

Local 400

UNION LEADER



*Get in the Union Spirit
for the Holidays*
Patronize Local 400-Staffed Stores

Keeping Up the Fight



There are no guarantees in life. You can work tirelessly, fight tenaciously, battle fiercely and still lose. We saw that nationally on Tuesday, November 2nd.

Actually, there is one guarantee—if you sit on the sidelines, you'll lose. Because your adversaries will have the field to themselves. Especially now that the Supreme Court's *Citizens United* ruling allows corporations to spend unlimited amounts of money to elect candidates who serve at their beck and call.

So I am extremely proud of all that Local 400 members did to help elect our recommended candidates—leaders who stand on the side of working families. We gave it our all.

In fact, we won most of our top priority races. Maryland Gov. Martin O'Malley (D) easily won re-election over his predecessor, the anti-worker Bob Ehrlich (R). West Virginia Gov. Joe Manchin (D) was elected to the late Sen. Robert Byrd's seat, helping to keep the U.S. Senate in pro-working family hands. In Northern Virginia, Rep. Gerry Connolly (D), a longtime Local 400

friend who helped enact Big Box legislation when he chaired the Fairfax County Board of Supervisors, narrowly won re-election in a district designed to be a safe Republican seat. And in the primaries, we

won a host of hotly competitive races, including those of Washington, D.C. Mayor-elect Vincent Gray and Prince George's County Executive-elect Rushern Baker. We even helped oust four incumbent Maryland state senators who had voted

against working families, replacing them with strong allies.

As a result, we will have many friends in public office locally. That's especially important with our contracts at Kroger-West Virginia, Giant, Safeway, Shoppers and Kaiser expiring over the next two years.

But nationally, we face a House of Representatives whose new majority was bought lock, stock and barrel for \$167 million by Big Business—that's the amount corporations and their front groups spent on the election. With their lobbyists writing legislation and issuing orders, we can expect an all-out assault on the middle

class: Bills making it harder for workers to gain union representation and stacking the deck even more in favor of management. Draconian cuts in unemployment compensation, veterans' benefits, student aid, food and nutrition programs, and a host of other services working families need. Measures that reward corporations for taking jobs overseas and driving down wages and cutting benefits here at home. Not to mention efforts to repeal or undermine the health security provided by the Affordable Care Act.

So we must fight back. Hard. Even though most of these efforts will be stopped by a gridlocked Senate or President Obama's veto pen, we must recapture the narrative, expose the assault on working families that's at the heart of the new House majority's agenda, and explain why a growing union membership is the only way to save the middle class from extinction.

This is our cause. We will keep on fighting, no matter what setbacks happen, because nothing matters more than our mission of helping working families improve their lives.

Best Wishes for the Holiday Season!

Tom McNutt, *President*
International Vice President

**▼ We face
an assault
on working
families. ▼**

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LOCAL 400**

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UFCW
a VOICE for working America
Local 400



UNION LEADER

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Big Business Buys Control of

Most Local 400-Recommended Candidates Win, Buck National Trend

The 2010 mid-term elections were a landslide for Republicans nationally, as they gained more than 60 seats to take control of the U.S. House and picked up six Senate seats to reduce the Democrats' majority. However, within Local 400's jurisdiction, Democrats held their own and our members helped propel most recommended candidates to victory.

The election was marked by unprecedented corporate spending to defeat pro-worker candidates. After the Supreme Court's *Citizens United* ruling allowed corporations to spend unlimited amounts on political action, business-backed organizations laid down a whopping \$167 million to influence the election outcome. Three of every four dollars spent on the 2010 elections came from corporations, according to Open Secrets. Yet the public was in the dark about this because corporations funneled their political money through front groups and congressional Republicans blocked legislation that would have required public disclosure of these contributions. Voters had no way to know what businesses were behind the many attack ads that ran and what their true motivations were. It was even possible that foreign corporations funneled money into the elections through the U.S. Chamber of Commerce.

"What we saw on November 2nd was a hostile corporate takeover of the U.S. House," said Local 400 President Tom McNutt. "Big business exploited voter anger over high unemployment, despite the fact that it was caused by Wall Street's greed and recklessness, in order to elect candidates who will do what it wants and defeat candidates who fight for working families. Corporate America got the 'best' Congress money can buy.

"What's remarkable is how well working families did on a playing field so heavily tilted against us," McNutt said. "Local 400 and the labor movement overall put in an all-out effort to support candidates who stand with us. Our turnout efforts helped keep the U.S. Senate in the hands of pro-working family forces and kept many of our allies from losing fiercely contested elections in the House. Local 400 members' hard work helped most of our recommended candidates win. We should be proud of what we accomplished in this challenging year.

"We should also keep some perspective," McNutt said. "No matter how hard you try, you can't win every election, and in our lifelong mission of empowering working families to improve their lives, you're going to suffer some setbacks along the way. We just have to dust ourselves off and get back on the battlefield, keeping in mind that we still have allies in the White House and much of the Senate, and that our task remains the same: to fight harder than ever to meet the needs of working families during these troubled economic times."

Local Victories

In Maryland, Gov. Martin O'Malley (D) was expected to have a tough rematch with former Gov. Robert Ehrlich (R), but won handily by a 56 percent to 42 percent margin. O'Malley was strongly recommended by Local 400 because of his work

to raise the economic standing of the state's working families. Throughout Maryland, nearly all Local 400-recommended candidates won. Longtime Sen.

Barbara Mikulski (D) was easily re-elected. In addition, Democrats gained two seats in the Maryland state Senate to hold a 35-12 seat margin and lost just six seats in the House of Delegates, where they retain a 98-43 seat margin.

In West Virginia, Gov. Joe Manchin (D) defeated multimillionaire extremist John Raese (R) for the U.S. Senate seat previously held by the late Robert Byrd, winning a race in which he once trailed by a commanding 53 percent to 43 percent margin.

In Virginia, Local 400 played a decisive role in helping Rep. Gerry Connolly (D) win re-election by a razor-thin 920-vote margin in a district whose boundaries had been drawn by the GOP to elect Republicans. However, Local 400-recommended candidates Tom Perriello (D) and Rick Boucher (D) narrowly lost their battles for re-election.

"Our members devoted countless hours to supporting our recommended candidates," McNutt

said, "and because of their tireless efforts, we can count on strong allies in the Maryland governor's mansion, our state legislatures, and many key positions in Congress. While we will face many obstacles over the next two years, we will start from a position of relative strength."



**Maryland Governor
Martin O'Malley (D)**



**Senator Joe
Manchin (D-W.Va.)**



**Representative
Gerry Connolly
(D-Va.)**

U.S. House in 2010 Elections

The National Scene

With massive big business spending at their backs, Republicans scored huge wins in the U.S. House. Pending the outcome of 10 races that were undecided at press time, the GOP will likely have 243 members to the Democrats' 192. In the Senate, Democrats will have 53 members to the Republicans' 47, having held on to several hotly contested seats due in part to the extremism of tea party opponents who advocated the elimination of unemployment benefits, the minimum wage, and even Social Security and Medicare.

