— Local 400 President Tom McNutt

didn't demand givebacks to keep the company afloat—rather, management was up front about wanting to lower labor costs simply because they thought they could get away with it."

Local 220\* member Tim Budd told *The New York Times* that a plant manager "said there are thousands of people in this area out of jobs, and they could hire any one of them for \$14 an hour. It made me sick to have someone sit across the table and say I'm not worth the money I make."

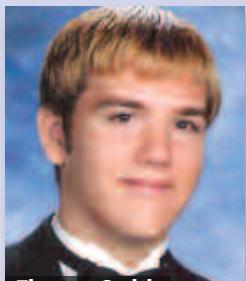
# Scholarships Awarded to “Luc



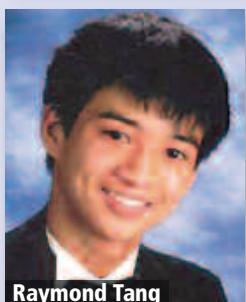
**Sean Benedik**



**Maria Manalac**



**Thomas Smith**



**Raymond Tang**



**Mohan Warusha**

Local 400 offers a variety of opportunities for members and their children to improve their lives by getting a higher education, most notably through its involvement in two major scholarship programs:

- The **FELRA & UFCW Health and Welfare Scholarship Fund** provides \$2,500 scholarships to help defray the cost of college tuition for Local 400 members who work at Giant, Safeway, Shoppers Food & Pharmacy or Super Fresh, and their families. It is funded through the union's collective bargaining agreements with these employers.
- The **Local 400 Scholarship Fund** awards \$1,000 scholarships to members and their children attending college.

For the 2010-11 school year, the FELRA & UFCW Health and Welfare Scholarship Fund awarded eight scholarships and five individuals received Local 400 Scholarships, which meant that a "lucky 13" will receive help from their union with their college tuition. Three of the recipients are Local 400 members and the other 10 are children of members.

"Unions exist to create opportunity for our members and their families," said Local 400 President Tom McNutt, "and these two scholarship programs are one important way in which we help make that happen."

"It is a great source of pride to know how these fine individuals have excelled in high school and to be able to help them afford a college education and come closer to realizing their dreams," McNutt said.

## The 2010-11 FELRA & UFCW Health and Welfare Scholarship Winners are:

**DANIELLE BAILEY** of Port Tobacco, Md. Danielle is currently a junior at Eastern University in St. Davids, Pa. She is a history major who plans on becoming a professor of Civil War history on a college level. Danielle graduated from Henry E. Lackey High School in Indian Head, Md., in 2008, where she made honor roll every semester, served

as vice president of the Key Club, and was involved in the National Honor Society and the National Art Honors Society. Her father, John Bailey, works at Giant #767. "I was very excited to learn that I received this scholarship," Danielle said. "Paying for college is a huge responsibility and a little frightening. It is good to receive help whenever you can get it and I am very thankful for the money provided by this award."

**SEAN BENEDIK** of Lusby, Md. Sean graduated from Patuxent High School in 2007, where he played tennis, managed the volleyball team, and was active in the horticulture, chess and PAWS clubs. He is currently an English major at Towson University and is also pursuing a secondary education concentration in the hopes of becoming a middle school English teacher. He previously attended the College of Southern Maryland and the University of Maryland, College Park, but now enjoys Towson's mix of challenging courses and decent class sizes. His mother, Denise Benedik, works at Giant #343. "Thank goodness!" Sean said when he received the scholarship. "Because I'm living off campus, my own budget was getting a little tight, so I felt as if a daunting weight had been lifted off my shoulders."

**BRIAN CADIGAN** of Rockville, Md. A Local 400 member who worked at Safeway #1668, Brian graduated from Rockville High School in June. Despite working 20-25 hours a week during his junior and senior years and more hours during the summers, he was able to find the time to run varsity cross country, track and indoor track, make honor roll every semester, and be named an AP Scholar. Brian now attends the University of Maryland, College Park, where he plans to major in history, with an eye toward eventually working for the federal government in an international relations, defense or intelligence capacity. He was thrilled to receive the FELRA Scholarship. "I've been working," he said. "Paying my union dues for almost two years, it was a great feeling to know the union was going to assist in paying my tuition. I am very thankful to the union for its generous grant and I hope they keep it going so next year

# ky 13" Members and Children

somebody else can get the same wonderful gift I enjoyed."

**MARIA MANALAC** of Clinton, Md. A 2008 graduate of Oxon Hill High School, Maria must be the FELRA Scholarship recipient who has traveled farthest from home for her education, because this fall, the Loyola University of Maryland junior is studying at Assumption University in Bangkok, Thailand, as part of her semester abroad. As a global studies major who is considering working with international agencies that help developing countries after graduation, this promises to be a fascinating experience. In high school, Maria was president of the International Club, a member of the orchestra and secretary of the National Honor Society. She is bilingual and enjoys traveling, photography and collecting stamps. Her mother, Lallie Manalac, works at Shoppers #2342. "I was definitely elated when I found out I got the scholarship!" Maria said. "I like to help out my parents in any way I can in paying my education."

**THOMAS SMITH** of Wheaton, Md. The valedictorian of Wheaton High School when he graduated last spring, Thomas was a Maryland Distinguished Scholar and AP Scholar, and served as president of the National Honors Society and the Gay-Straight Alliance. He also performed in two plays with the Drama Club and interned at an art studio during three school years. Currently a freshman at Johns Hopkins University in Baltimore, Thomas is active in campus activities and plans to major in writing seminars and one other subject he'll determine later. He is considering getting involved in the field of social services or community organizations after he graduates. His father, Steven Smith, works at Safeway #964. Thomas expressed his gratitude for the scholarship, saying, "I was glad that I'd be able to pay off my student loans more quickly."

**RAYMOND TANG** of Alexandria, Va. Raymond graduated with honors from Thomas Edison High School this past June, where he received the senior award for science, and a medal for receiving the International Baccalaureate Diploma. He was the Science Olympiad captain, National Honor Society vice president, and member of a team that placed first in a Rube Goldberg event at the state Science Olympiad. Raymond now attends the School of Engineering and Applied Sciences at the University of Virginia. He is leaning towards majoring in mechanical engineering, though that may change depending on his experiences this year. His mother, Jenny Tu-Tang, works at Giant #748. "When I learned that I had received the scholarship, it came as a big relief as I did not receive any financial aid apart from unsubsidized loans," Raymond said. "This scholarship has been very helpful with the tuition and other fees associated with the University."

**MOHAN WARUSHA** of Bethesda, Md. Mohan is a 2010 graduate of Whitman High School in Bethesda, where he performed more than 300 hours of community service, started a club for Oxfam America, participated in a club called Secret Smiles which raises funds for Ronald McDonald House, and was a member of the Green Team, an environmental group. He also interned with the National Institute of Health, both volunteered and worked for the National Zoo, and worked at the Smithsonian Center of Folklife. Mohan now attends New York University and is considering majoring in international relations. His father, Ananda Warusha, works at Giant #357. "I was very ecstatic," Mohan said of receiving the scholarship. "It was a great help to my parents."

**CHO-HSIEN LEUNG** of Potomac, Md. Her mother, Mei-Ling Leung, works at Super Fresh #985. Efforts to reach Cho-Hsien were unsuccessful.

## The 2010-11 Local 400 Scholarship Winners are:

**KRISTYN BRINKLEY** of Waldorf, Md. A Local 400 member, Kristyn graduated from Westlake High School last spring, where she played varsity soccer all four years and captained the team as a junior and senior. She worked at Safeway #105 for two years, putting in 20 hours a week when in school and 30 to 35 hours a week over the summer. As a senior, she also worked another part-time job and took a class at the College of Southern Maryland, and was able to juggle her many responsibilities by reducing her high school classload and organizing her time carefully. Kristyn is now a freshman at Frostburg State University in Frostburg, Md. She is majoring in chemistry for a pre-med concentration. "I was excited to receive the scholarship," she said.

**KATHERINE CONNOR** of Poolesville, Md. A sophomore at Northwestern University in Evanston, Ill., Katherine graduated from Poolesville High School in 2009. There, she co-captained the varsity field hockey and indoor and outdoor track teams, and was the recipient of numerous honors and awards, including the Maryland Distinguished Scholar and Principal's Leadership Award. She served as president of the Leo's Service Club, vice president of service for the National Honor Society, a member of the Mock Trial Team, and co-editor of the school newspaper. In addition, Katherine received an Izaak Walton League award for her senior project, which was to create a micro-credit club at her high school. At Northwestern, she is majoring in journalism and involved in many campus activities, including service on the

(Continued on next page)

# Scholarships Awarded

(Continued from page 27)



Kristyn Brinkley

executive board for Amnesty International. Her mother, Ann Connor, is a registered nurse with Kaiser Permanente. "Coming from the UFCW, the award really means a lot to me, and it is making a huge difference in not only my life, but that of my family as well," Katherine said. "It is exciting to know that I will be able to reduce my student loans with the award, and I truly thank UFCW Local 400 and all of its members for that."

**JOHN DAVIS FRENS** of Olney, Md. A 2010 graduate of Sherwood High School, John received a National Merit Scholar award and ran cross-country. Today, he attends Carnegie Mellon University in Pittsburgh, where he plans to major in electrical and computer engineering. He is most interested in robotics and would like to pursue research in the field. His mother, Local 400 member Victoria Frens, is a staff nurse at Kaiser #34. "I was excited to receive the scholarship," John said. "I'm taking out huge student loans. I was happy to get some help and support, particularly considering where my mom works. It's great to see companies and unions give back."