Republicans also gained nine governorships and are expected to control the executive branch of 30 states, to 19 for the Democrats and one independent. Combined with GOP pickups in many state legislatures, Republicans will be able to control much of the congressional redistricting process following this year's census, making it harder for Democrats to recapture the House in 2012.

The likely outcome of this is gridlock, as the new House passes right-wing priorities such as tax cuts for millionaires and rejects Obama administration initiatives to help get people back to work, while the Senate fails to muster 60 votes to overcome filibusters. It is even possible that we will see a repeat of the government shutdowns of 1995 as the House tries to cut off any funding for implementation of the health care reform law and refuses to compromise with the president on the budget (see page 6).

"Our strategy is going to mix offense and defense," McNutt said. "With 9.6 percent unemployment, with the middle class shrinking and with the American standard of living declining for most families, we must push boldly for government action to create good jobs with living wages and strong benefits. Even if the

House rejects these initiatives, we must fight as hard as we can for them so American workers understand who is on their side and who isn't.

"At the same time," McNutt said, "Big business lobbyists will be the ones writing the bills that come out of the Republican House—their payback for all the money they threw into the campaign. Most if not all of these bills will reward corporate greed at the expense of working families. We must be out there exposing these betrayals of the middle class if and when they occur."

No Mandate

Surveys of voters made clear that this election was about jobs and the economy, not an endorsement of the extremist anti-government, anti-worker agenda of tea party Republicans.

The AFL-CIO's 2010 election night survey found that voters reject the central planks of the House Republicans' agenda:

- 85 percent of all voters oppose undoing a centerpiece of the health care reform law by allowing health insurance companies to start denying coverage based on pre-existing conditions again.
- 75 percent of voters oppose reducing or eliminating the minimum wage, a key position held by Raese, the losing West Virginia Senate candidate.
- 68 percent oppose raising the Social Security retirement age.
- 63 percent oppose cutting taxes on those who make more than \$250,000 a year—the Republicans' number one priority.

- 62 percent oppose privatizing Social Security, a move that many congressional Republicans favor.

At the same time, most voters support specific proposals advanced by unions and progressive allies to solve the nation's economic problems. For example:

- 89 percent of all voters support a major tax credit for business to create jobs in the United States.
- 77 percent support creating jobs by rebuilding the nation's infrastructure of roads, bridges, schools and energy systems.
- 76 percent favor job investment to maintain American competitiveness with China, India and Germany.

- 65 percent want federal unemployment insurance benefits extended for those who have lost their jobs and are unable to find new ones.

"Voters want a government that's on their side, not one that's only out to enrich the corporate benefactors of the party in power," McNutt said. "That's a lesson the new House majority should take to heart if it wants to earn the voters' trust."

Labor at the Center

Unions played a central role in limiting the losses of pro-working family candidates and in spearheading many of the key victories. Surveys showed that 64

(Continued on page 7)

"Voters want a government that's on their side, not one that's only out to enrich the corporate benefactors of the party in power."

— Local 400 President
Tom McNutt

Health Care Reform Unde

Cuccinelli, Others Do Bidding of Big Insurance Companies

Politicians acting on behalf of the big for-profit health insurance companies are escalating their efforts to undermine or repeal the Affordable Care Act, the historic national health care reform legislation passed by Congress and signed by President Obama in March 2010.

They are waging war on two fronts: through the courts by filing frivolous lawsuits challenging the constitutionality of certain provisions of the law and through Congress by trying to repeal part or all of the law and by trying to de-fund its implementation.

"The opponents of health care reform lied about the bill long before it passed and they've kept repeating the same falsehoods and misinformation ever since," said Local 400 President Tom McNutt. "The fact is this: Under the Affordable Care Act, Americans will no longer have to worry about being denied coverage because of a pre-existing condition, being dropped by

their insurer or going bankrupt if they get sick. It will provide coverage to 32 million uninsured Americans in 2014. And it will do all this while putting a lid on skyrocketing health care costs and lowering the deficit. Why anyone would want to undo these landmark achievements for working families is beyond me, unless they are simply doing what the big health insurance companies tell them to do."

Frivolous Lawsuits

On the legal front, one of the most strident grandstanders against the Affordable Care Act is Virginia Attorney General Ken Cuccinelli (R), whose entire term in office has been marked by extremist actions far outside the mainstream. Along with other right-wing attorneys general, Cuccinelli filed suit to overturn the law, using esoteric legal theories to argue that its minimum coverage requirement violates the Constitution's Commerce Clause.

On October 18, a hearing was held in federal court in Richmond on the Cuccinelli suit. A decision is expected by the end of the year.

"This lawsuit is a waste of Virginia taxpayer dollars at a time when the commonwealth is making tough choices about budget cuts," McNutt said. "Cuccinelli is choosing his own political ambitions over the best interests of the people he represents by ingratiating himself with the insurance industry and with tea party extremists. The lawsuit is overwhelmingly likely to fail and if it somehow succeeded, the impact would be to deny health care coverage to millions of Americans, make medical care far less affordable and send millions more into bankruptcy."

So far, judges in California, Maryland and Michigan have rejected similar challenges to the Affordable Care Act, while a judge in Florida allowed another lawsuit

THE AFFORDABLE CARE ACT ALREADY BENEFITS YOU

Today, the Affordable Care Act:

- Guarantees that children with pre-existing conditions can no longer be denied health insurance.
- Provides tax credits to small businesses that provide health care coverage for their workers.
- Allows young adults up to age 26 to stay on their parents' health insurance plans.
- Sends \$250 checks to senior citizens who fall into the Medicare prescription drug "donut hole," with a 50 percent discount going into effect on January 1, 2011.
- Ends lifetime limits and restricts annual dollar limits on benefits.
- Empowers consumers to appeal claims denied by insurance companies.
- Bans insurance companies from cancelling policies without proving fraud and bans denying payment for services based on technical errors.
- Makes health care coverage available to people who have been uninsured for at least six months because of a pre-existing condition.
- Requires all new plans to cover preventive services such as mammograms and colonoscopies without charging a deductible, co-pay or co-insurance.

In addition, on January 1, 2011, insurance companies for large employers will be required to spend 85 percent of all premium dollars on health care services and quality improvements (80 percent for insurers serving individuals and small businesses). This will hold premium increases down and stop price-gouging.

r Attack

to proceed further. The minimum coverage requirement in question is central to the new law's ability to work successfully. It advances personal responsibility by requiring all Americans to have health insurance, similar to the requirement that drivers have auto insurance. This will prevent people from abusing the system, ease the cost burden on those who have insurance, and make it affordable for those who don't because families earning up to \$88,000 a year will receive assistance in paying their premiums. Removing the minimum coverage requirement would add 27 percent to the cost of premiums because some people would delay getting insurance until they become sick.