**MARY JO LEE** of Ashland, Ky. Mary Jo graduated last spring from Paul G. Blazer High School in Ashland, where she was engaged in a wide array of volunteer and extracurricular activities. She served as secretary to the Tri-M Music Honors Society, French Honors Society and French Club, and was involved in the National Honors Society, Mock Trial, Beta Club, Key Club and the dance team. She was also active in the Boyd County Branch of

Kentucky Youth for Community Volunteer Service and performed approximately 500 hours of volunteer service. Mary Jo is now a freshman at Transylvania College in Lexington, Ky. She is considering a science major and exploring the possibility of becoming a marine biologist. Her father, Shaun Lee, works as a meat cutter clerk at Kroger #783. "I was really surprised to receive the scholarship," Mary Jo said. "I think this is a great opportunity and I am very thankful and grateful."

**EVAN PALMER** of Cross Lanes, W.Va. A 2010 graduate of St. Albans High School in St. Albans, W.Va., Local 400 member Evan Palmer managed to be involved in numerous activities in high school despite working part-time at Kroger #763 as a courtesy clerk and in customer service his junior and senior years. He was a member of the national and state Student Leadership Teams for Church of God Ministries, where he helped develop and implement ideas for international and state youth events. He was also a High Honors Graduate, treasurer of the National Honors Society, member of Mu Alpha Theta (Math Honors Society), and recipient of the Red Dragon Award for Citizenship. Evan is currently a freshman at Mid-America Christian University in Oklahoma City, Okla., where he is majoring in specialized ministries with an emphasis in youth ministry. After graduating, he would like to become a youth pastor or work in some form of church ministry. "When I learned of receiving this scholarship, I was ecstatic because it meant that my time working for Kroger and the union paid off, literally," Evan said. "Not only did this job allow for a weekly income, but it also gave me an opportunity to pursue my dreams with a higher education."



Kathrine Conner



John Davis Frens



Mary Jo Lee



Evan Palmer

## LOCAL 400 MEMBER'S DAUGHTER RECEIVES UNION PLUS SCHOLARSHIP



Halima Karim

**HALIMA KARIM** of Takoma Park, Md., whose father Abdool Karim is a Local 400 member, was awarded a \$1,000 scholarship from Union Plus, the organization that provides an array of benefit programs for union families. Halima cited the inspiration of family values and family traditions in her life. "From an early age my parents instilled in me the importance of working hard and helping those in need," she said. She took the lesson to heart, volunteering her time both locally and internationally to help the less fortunate, a commitment she expects to continue when she becomes a dentist. The family tradition that has inspired her? Her father's 22 years in the

UFCW. "The union directly impacts my life in so many ways," she said.

# Court Ruling Huge Victory for UFCW

*Emphatically Rejects Supermarket Anti-Strike Profit-Sharing Agreement*

United Food & Commercial Workers members won a landmark victory recently when the U.S. Court of Appeals for the 9th Circuit issued a strongly-worded ruling rejecting as unlawful an attempt by Southern California supermarket operators to share profits in order to avoid financial damage during the four-month-long 2003-2004 grocery worker strike.

The federal court found that the Mutual Strike Assistance Agreement between four supermarket chains—Vons (owned by Safeway), Albertson's, Ralph's (owned by Kroger) and Food 4 Less—violated the Sherman Anti-Trust Act.

"This ruling affirms the sacred right of workers to strike and it rejects employer collusion to prevent a walkout from having any impact on a company's profitability," said Local 400 President Tom McNutt. "This upholds the collective bargaining process by preventing employers from repeating their actions leading up to and during the Southern California supermarket strike. As a result, it will have the very helpful impact of shortening the duration of strikes when they do occur. The positive ramifications of this decision will be felt by Local 400 members and our brothers and sisters throughout the labor movement."

On October 11, 2003, seven Southern California UFCW Local Unions went on strike against Von's (Safeway) after the company demanded the elimination of health benefits. Albertson's and Ralph's then locked out their workers whose con-

tract had also expired. Food 4 Less' contract had not expired so it could not join the lockout. Before the strike started, the four companies agreed that if any one of them received higher than normal profits during the strike, it would pay 15 percent of its profits to the other companies. That is what happened, as Ralph's and Food 4 Less paid Von's and Albertson's approximately \$142 million for the strike period, and another \$4.2 million for the two week period following the strike.

As soon as the Mutual Strike Assistance Agreement became known, then-California Attorney General Bill Lockyear filed suit against the companies, charging violations of anti-trust law. UFCW legal counsel was part of the team in this litigation. The case continued under his successor, former (and possibly future) Gov. Jerry Brown.

The companies argued that they were allowed to collude under the Sherman Anti-Trust Act, which grants a "labor exemption" for competitors to join together in multi-employer collective bargaining negotiations. They justified the agreement on the grounds that it covered a limited period of time, that the four companies accounted for 60 to 70 percent of the market, and that as a tool to defeat the unions, it would lower labor costs and result in lower prices.