Congressional Attacks

In the new Congress, efforts will be made to repeal the Affordable Care Act entirely or to substantially weaken it as newly elected representatives and senators who benefitted from massive campaign spending by the insurance industry try to pay their benefactors back. While any legislation along these lines would be vetoed by President Obama, Republicans will try to eliminate funding for the implementation of health care reform. Some of them have said explicitly that their goal is to force another government shutdown just like 1995, a move that would have a devastating impact on the delivery of needed government services as well as the region's economy.

"Let's take a clear-eyed look at the choice facing Congress and the American

people," McNutt said. "If the Republican extremists get their way, the insurance companies will get a green light to start up all their old abuses again, including denying coverage to those who most need it and cutting people off as soon as they become sick. They would be free to raise premiums as high as they want, to reimpose caps on benefits and to drive their own subscribers into bankruptcy. Senior citizens would face a new donut hole in their prescription drug coverage. And the deficit would increase by more than \$1 trillion over the next 20 years.

"Instead of inflicting this disaster on the American people, Congress should fully implement the law and even strengthen it further," McNutt said. "That would be good for the health of working families, the health of the economy and the health of the federal budget."

2010 Elections

Continued from page 5

percent of union members who went to the polls voted for recommended candidates. Overall, 200,000 union members volunteered as part of labor's election mobilization. They distributed 19.4 million fliers, knocked on 8.5 million doors, made millions of phone calls, and spoke one-on-one to countless numbers of their fellow workers.

"We did our part," McNutt said. "But to do more, we have to keep growing our union and our movement. The more members we have, the more powerful we are not only at the bargaining table but the ballot box, too."

Recognizing labor's effectiveness on behalf of pro-working family candidates, congressional Republicans plan to wage an all-out assault on the right of workers to empower themselves through union representation. The

incoming chairman of the House Education and Labor Committee, Rep. John Kline (R-Minn.), has sponsored legislation that would prohibit employers from recognizing a union if a majority of its workers sign union authorization cards, and is widely expected to push hard for its passage in the next Congress.

"This is an assault on democracy," McNutt said. "If a majority of workers want union representation, their employer should be required to recognize the union and bargain in good faith on a new contract. Instead, many House Republicans want to ban employers from recognizing the union a majority of their workers want and instead force representation to be decided through a drawn-out process that stacks the deck in favor of management. This is yet another example of how the new House majority sees itself as doing the bidding of big business no matter what the damage is to

workers' rights or their economic standing.

"In fact, if the new Congress wants to help get the American standard of living rising again, the one sure-fire way to succeed is to guarantee that all workers who want union representation can achieve it," McNutt said.

"Our economy is out of balance, and the way to make it more fair is to ensure that workers have more money in their pockets and a voice on the job," McNutt said. He pointed out that workers in unions earn 14 percent higher wages than their non-union counterparts, are 28 percent more likely to have health insurance, and are 54 percent more likely to have a pension.

"Unions keep corporations in check and they are the fastest path to rebuilding the middle class," McNutt said. "That's why the corporate Congress hates us—and it's why we've got to fight harder than ever for working families over the next two years."



Sholara Williams
RN/Certified
Diabetes
Educator
Kaiser Prince
George's
Medical Center
Hyattsville, Md.



Luis Vargas
Produce
Safeway #693
Washington,
D.C.



Mike Floyd
Produce
Manager
Giant #315
Lanham, Md.

FACES OF *Local 400*

Pooja Lucas
Business Manager
Bloomingdale's
Chevy Chase, Md.





Cheryl Brown
Seafood Lead
Kroger #536
Norfolk, Va.



Greg Robertson
Cashier
Shoppers #2339
New Carrollton,
Md.



Many European companies that have good labor relations in their home countries routinely undermine workers' rights in the United States, according to a groundbreaking report recently issued by Human Rights Watch.

The international human rights advocacy organization charged a wide variety of European-based companies with violating their stated commitment to human and workers' rights by engaging in "aggressive campaigns to keep workers in the United States from organizing and bargaining, violating international standards and, often, U.S. labor laws."

Echoing these findings, another recent study by Freedom House, an independent watchdog organization, ranked the U.S. below 41 countries, including all of Western Europe, Canada, Australia, and even some developing nations like Belize, Chile and Namibia, in its enforcement of workers' rights.

"We know from first-hand experience that European companies often treat their workers fairly at home, but come to the U.S. and treat our workers with contempt," said Local 400 President Tom McNutt. "Now, a well-respected international human rights organization has documented how many European CEOs view the U.S. as a Third World country when it comes to exploiting cheap labor and avoiding unions."

"We've seen this first-hand in the past with companies like the non-union, low-wage Food Lion, based in Belgium," McNutt said. "We also see it in the double-breasting of the Dutch company Royal Ahold, which owns Giant Landover, where our members work, and the non-union Martin's chain in Virginia, which is trying to take business away from our members' Kroger stores."

"The Human Rights Watch report quite rightly takes companies like these to task for their hypocrisy and for violating international labor standards," McNutt said. "But it also notes the pathetic state of U.S. labor law and documents many instances when European companies violate these laws and get away with it. This makes the case, yet again, for why we must enact the Employee Free Choice Act to give U.S. workers a free and fair choice about whether to join a union."

Among many instances in which "the European Dr. Jekyll becomes an American Mr. Hyde," the report cites the following:

European Companies Exploit Weak U.S. Labor Laws

U.S. Ranks Below 41 Nations in Workers' Rights

- The German-owned T-Mobile characterized employees' "talking about rights" as a dangerous activity to be reported immediately to management.
- The management at DHL, which is also German-owned, threatened and discriminated against workers who tried to organize.
- The British-owned Tesco tried to muzzle worker communication about unions at their Fresh & Easy Neighborhood Markets chain.
- Sodexo, based in France, threatened, interrogated, and fired workers who tried to form a union.
- The Dutch Gamma Holding company hired permanent replacements—

violating international standards but not U.S. law—to take the jobs of striking workers.

The array of anti-worker practices these and other companies engage in would be scandalous if they occurred in Europe. But in America, they mirror the behavior of the worst U.S. union-busters.

"Many European CEOs view the U.S. as a Third World country."

— Local 400 President Tom McNutt

"Even self-proclaimed 'progressive' companies can and do take full advantage of weak U.S. laws to stifle freedom of association," said Arvind Ganesan, director of the Business and Human Rights Program at Human Rights Watch. "Unless the U.S. strengthens and enforces labor standards, it's hard to see how workers in the U.S. will exercise their rights."

Similarly, the Freedom House report, titled *The Global State of Workers' Rights: Free Labor in a Hostile World*, states, "The overall political environment in the U.S. is distinctly hostile to unions,

collective bargaining, and labor protest and has encouraged growing resistance to unions by employers. Management has used a variety of tactics to forestall unionization and has shown a willingness to violate labor law if it would result in the defeat of a campaign to gain bargaining recognition for a union."