The Appeals Court shot the defendants' position down, writing that "driving down compensation to workers is not a benefit to consumers... Depressing wages is not of societal benefit; it simply harms working people and their families, a significant part of the group that has come to be known as 'the middle class.'"

Noting that "Congress encourages col-

lective bargaining and the formation of labor unions as part of our national labor policy," U.S. Appellate Judge Stephen Reinhardt wrote that "profit sharing is not 'needed to make the collective bargaining process work.' To the contrary, collective bargaining has worked and does work quite well from the standpoint of employers without the need to engage in such basic violations of the anti-trust system."

Calling the Mutual Strike Assistance Agreement "obviously anticompetitive," Judge Reinhardt found that, "The only relationship of profit sharing agreements to labor matters is the possibility that they would unbalance the existing, carefully drawn process, and strengthen the hand of employers in labor disputes by means that would otherwise violate well-established anti-trust policies—means that have not been historically authorized for use as part of the collective bargaining process."

The Court's ruling reversed a district court decision denying summary judgment to the plaintiff and remanded the case back to the district court "for entry of judgment in favor of the plaintiff and for any further proceedings as may be consistent with this opinion."

"Through the use of scabs, also known as 'permanent replacements,' corporate America has been undermining the collective bargaining process for years," McNutt said. "This profit-sharing agreement introduced a new and dangerous tactic to further destroy workers' leverage when contract talks are difficult and intense. Thankfully, the Court has restored some balance, common sense, and justice to the collective bargaining process."

# Russell Wise Retires

## After 33 Years of Service To Local 400 Members

Russell Wise, Maryland and Washington, D.C., regional director, retired on Sept. 30 after more than three decades of service to Local 400 members, beginning as an organizer in 1977.

Wise first joined the union 40 years ago when he was hired at Safeway, where he served as a union shop steward for several years prior to his appointment to the staff.

He was involved in numerous organizing campaigns, including the successful effort to unionize the large Woodward & Lothrop department store chain.

Wise was promoted to service representative in the mid-1980s, working initially in the old "mercantile division" of the local, where in addition to handling grievances and daily representation, he helped bargain contracts and, in some cases, coordinate strike activities, such as at Raleigh's clothiers and Scan Furniture.

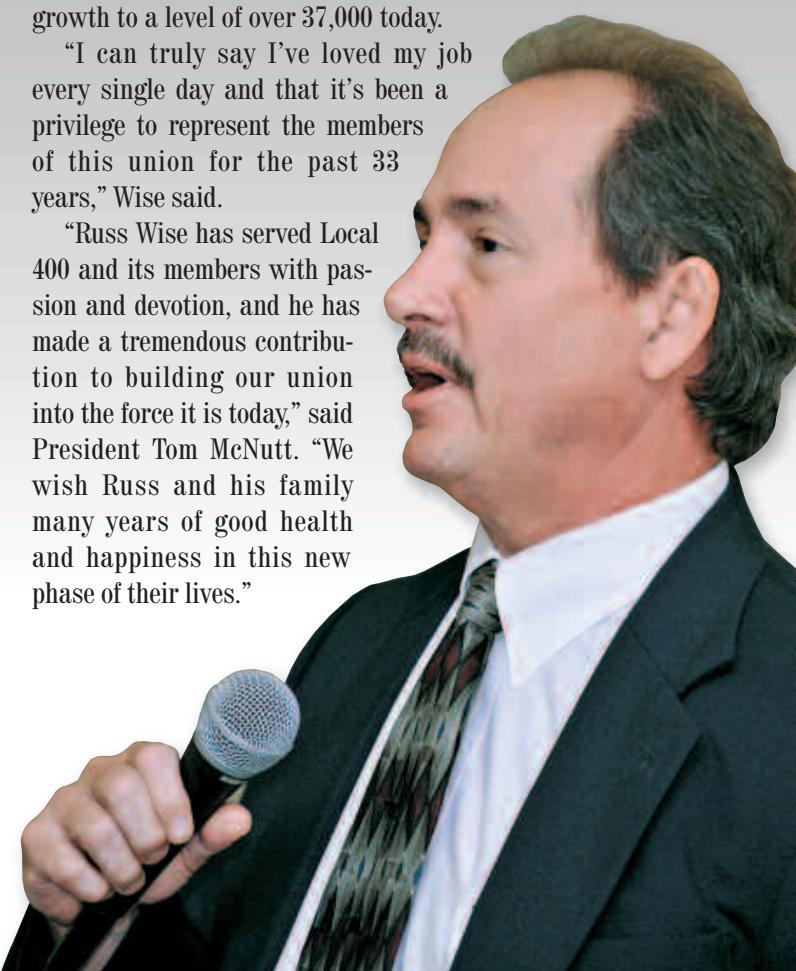
He was named regional coordinator in 1997. Among other accomplishments in that role, Wise served as lead negotiator for three successful national contracts with Kaiser Permanente for the Mid-Atlantic. He capped his career with an agreement, ratified last month, that achieved the top goal of safeguarding Kaiser employees' health benefits as well as delivering salary hikes comparable with the Kaiser units in California.

Wise, who is 58, remembers that Local 400 represented only about 12,000 members when he first became a staff representative, and over his career he has witnessed the union's

growth to a level of over 37,000 today.

"I can truly say I've loved my job every single day and that it's been a privilege to represent the members of this union for the past 33 years," Wise said.

"Russ Wise has served Local 400 and its members with passion and devotion, and he has made a tremendous contribution to building our union into the force it is today," said President Tom McNutt. "We wish Russ and his family many years of good health and happiness in this new phase of their lives."



## Governor Martin O'Malley

*Continued from page 4*

secured more than \$2 billion in relief for Maryland ratepayers who were left reeling after Ehrlich appointees let BG&E raise rates by 72 percent.

"I don't know when there has ever been a greater contrast between two candidates for governor with two diametrically opposed records in office and two different visions for the future," McNutt said. "For Maryland working families who want their governor fighting for them in Annapolis, Martin O'Malley is the only choice."

## Pivotal Races

*Continued from page 9*

John Kasich, spent eight years making millions of dollars working on Wall Street. He was a managing director at Lehman Brothers, which went bankrupt in September 2008 after recklessly investing in subprime mortgages, behavior that nearly created a second Great Depression. If elected, he plans to cut, privatize and outsource Ohio's public service jobs.

"Ted Strickland stands up for Main Street while John Kasich is a tool of Wall Street," McNutt said. "Local 400 strongly recommends the re-election of Governor Strickland."



**Attention: Employees of Giant,  
Safeway & Super\*Fresh**

# 2011 Annual Scholarship Awards

If you are working for one of the companies listed above, under the provisions of your contract, you and your dependents may be eligible for the FELRA and UFCW Health and Welfare Fund Scholarship Program.

**Entry Deadline: December 31, 2010**

Just fill out the preliminary application below and mail it to the Fund office postmarked by December 31, 2010. In January of 2011, eligible applicants will be sent additional information from the Fund.



Cut and mail 

## SCHOLARSHIP FUND

The FELRA and UFCW Health and Welfare Fund expects to be awarding scholarships to a select number of eligible participants and their dependents who will be attending college or a university as full-time students in the fall of 2011. Participants and their dependents are eligible to apply for a scholarship award if the participant completes at least one year of Service as of December 31, 2010 and is actively employed as of that date. In addition, dependent applicants must be under the age of 24 on December 31, 2010.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be mailed the full application form in early January of 2011.

### Employee Information

Name \_\_\_\_\_  
Social Security Number \_\_\_\_\_  
Employer \_\_\_\_\_  
Home Address \_\_\_\_\_  
City, State, Zip Code \_\_\_\_\_  
Home Phone Number \_\_\_\_\_  
E-Mail Address \_\_\_\_\_

### Applicant's Information

Name \_\_\_\_\_  
Social Security Number \_\_\_\_\_  
Date of Birth \_\_\_\_\_  
(If Dependent of Employee)

**PRELIMINARY  
APPLICATIONS  
MUST BE POSTMARKED  
BY DECEMBER 31, 2010.**

**Mail applications to:**

**UFCW & FELRA  
Scholarship Program  
911 Ridgebrook Rd.  
Sparks, MD 21152-9451**

# August Fiscal Report

|    |   |           |
|----|---|-----------|
| 1  | BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH                                     | 1,387,752 |
| 2  | RECEIPTS (from all sources):  |           |
|    | DUES  | 1,555,589 |
|    | MISCELLANEOUS   | 7,105     |
| 3  | TOTAL RECEIPTS  | 1,562,694 |
| 4  | TOTAL OF LINES 1 AND 3  | 2,950,446 |
| 5  | DISBURSEMENTS for current months  | 1,396,848 |
| 6  | CASH ACCOUNT BALANCE at the end of current month                                  | 1,553,598 |
| 7  | BALANCE AT END OF MONTH as shown on Bank Statement                                | 1,638,005 |
| 8  | DEPOSIT IN TRANSIT  | 0         |
| 9  | TOTAL OF LINES 7 AND 8  | 1,638,005 |
| 10 | LESS: Checks included in item 5 not returned with bank statement                  | 84,407    |
| 11 | BALANCE<br>(Should agree with Line 6)   | 1,553,598 |
| 12 | PETTY CASH FUND   | 750       |
| 13 | TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month                   | 2,370,786 |
| 14 | DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.         | 651,675   |
| 15 | OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)  | 124,148   |
| 16 | LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)    | 1,298,746 |
| 17 | TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16) | 3,402,212 |