"The United States was once a beacon of freedom and opportunity, a place where workers could empower themselves through union representation, lift themselves into the middle class, and achieve financial, health and retirement security," McNutt said. "No longer. Today, there are many other nations where workers enjoy stronger rights and better earnings, while these countries' companies come here to take advantage of America's lower standards. That is a disgrace. And we must change it."

Coalition Demands Walmart Change or Stay out of D.C.

In a concerted effort to raise the standard of living and keep small businesses alive in Washington, D.C., a broad coalition of workers, community activists and small business owners are joining forces to block plans by Walmart to locate four stores in the city unless the company changes its practices.

The Coalition for Living Wages and Healthy Communities is calling for establishment of a Covenant for Community Benefits under which Walmart could only operate in the District of Columbia if it behaved responsibly.

"Wherever Walmart locates, it acts as a parasite in the community," said Local 400 President Tom McNutt. "It drives locally-based businesses out of existence, costing more jobs than it creates. Its low wages drive down the community's economic standing. New Walmarts also burden taxpayers by pocketing subsidies and having Medicaid pay for their workers' health care. Washington, D.C., needs a Walmart like it needs another pothole."

In November, Walmart announced plans to open four 80,000 to 120,000 square foot stores in Washington, D.C. Residents, workers and businesspeople want a good neighbor, not a company notorious for paying its workers sub-poverty wages and keeping them at part-time status, providing few benefits, and facing numerous lawsuits alleging discrimination and labor law violations. They are especially outraged that Walmart may seek local tax subsidies.

The Coalition for Living Wages and



This Safeway in Landover, Md., closed after a Walmart opened next door.

Healthy Communities has made clear that it will only accept the presence of Walmart if it agrees to a Covenant for Community Benefits, providing that it will:

- Provide full-time, living wage jobs with benefits.
- Ensure that a majority of its workers are local residents.
- Fund a training program.
- Guarantee equal pay and promotional opportunities for women.
- Pay its fair share of taxes.
- Take other measures to benefit the community.

In addition, Local 400 and the Metropolitan Washington Council AFL-CIO are urging the District of Columbia City Council to pass the Employment Stimulus Act, which would require that

any development project receiving a tax subsidy of \$200,000 or more hire local residents, train workers, and build the facility under a Project Labor Agreement. They are also lobbying the Council to amend the FEED DC Act so that retailers must abide by Washington, D.C.'s Living

Wage Statute to be eligible for tax subsidies under the program, which is supposed to expand the availability of healthy, affordable food in underserved neighborhoods.

"The people of Washington, D.C., need jobs and access to nutritious food," McNutt said, "but they must be jobs in which workers are treated with dignity and lifted out of poverty into the middle class. Those aren't the kind of jobs Walmart has created up to now, but they are what Giant, Safeway and Shoppers provide. These are the kind of retailers and employers we need more of."

"We've already seen a Safeway close in Landover after a Walmart opened next door," McNutt said. "We can't let this happen in Washington, D.C., or anywhere else."

VICTORY IN LA PLATA

Walmart has a store in La Plata, Md., but when the company wanted to move to a larger location, it ran into an unexpected roadblock: the people.

After Local 400 members from the area led the charge, the La Plata Town Council voted four to one to deny Walmart permission to move and expand. Council members were particularly outraged that Walmart intended to keep possession of its current store to block competitors from occupying the location.

"I commend the Council members for standing up to the world's largest retailer in order to stand up for good jobs, local businesses and healthy competition," said Local 400 President Tom McNutt. "Special thanks go to Charles County Commissioner Reuben Collins for his strong support."

Holiday Time is U

The holiday season is a time for giving. It's also a time to support the causes closest to our hearts. By shopping union, you can do both at the same time.

Local 400 represents employees at a wide variety of retailers capable of fulfilling your holiday needs with the highest quality service and at affordable prices. By patronizing these stores, you will help strengthen our union and support your brothers and sisters.

"It's a simple principle that should apply all year long: union members should buy union whenever possible," said Local 400 President Tom McNutt. "Our union must grow to have the greatest positive impact on our members' lives and on working families overall. For that to happen, our employers must grow, too. The more we shop from them, the better they do and the better our members do.

"During the holiday season, this principle is more important than ever," McNutt said. "Retailers need the business and our members need the income during these critical weeks to ensure a good year. The economy needs spending that supports middle-class, living wage jobs. When we all stick together and support one another, every one of us comes out ahead."

Local 400 members are encouraged to shop at these stores employing their sisters and brothers:

For high-quality, name-brand clothing and other gift items:

- **Syms** in Rockville, Md., Falls Church, Va., and Manassas, Va.
- **Filene's Basement** in Washington, D.C., and Rockville, Md.
- **Brooks Brothers** in Washington, D.C.

For holiday gifts of every kind:

- **Macy's** Department Stores in Washington, D.C., and Bethesda (Montgomery Mall),

Bowie (Bowie Town Center), Gaithersburg (Lakeforest Mall), Hyattsville (Prince George's Plaza), Laurel, Marlow Heights, Waldorf (Charles Towne Center) and Wheaton, Md.

- **Bloomingdale's** Department Store in Chevy Chase, Md.

For holiday food — whether it's catered parties, pre-prepared dishes or ingredients for home-cooked feasts:

- **Giant** in Maryland, Virginia and Washington, D.C.
- **Kroger** in Virginia, West Virginia, Ohio, Kentucky and Tennessee.
- **Safeway** in Maryland, Virginia and Washington, D.C.
- **Shoppers Food & Pharmacy** in Maryland, Virginia and Washington, D.C.
- **Super Fresh** in Maryland and Washington, D.C.
- **Magruders** in Maryland and Virginia
- **Farmers Market** in Washington, D.C.
- **Bestway** in Silver Spring, Md.
- **Bethesda Co-op** in Bethesda, Md.

When at the supermarket, look for **Tyson's Chicken** and **Boar's Head** meat products. Local 400 represents workers at these company's facilities.

In addition, you can order your groceries online at **Peapod.com** and have them delivered right to your home.

Where you spend your money matters. By shopping at any of these stores, you'll be getting great value for your dollar while also lifting up your fellow Local 400 members.



Local 400 member Cohen Simpson has worked at Hecht's and now Macy's for seven years. He said you can't do better than buying shirts and ties for the holidays. "They're always a good choice," he said. "Just come by and we'll get them matched." Simpson believes Local 400 members should shop union, "because you've got the union backing you up. If you want to keep the union, you have to support the source that the union represents."

Union Time

A seven-year Local 400 member, Tsiegereda Yimer works in Shiseido Cosmetics at Macy's in Bethesda, Md. She suggests that holiday shoppers consider gift sets or the wide array of skin treatments and make-up that she sells. Members should patronize union stores because, "When we have a union, we have confidence," she said. "The union supports our concerns and our rights. We have someone to listen to us."