## 2010 AREA MEETINGS SCHEDULE\*

|  |   |   |
|--|---|---|
| Monday, October 4<br><b>PARKERSBURG</b><br>Comfort Suites<br>167 Elizabeth Pike<br>Mineral Wells, WV 26150<br>(304) 489-9600                                       | Wednesday, October 6<br><b>BRISTOL</b><br>Holiday Inn<br>Exit 7 off<br>of Interstate 81<br>3005 Linden Dr.<br>Bristol, VA 24202<br>(276) 466-4100 | Thursday, Nov. 4<br><b>CHARLOTTESVILLE</b><br>Holiday Inn<br>1901 Emmett Street<br>Charlottesville,<br>VA 22901<br>(434) 977-7700 |
| Tuesday, October 5<br><b>BLUEFIELD</b><br>Quality Hotel<br>& Conference Center<br>Route 460 Bypass<br>3350 Big Laurel Hwy<br>Bluefield, WV 24701<br>(304) 325-6170 | Monday, October 25<br><b>CLARKSBURG</b><br>Holiday Inn<br>100 Lodgeville Road<br>Bridgeport, WV 26330<br>(304) 842-5411                           |   |

\* All meetings are at 6 p.m.

## 2010 QUARTERLY MEETINGS SCHEDULE\*

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

\* All meetings are at 6 p.m.

## ALL IN THE FAMILY

### Condolences

**Mark Federici**, Local 400 staff,  
Loss of Father-in-Law

**Russell Wise**, Local 400 staff,  
Loss of Sister-in-Law

**Family of James Baldwin**,  
Shoppers Food & Pharmacy

**William Gibson**, Kroger 523, Loss of Wife

**Family of Karen Cohen**, Giant 798

**Family of Sandra Johnson**, Giant 781

**Family of Margaret Cornwell**, Giant 310

**Tom Rogers**, Local 400 staff, Loss of Sister

**Family of Alfred Lesage Jr**, Shoppers Food & Pharmacy

**Robyn Wheeler**, Giant 770, Loss of Mother

**Mike Boyle**, Local 400 staff, Loss of Brother

### Congratulations

**Lynda R Williams**, Local 400 staff, Retired

**Russell Wise**, Local 400 staff, Retired

## Congressman Tom Perriello

*Continued from page 7*

"Tom Perriello has more than earned another term in Congress, but just as important, by helping to re-elect him,

we can show his colleagues that standing up for what's right is the smartest way to stay in office," McNutt said.



## Attention: Employees of Shoppers Food & Pharmacy

# 2011 Annual Scholarship Awards

If you work for the company listed above, under the provisions of your contract, you and your dependents may be eligible for the **Scholarship Fund Program**.

### Entry Deadline: December 31, 2010

Just fill out the preliminary application below and mail it to the Fund office postmarked by December 31, 2010. In January of 2011, eligible applicants will be sent additional information from the Fund.



Cut and mail 

## SCHOLARSHIP FUND

The Scholarship Fund expects to be awarding scholarships to a select number of eligible participants and their dependents who will be attending college or a university as full-time students in the fall of 2011. Participants and their dependents are eligible to apply for a scholarship award if the participant completes at least one year of Service as of December 31, 2010 and is actively employed as of that date. In addition, dependent applicants must be under the age of 24 on December 31, 2010.

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#### Employee Information

Name \_\_\_\_\_  
Social Security Number \_\_\_\_\_  
Employer \_\_\_\_\_  
Home Address \_\_\_\_\_  
City, State, Zip Code \_\_\_\_\_  
Home Phone Number \_\_\_\_\_  
E-Mail Address \_\_\_\_\_

#### Applicant's Information

Name \_\_\_\_\_  
Social Security Number \_\_\_\_\_  
Date of Birth \_\_\_\_\_  
(If Dependent of Employee)

**PRELIMINARY  
APPLICATIONS  
MUST BE POSTMARKED  
BY DECEMBER 31, 2010.**

Mail applications to:  
**Fund Office  
Scholarship Program  
911 Ridgebrook Rd.  
Sparks, MD 21152-9451**