Sydney Temple has worked at Syms' Rockville, Md., store for the past 17 years, but he's been a Local 400 member for 27 years, having worked at Raleigh's before that. His store has a great selection of holiday gifts. "We have nice watches and a variety of gift packages, ranging from candies to small electronics like headphones," he said. "If you're shopping for a man, a nice sports jacket and pair of pants is always a good choice." Local 400 members should shop union, "Because the workers are protected," Temple said. "If you're not union, management can do whatever they want with you."

Lisa Stemcosky is a Local 400 member who has worked at Bloomingdale's in Chevy Chase, Md., for the past three years. Her holiday shopping recommendations include Allclad cookware, which is union-made in Pennsylvania, and votive candle holders, "a good all-around gift for unexpected occasions," she said. "It's always important for union members to support one another in good times and bad times," Stemcosky said. "In this economy, it's nice to have each other to lean on."

Harris Honored by Virginia NAACP

Recognizing her extraordinary contributions to workers' rights and economic justice, the 2010 Virginia State Conference NAACP presented longtime Local 400 staff member LaVoris "Mikki" Harris with its 2010 Leadership Award at its 75th Annual State Convention in Roanoke.

Harris was cited for her close work with the Virginia NAACP in developing strategies to remove barriers to employment, to win fair wages, and to improve working conditions at the Smithfield Packing Plant in North Carolina, the Ashland Nursing and Rehabilitation Center, and other nursing homes in Virginia.

"Mikki Harris is more responsible than anyone for our strong,



Local 400's LaVoris "Mikki" Harris is presented with the 2010 Leadership Award by Virginia State Conference NAACP Executive Director King Salim Khalfani (at podium).



collaborative relationships with community leaders, activists and organizations throughout our area," said Local 400 President Tom McNutt. "She is a hard worker, a dedicated professional, an exceptional strategist, and a devoted friend to our members and countless community allies. She has more than earned this outstanding award."

"Mikki Harris is always on the front line," said King Salim Khalfani, executive director of the Virginia State Conference NAACP. "She has integrity. She says what she means and means what she says. She fights without fear."

Harris served as Local 400's director of community growth strategies for many years. She recently left that position to become director of membership activism for Local 400. Longtime representative Diettra Lucas succeeds her.

Local 400 Member Wins Ashcraft Scholarship

Dillon Gustafson, a Local 400 member from Waldorf, Md., won the Lee C. Ashcraft Memorial Scholarship for the 2010-2011 school year. The \$5,000 scholarship is provided by the law firm of Ashcraft & Gerel, LLP, in memory of the firm's late founder, to help area union members and their families with the high cost of education.

Gustafson graduated from North Point High School last June, where he was a member of the varsity soccer and indoor track teams, the Key Club, Skills USA, and Law Enforcement Explorers Post 1658. He won the Criminal Justice Student of the Year Award, was named a Minds in Motion Scholar Athlete and made the Principal's Honor Roll.

He did all of this while working



Local 400 Secretary-Treasurer Mark Federici (left) presents the Lee C. Ashcraft Memorial Scholarship to Local 400 member Dillon Gustafson.

between 16 and 23 hours a week at Giant #339 in La Plata, Md., his junior

and senior years, serving as a courtesy clerk, bagger and then cashier. "Juggling all my work was not easy at times," Gustafson said, "but I didn't try to do more than I could handle. My parents helped keep me focused on the important things and I was able to manage everything."

Today, Gustafson attends East Carolina University in Greenville, N.C., where he is considering majoring in biology or criminal justice. He plans to commission in the Air Force as an officer after graduation.

"When I learned that I had received the scholarship," Gustafson said, "I was very surprised and was not expecting it because I knew it was hard to get! Once the shock settled, I was very excited and thankful that I got it."

Lynda Williams Retires

FORTY YEARS OF DEDICATED SERVICE TO LOCAL 400 MEMBERS

"I'll be happy to help, but I can only stay for two weeks."

With these words, 17-year-old Lynda Williams took a temporary job in Local 400's Service Department right after graduating high school, with plans to go to the beach with her friends two weeks later. Somehow, 14 days turned into 40 years, and in 2010, she retired having served as administrative assistant to five presidents. "It's funny how things happen in life," she said.

Planned or not, Williams was probably destined for service in the labor movement. She was born into a union family. Her father was a staff member for the Retail Clerks International Union, predecessor to the UFCW, and he believed in doing everything union. "When I was a kid, we drank Pepsi, not Coca Cola," she recalled, "because Pepsi was union and Coke wasn't. We wouldn't shop at Sears because they wouldn't give a working person a credit reference."

Williams brought this same attitude to Local 400 and served as a mentor to countless staff. "I always said we should do things the union way," Williams explained. "Back in the days when staff smoked in the office, you only saw union-made cigarettes on people's desks and you never saw a foreign car in the parking lot. You support your brothers and sisters."

"I know the saying is that 'no one is irreplaceable,' but Lynda Williams is the exception to that rule," said Local 400 President Tom McNutt. "No matter who served in the president's office, their jobs were made so much easier by her professionalism, her calm, her organization and her dedication. She kept everything running smoothly and she made sure things got done on time and in the best possible way. Even more important, she brought everyone together, kept morale high and helped our staff function as a dynamic team.

"Lynda was invaluable because she always put our members first," McNutt said. "She was devoted to the core values of the labor movement.

"I miss her," McNutt said, "but because she mentored so many of our staff, we still feel her presence in the office and we're so much better off for it. No one worked harder and no one deserves a happier, more fulfilling retirement."

Williams was administrative assistant to past Local 400 Presidents Rex Clifford, Ray Chilton, Thomas R. McNutt and Jim Lowthers, and worked briefly for Thomas P. McNutt before her retirement. During her tenure, she saw transformative changes in every area.

"We went from electric typewriters to memory typewriters to computers," she noted. "When I started, we made five carbon copies of every letter we wrote and used mimeographs and stencils to churn out flyers. Now we've got color laser printers and we communicate through email and the Internet."

Williams saw the union's membership increase from 12,000 in 1970 to 38,000 today, supported the hugely successful organizing campaign at Woodward & Lothrop, and helped implement the historic merger between the Retail Clerks and Amalgamated Meat Cutters that produced the UFCW. "Here at Local 400, everything about the merger was seamless," Williams said. "Everyone was on

the same page, everyone got along."

Williams has been married for 33 years to Carl Williams, a Local 400 member who works as a meat cutter at Giant. They have a daughter, Karlyn, who is keeping her family's union tradition going as a Local 400 staff member. Lynda Williams plans to do some traveling, and enjoy life and her family in retirement.

"Local 400 has been a huge and wonderful part of my life," Williams said. "When I look back, I can't imagine how my life would have turned out without the union. They were great to my family and I was always treated like family. No matter what your job is, everyone's important. We all serve a vital purpose in serving the membership.

"Local 400 has a lot on its plate in these changing times, but as always, I know the union will be successful," she said. "I am a lucky person to have worked for such a great union. It's been a wonderful experience."



Lynda Williams

STEWARDS Spotlight

Sharon Jackson

Food Clerk

Safeway #1759, Sterling, Va.



"The union stops management from treating you any way they want and getting away with it."

Years in Union: 9

Years as Steward: 6 months

Enjoys Most about Being a Steward: Helping people

Hobbies: Shopping

Future Plans: To stay with Safeway

Favorite Place on Earth: Las Vegas

Paul Haymaker

Head Grocery Clerk

Kroger #763, Charleston, W.Va.

Years in Union: 37

Years as Steward: 2

Family: Married with one child

Enjoys Most about Job: Merchandising and customers

Enjoys Most about Being a Steward: Helping and informing others

Favorite Place on Earth: Beach

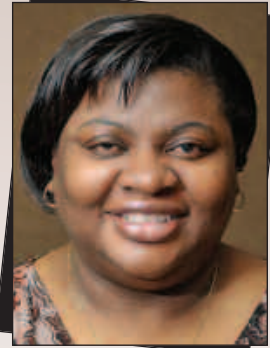


"The union provides us with benefits and job security."

Jacqueline Edwards

RN, Inpatient Case Manager

Kaiser Washington Hospital Center, Washington, D.C.



"The union promotes change and Solidarity amongst employees."

Years in Union: 7

Years as Steward: 1

Enjoys Most about Job: Interaction with patients

Enjoys Most about Being a Steward: Leadership potential

Hobbies: Shopping, reading, going on cruises

Favorite Place on Earth: Cayman Islands

Kevin Freeman

Meat Cutter

Shoppers #2339,
New Carrollton, Md.

Years in Union: 23

Years as Steward: 9 months

Family: Married

Enjoys Most about Being a Steward: Helping people

Hobbies: Bowling

Favorite Place on Earth: Home



"The union cares for employees and listens to them."

Liz Engelman

Cashier

Giant #161, Rockville, Md.



"The union maintains a TRUE living wage for the middle class."

Years in Union: 19

Years as Steward: 4

Family: Married with three boys

Enjoys Most about Job: Being part of a community—seeing our regular customers every day

Enjoys Most about Being a Steward: Introducing new members to the benefits of union membership

Future Plans: Using my teaching degree to work in environmental protection/conservation

Gary Massie

Grocery Clerk

Kroger #403, Waynesboro, Va.

Years in Union: 38

Years as Steward: 11

Family: Married with one daughter

Enjoys Most about Job: Meeting other people

Hobbies: Fishing and hunting

Favorite Place on Earth: Pigeon Forge, Tennessee



"The union gives us bargaining power and benefits."

September Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	1,553,598
2	RECEIPTS (from all sources): DUES MISCELLANEOUS	1,547,703 3,925
3	TOTAL RECEIPTS	1,551,627
4	TOTAL OF LINES 1 AND 3	3,105,226
5	DISBURSEMENTS for current months	1,624,176
6	CASH ACCOUNT BALANCE at the end of current month	1,481,050
7	BALANCE AT END OF MONTH as shown on Bank Statement	1,551,312
8	DEPOSIT IN TRANSIT	0
9	TOTAL OF LINES 7 AND 8	1,551,312
10	LESS: Checks included in item 5 not returned with bank statement	70,262
11	BALANCE (Should agree with Line 6)	1,481,050
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,371,876
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	655,388
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	326,762
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,293,204
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	3,542,621

2010 AREA MEETINGS SCHEDULE *

Thursday, February 3 CHARLOTTESVILLE

*Holiday Inn
1901 Emmett Street
Charlottesville, VA 22901
(434) 977-7700*

Wednesday, February 23 PARKERSBURG

*Comfort Suites
167 Elizabeth Pike
Mineral Wells, WV 26150
(304) 489-9600*

Monday, February 28 BLUEFIELD

*Quality Hotel
& Conference Center
Route 460 Bypass
3350 Big Laurel Hwy
Bluefield, WV 24701
(304) 325-6170*

Tuesday, March 1 BRISTOL

*Holiday Inn
Exit 7 off of Interstate 81
3005 Linden Dr.
Bristol, VA 24202
(276) 466-4100*

Thursday, March 3 DANVILLE

*Holiday Inn Express
2121 Riverside Dr
Danville, VA 24540
(434) 793-4000*

Monday, March 21 CLARKSBURG

*Holiday Inn
100 Lodgeville Road
Bridgeport, WV 26330
(304) 842-5411*

Monday, April 4 CHARLOTTESVILLE

*Holiday Inn
1901 Emmett Street
Charlottesville, VA 22901
(434) 977-7700*

Monday, April 11 BECKLEY

*Holiday Inn
114 Dry Hill Road
Beckley, WV 25801
(304) 252-2250*

* All meetings are at 6 p.m.

2010 QUARTERLY MEETINGS SCHEDULE *

Tuesday, Feb. 1 NORFOLK

*Norfolk Office
3620 Tidewater Drive
Norfolk, VA 23509*

Wednesday, February 2 RICHMOND

*Holiday Inn-Central
3207 North Boulevard
Richmond, VA 23230
(804) 359-9441*

Tuesday, February 22 CHARLESTON

*Holiday Inn - Civic Center
100 Civic Center
Charleston, WV 25301
(304) 345-0600*

Wednesday, March 2 ROANOKE

*Holiday Inn
450 Litchell Road
Salem, VA 24153
(540) 389-2424*

Tuesday, March 15 LANDOVER

*Local 400 Headquarters
4301 Garden City Drive
Landover, MD 20785
(301) 459-3400*

Tuesday, April 5 RICHMOND

*Holiday Inn-Central
3207 North Boulevard
Richmond, VA 23230
(804) 359-9441*

Wednesday, April 6 NORFOLK

*Norfolk Office
3620 Tidewater Drive
Norfolk, VA 23509*

* All meetings are at 6 p.m.