## LOCAL 400 RETIREES

### **Commodore**

**John Elliott**, *Danville, Md.*, 22 years

### **Giant**

**Thelma M Bell**, *Waldorf, Md.*, 21 years

**Leroy A Bellamy**, *Woodbridge, Va.*, 31 years

**Bertha L Burrows**, *Gaithersburg, Md.*, 30 years

**Georgia I Coates**, *Leesburg, Va.*, 31 years

**Harold E Cox**, *Hyattsville, Md.*, 37 years

**Tamera N Croyle**, *Bowie, Md.*, 30 years

**Patricia D Cunningham**, *Clifton, Va.*, 19 years

**Anthony S Damato**, *Fairfax, Va.*, 34 years

**Franklin D Davenport**, *Fredericksburg, Md.*, 33 years

**Leroy Gardner Jr**, *Washington, D.C.*, 41 years

**Joan P Guiles**, *Leonardtown, Md.*, 9 years

**Tammy A Hagberg**, *Monrovia, Md.*, 30 years

**Kathleen J Hart**, *Bradentown, Fla.*, 30 years

**Timothy C Hughes**, *Glenwood, Md.*, 31 years

**Mary E Jackson**, *Washington, D.C.*, 33 years

**Ronald K Jenkins**, *Bealeton, Va.*, 36 years

**Howard R Johnson Sr**, *Washington, D.C.*, 22 years

**Roy L Kitts Sr**, *Woodbridge, Va.*, 35 years

**Anthony R Kozel Jr**, *Springfield, Va.*, 11 years

**Minh Q Lam**, *Chantilly, Va.*, 23 years

**Gene E Lawrence**, *Washington, D.C.*, 8 years

**Phil T Le**, *Fairfax, Va.*, 20 years

**Dealter A Lewis**, *Alexandria, Va.*, 19 years

**Edward C Lui**, *Wheaton, Md.*, 18 years

**John C Martzolf**, *Rockville, Md.*, 43 years

**Bernard A Murphy Jr**, *Cobb Island, Md.*, 30 years

**Allen B Painter**, *Silver Spring, Md.*, 44 years

**Elbert W Pennington**, *Fairfax, Va.*, 40 years

**Teresina Prologo**, *Silver Spring, Md.*, 21 years

**Mitchell R Reed**, *Burke, Va.*, 25 years

**Lezlie C Reigel**, *Leesburg, Va.*, 31 years

**Mary R Ronan**, *Deale, Md.*, 30 years

**Dorothy M Rowley**, *Hyattsville, Md.*, 36 years

**Rufus R Stith**, *Upper Marlboro, Md.*, 38 years

**Robert M Strickland**, *Myrtle Beach, S.C.*, 32 years

**Athana L Svenson**, *Annandale, Va.*, 29 years

**Laiyah Tang**, *Alexandria, Va.*, 21 years

**Emma J Taylor**, *Manassas, Va.*, 21 years

**Warren P Tisdale**, *Montgomery Village, Md.*, 26 years

**Richard A Walters**, *Germantown, Md.*, 30 years

### **Kaiser Permanente**

**Mary G Davis**, *Stafford, Va.*, 20 years

### **Kroger**

**Lester W Kennedy III**, *Buena Vista, Va.*, 39 years

**John M Webb**, *Richmond, Va.*, 5 years

**Linda K Williams**, *Sacramento, Calif.*, 12 years

### **Shoppers**

**Mohammad Aslan**, *Springfield, Va.*, 30 years

**James E Bolt Jr**, *Falls Church, Va.*, 4 years

**Alan R Campbell**, *Landover, Md.*, 20 years

**Boy Jean Leong**, *Silver Spring, Md.*, 23 years

**Edward L McDonald**, *Burke, Va.*, 11 years

**Teresa T Montes**, *Herndon, Va.*, 10 years

**Gregory R Morrison**, *Sterling, Va.*, 44 years

**Jerry W Mullins**, *Bumpass, Va.*, 15 years

**Maliha O Popal**, *Alexandria, Va.*, 20 years

**Donna H Steiner**, *Warfordsburg, Pa.*, 20 years

**Bruce G Walters**, *Smithsburg, Md.*, 24 years

**Sheila L Whitmore**, *Temple Hills, Md.*, 17 years

### **Syms**

**Bernadine F Dyer**, *Rockville, Md.*, 16 years

### **UFCW Local 400**

**Lynda R Williams**, *Burke, Va.*, 40 years

**Russell Wise**, *Waldorf, Md.*, 40 years

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

Please fill in the information below.

NAME \_\_\_\_\_

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

CITY \_\_\_\_\_

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

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

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

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

Por favor llene la información a continuación.

NOMBRE \_\_\_\_\_

NUEVA DIRECCIÓN \_\_\_\_\_

CIUDAD \_\_\_\_\_

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

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

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

# Tea Party Anger Misdirected



**P**eople are angry. And for good reason.

Nearly 15 million workers are officially unemployed and 6 million more have stopped looking for work. Another 8.5 million workers want full-time jobs but can only find part-time work. Millions more are “gainfully” employed, but earning less than their last job. Overall, our standard of living is stagnant or declining.

Even before the recession hit in 2008, things were getting worse. Between 1980 and 2005, more than 80 percent of the increase in incomes went into the pockets of the richest 1 percent, leaving 99 percent of us to scramble for the remaining 20 percent. As a result, income inequality in the U.S. is now worse than in third world countries like Guyana, Nicaragua and Venezuela.

Over the past year, the economy has started to rebound because productivity has skyrocketed, but workers aren’t benefiting because corporations are keeping 85 percent of the money generated in

profits. By contrast, during the recovery from the 1981-82 recession, corporations kept just 10 percent of the gains.