ALL IN THE FAMILY

Get Well

John Brown, *UFCW Local 400 retiree*

Condolences

Heith Fenner, *Local 400 Staff, loss of cousin.*



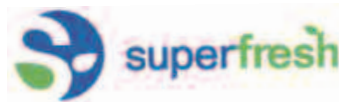
**Attention: Employees of Giant,
Safeway & Super*Fresh**

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

LOCAL 400 RETIREES

Giant

Betty T Bailey, *Alexandria, Va.*, 40 years
 David D Cologne, *Gainesville, Va.*, 30 years
 Albert J Gonzalez, *Culpeper, Va.*, 39 years
 Ronald W Henrion, *Hughesville, Md.*, 30 years
 Allen L Jones Jr, *Stafford, Va.*, 30 years
 Nora L Jones, *Capitol Heights, Md.*, 40 years
 James B Proctor, *Alexandria, Va.*, 23 years
 Ysabel M Savov, *Arlington, Va.*, 22 years
 Margie E Shifflett, *Alexandria, Va.*, 25 years
 Raymond K Simkin, *Alexandria, Va.*, 14 years
 Michael L Simms, *Lusby, Md.*, 20 years
 Brian K Smith, *Upper Marlboro, Md.*, 32 years
 Wendell Tuckson Jr, *Gaithersburg, Md.*, 8 years
 Andrew P Velasco, *Sterling, Va.*, 38 years
 Billy J Warner, *Owings, Md.*, 30 years

Kroger

Vivian P Greene, *Evington, Va.*, 5 years

Safeway

Abilio J Acosta, *Woodbridge, Va.*, 40 years
 Tyrone L Adams, *Fredericksburg, Va.*, 33 years
 Vincent E Adams Sr, *Glenn Dale, Md.*, 32 years
 Ronald W Alexander, *Waldorf, Md.*, 39 years
 Ray E Andrews, *Strasburg, Va.*, 38 years
 Stanley A Anstead, *Upper Marlboro, Md.*, 31 years
 Michael J Ashley, *Gaithersburg, Md.*, 33 years
 Martha A Atkins, *Orange, Va.*, 30 years
 Wildman D Austin, *Lovettsville, Va.*, 44 years
 Edna M Ball, *Advance, N.C.*, 32 years
 Judy K Ball, *Burke, Va.*, 29 years
 Archie G Barker, *Woodbridge, Va.*, 44 years
 Chiquita M Benson, *Clinton, Md.*, 37 years
 Williams G Betzler, *Herndon, Va.*, 33 years
 Roscoe E Birckett, *Temple Hills, Md.*, 29 years
 James Bland, *Winchester, Va.*, 37 years
 Willie A Booths, *Hyattsville, Md.*, 42 years
 George E Boswell Jr, *California, Md.*, 40 years
 Patrick D Bowen, *Prince Frederick, Md.*, 37 years
 Hayes E Bowling Jr, *Colmar Manor, Md.*, 36 years
 Valentino Bozzelli, *Brinklow, Md.*, 40 years
 Michael J Bramhall, *Adelphi, Md.*, 35 years
 David R Braziel, *Temple Hills, Md.*, 39 years
 Geoffrey D Brooks, *Greenbelt, Md.*, 30 years
 Carrie L Brown, *Forestville, Md.*, 33 years
 Claudia M Brown, *Upper Marlboro, Md.*, 38 years

Edward Brown, *Upper Marlboro, Md.*, 39 years
 Leroy C Brown, *Washington, D.C.*, 39 years
 Lewis A Bullock, *Capitol Heights, Md.*, 33 years
 Michelle L Bunch-Grizzle, *Royston, Ga.*, 31 years
 Gregory Cabbagestalk, *Lanham, Md.*, 32 years
 Joseph W Callaway, *Fredericksburg, Va.*, 32 years
 Ellis Campbell, *Alexandria, Va.*, 44 years
 John W Carroll, *Bowie, Md.*, 43 years
 Matthew P Carroll Jr, *Manassas, Va.*, 41 years
 Charles D Carter, *McLean, Va.*, 33 years
 Louis C Carter, *Alexandria, Va.*, 33 years
 Bertin M Cassou Jr, *Silver Spring, Md.*, 33 years
 Earle S Chaplin, *Berwyn Heights, Md.*, 40 years
 Walter V Cherry, *Centreville, Va.*, 33 years
 Janice F Childers, *Burke, Va.*, 30 years
 Queen E Claiborne, *Washington, D.C.*, 29 years
 Stanley E Clausen Jr, *Spotsylvania, Va.*, 40 years
 Glenn R Clawson, *Falls Church, Va.*, 31 years
 Linda Cole, *Middletown, Md.*, 16 years
 Charles E Coles, *Manassas, Va.*, 38 years
 Linda A Conley, *Rockville, Md.*, 35 years
 Wayne L Conley, *Ranson, W.Va.*, 40 years
 James E Cornwell, *Annandale, Va.*, 37 years
 Patricia E Cox, *Forestville, Md.*, 32 years
 Edward L Cunningham, *Washington, D.C.*, 31 years
 Ralph M Custer, *Manassas, Va.*, 37 years
 Rickie M Davis, *Manassas, Va.*, 39 years
 Timothy T Day, *Bethesda, Md.*, 33 years
 Anna D Dean, *Falls Church, Va.*, 3 years
 Michael C Dephillip, *Great Mills, Md.*, 37 years
 Juanita Dickens, *Takoma Park, Md.*, 38 years
 Susan K Dudding, *Annandale, Va.*, 25 years
 Gilbert T Duck, *Laurel, Md.*, 41 years
 Linda M Dyer, *Lusby, Md.*, 40 years
 Arvie L Earp, *Harwood, Md.*, 41 years
 David W Ernest Sr, *New Windsor, Md.*, 38 years
 Philip A Estep, *Strasburg, Va.*, 39 years
 Catherine M Facchina, *Ijamsville, Md.*, 30 years
 Vincent S Ferrara, *Lusby, Md.*, 38 years
 Harvey W Flynn, *Purcellville, Va.*, 33 years
 Ronnie L Fouche Sr, *Eldersburg, Md.*, 39 years
 Sherman L Fox, *Waldorf, Md.*, 12 years
 Jerry M Frazier, *Manassas, Va.*, 33 years
 Jose Garcia, *North Potomac, Md.*, 38 years