It’s little wonder that people are mad.

Unfortunately, that anger has been exploited by the Tea Party to advance an agenda only big business could love.

The candidates backed by the Tea Party are extremists who would turn a bad situation into a catastrophe for working families. Consider these three Tea Party-endorsed candidates running for Senate: In Kentucky, Rand Paul (R) called Social Security a “Ponzi Scheme” and said it was “un-American” for President Obama to criticize BP over the Gulf oil spill. In Nevada, Sharron Angle (R) called extending unemployment benefits “a terrible thing” and said, “We need to phase out Medicare and Social Security.” In Alaska, Sarah Palin protégé Joe Miller (R)

argues that government should not pay for unemployment insurance, that Medicaid should be eliminated, and that Medicare and Social Security should be privatized.

The Tea Partiers support tax cuts for

millionaires, oppose efforts to penalize corporations that move jobs offshore, and want to slash regulations that protect workers and consumers from health, safety and workplace abuses. Most significantly, they oppose giving workers a free and fair choice about whether to join a union.

And that goes to the heart of the problem. The main reason working families are suffering so much is because the percentage of workers belonging to unions is declining. With only 7 percent of private sector workers unionized today, it’s no coincidence that unemployment is high, wages are down, and corporations are rolling in profits while workers need food stamps just to eat.

It’s unions that are the answer to our economic crisis. Only unions give workers the power to share the prosperity they help create. Only unions give workers the power to increase their economic standing, protect their rights, and gain job, health and retirement security. That’s why labor and the political leaders who support working families must seize control of the debate and redirect voter anger into advocacy for the real solutions that will improve our lives.

Mark P. Federici

Secretary-Treasurer

**Unions are  
the answer to  
our economic  
crisis.**

United Food and Commercial  
Workers Local 400  
4301 Garden City Drive  
Landover, MD 20785



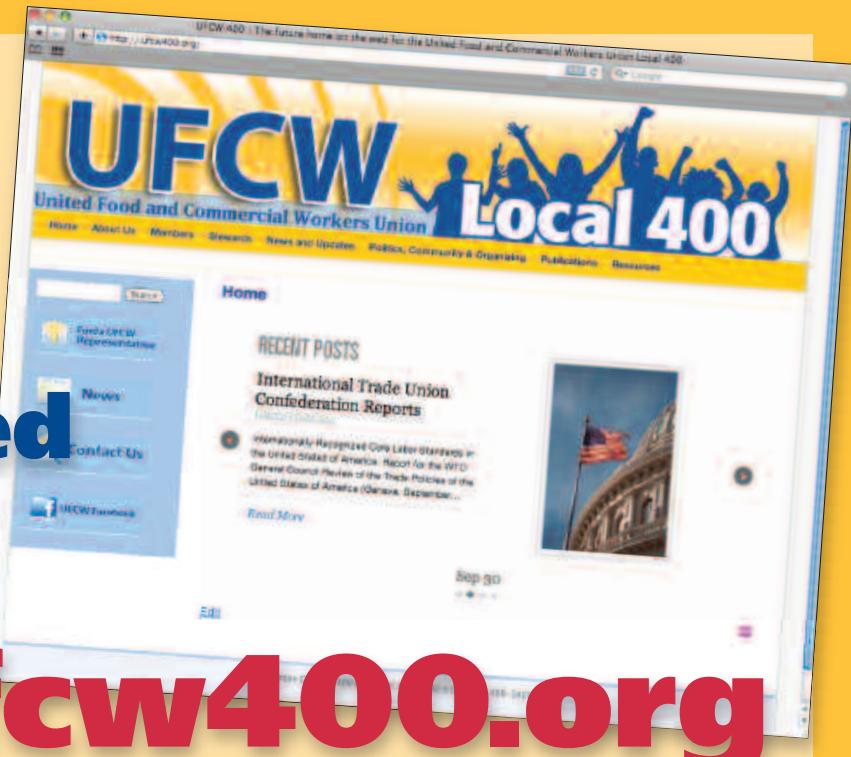
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**GOING LIVE  
NOVEMBER 1ST!**

**The New  
and Improved  
Local 400  
Website at  
[www.ufcw400.org](http://www.ufcw400.org)**



Local 400's redesigned website puts all the information you need right at your fingertips, with a cleaner look, clear navigation and easy interaction.

It includes a special members section with pages on collective bargaining, union benefits and discounts, scholarships, dues, and opportunities to volunteer to help your brothers and sisters. Stewards will have their own area where they can enhance their education with learning modules. And you'll find the latest news, electronic copies of the *Union Leader*, political and legislative information and a host of other resources.

So starting November 1st, please go to [www.ufcw400.org](http://www.ufcw400.org) and make good use of our new, state-of-the-art website!