Allen L Gibbins, *Rockville, Md.*, 41 years
 Jo P Goff, *LaPlata, Md.*, 31 years
 Vertice J Gore II, *Rockville, Md.*, 33 years
 Patricia A Gorrell, *Dunkirk, Md.*, 33 years
 Anna Gorski, *Bowie, Md.*, 27 years
 George E Grant Jr, *White Post, Va.*, 38 years
 Adra A Gray, *Flemington, W.Va.*, 12 years
 Charlene L Greene, *Solomons, Md.*, 31 years
 Lawrence A Gross, *Capitol Heights, Md.*, 40 years
 James A Gunn, *Temple Hills, Md.*, 38 years
 Richard T Harrell Jr, *Lanham, Md.*, 36 years
 Raymond L Hartzell, *Germantown, Md.*, 40 years
 Charles L Haun, *Fredericksburg, Md.*, 41 years
 John A Haybok, *Mount Airy, Va.*, 42 years
 Sharon E Higgs, *Edgewater, Md.*, 41 years
 Kenneth Hilliard, *Ft. Washington, Md.*, 44 years
 Vincent J Hilliard Jr, *Fredericksburg, Va.*, 30 years
 Cynthia L Holder, *Waldorf, Md.*, 30 years
 Kitty L Hoyle, *Germantown, Md.*, 39 years
 Joseph A Hungerford, *Hollywood, Md.*, 40 years
 Vernell E Jackson, *Ruther Glen, Va.*, 39 years
 Wayne P Jenkins, *King George, Va.*, 32 years
 Marsha A Jinnette, *Lusby, Md.*, 35 years
 Cynthia R Johnson, *Cheltenham, Md.*, 32 years
 Thelma E Johnson, *Mechanicsville, Md.*, 35 years
 Emma T Jones, *Landover, Md.*, 41 years
 Timothy T Kapinos, *Ellicott City, Md.*, 36 years
 Robert B Kittredge, *East Berlin, Pa.*, 44 years
 Pamela S Lafon, *Mechanicsville, Md.*, 33 years
 John C Lambert, *Gaithersburg, Md.*, 38 years
 Paul E Lanham Sr, *Upper Marlboro, Md.*, 44 years
 Wilmer M Lansdowne, *Gainesville, Va.*, 42 years
 Tracy A Layaou, *Monrovia, Md.*, 32 years
 Patsy L Leake, *Springfield, Va.*, 36 years
 Maybelle Lee, *Silver Spring, Md.*, 35 years
 Robert M Lee, *Waldorf, Md.*, 46 years
 Theo B Lee, *Clarksburg, Md.*, 39 years
 Gary A Lewis Sr, *Bel Alton, Md.*, 43 years
 Marilyn Z Lewis, *Glen Burnie, Md.*, 22 years
 Sharon D Lewis, *Upper Marlboro, Md.*, 27 years
 Barbara L Lineweaver, *Woodstock, Va.*, 24 years
 Michael F Lineweaver, *Woodstock, Va.*, 35 years
 Michael E Looney, *Waldorf, Md.*, 35 years
 Louise G Lucase, *Frederick, Md.*, 40 years

(Continued on page 22)



**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.

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:
Fund Office
Scholarship Program
911 Ridgebrook Rd.
Sparks, Md. 21152-9451

LOCAL 400 RETIREES

Continued from page 20

Daisy M Luther, *Washington, D.C.*, 33 years
John J Lycette, *Silver Spring, Md.*, 26 years
Roberta D Lyon, *Warrenton, Va.*, 33 years
Karen M Mallinoff, *Bowie, Md.*, 31 years
Karen B Mason, *Washington, D.C.*, 33 years
Veronica S McFarland, *Alexandria, Va.*, 23 years
Barbara Z McIntyre, *Oxon Hill, Md.*, 31 years
Dorothy A McKinley, *Laurel, Md.*, 34 years
Macieo T Melton Jr, *Clinton, Md.*, 42 years
Michael P Merriam, *Rockville, Md.*, 30 years
Michael W Miller, *Martinsburg, W.Va.*, 40 years
Roberta M Miller, *Woodbridge, Va.*, 28 years
Eugene E Mills, *Leesburg, Va.*, 32 years
Jaime Molinares, *Alexandria, Va.*, 38 years
Lynette T Monsegue, *Silver Spring, Md.*, 37 years
Margaret R Monroe, *Fredericksburg, Va.*, 35 years
Robert P Morris, *Bethany Beach, Del.*, 34 years
Raymond Motley, *Oxon Hill, Md.*, 42 years
Robert P Nardini, *Alexandria, Va.*, 33 years
Oliver B Nedab, *Washington, DC*, 37 years
Lydia B Padilla, *Rockville, Md.*, 11 years
Byung K Park, *Alexandria, Va.*, 35 years
Leon H Pedone, *Rockville, Md.*, 47 years
Carroll B Pegues, *Alexandria, Va.*, 41 years
Mary A Pendleton, *Suitland, Md.*, 34 years
Chester T Percosky Jr, *White Plains, Md.*, 45 years
Robert J Perrino, *Arlington, Va.*, 44 years
William H Pierce, *Forestville, Md.*, 34 years
Tyrone E Porter, *Bladensburg, Md.*, 32 years

Derrick A Raikes, *Baltimore, Md.*, 31 years
James W Ray, *Washington, DC*, 34 years
Mary J Reese, *Stafford, Va.*, 30 years
Lonnie N Richardson, *Lanham-Seabrook, Md.*, 29 years
Adrian S Robinson, *Bowie, Md.*, 40 years
Lurean M Robinson, *Woodbridge, Va.*, 28 years
Willie L Samuels, *Lanham, Md.*, 41 years
Mark S Scaglione, *New Market, Md.*, 36 years
Debra D Schools, *Annapolis, Md.*, 34 years
Michael W Sears, *Centreville, Va.*, 37 years
Sharon L Sharpe, *Woodbine, Md.*, 30 years
Janet E Shipp, *Spotsylvania, Va.*, 37 years
Essie M Simpkins, *Silver Spring, Md.*, 29 years
Bruce G Skinnard, *Ft. Washington, Md.*, 29 years
Ruth M Slaght, *Annandale, Va.*, 38 years
Coleman A Smith Jr, *Springfield, Va.*, 32 years
Victor E Smith, *Gaithersburg, Md.*, 40 years
David M Snyder, *Chesapeake Beach, Md.*, 32 years
Nancy L Soave, *Stafford, Va.*, 47 years
Timothy A Sponaugle, *Accokeek, Md.*, 34 years
Diane Stephens, *Arlington, Va.*, 33 years
Beverly V Stewart, *Temple Hills, Md.*, 39 years
Linda Stone, *Dayton, Md.*, 34 years
Ralph E Strauss, *Laurel, Md.*, 39 years
Bruce N Strickland, *Great Mills, Md.*, 46 years
Cheryl R Swann, *California, Md.*, 31 years
Soo Wah Tang, *Chevy Chase, Md.*, 36 years
Jacqueline D Taylor, *Upper Marlboro, Md.*, 37 years
Daniel T Tehaan, *New Market, Md.*, 40 years

Steven Thomas, *Upper Marlboro, Md.*, 31 years
Royce R Tivnan, *Waldorf, Md.*, 38 years
Earl L Tomblin Jr, *Berryville, Va.*, 32 years
Aloysius Van Tongeren, *Arlington, Va.*, 37 years
Nick Triantos, *Bethesda, Md.*, 35 years
Gary A Trussell, *Winchester, Va.*, 40 years
Mabel W Twentey, *Damascus, Md.*, 36 years
Daniel B Umbaugh Jr, *Purcellville, Va.*, 36 years
Carol J Updike, *Alexandria, Va.*, 33 years
Terence M Walsh, *Silver Spring, Md.*, 37 years
Michael C Wampler, *Fairfax Station, Va.*, 37 years
Flozell Washington, *District Heights, Md.*, 37 years
Hattie L Washington, *Fredericksburg, Va.*, 33 years
Robert E Weaver, *Alexandria, Va.*, 40 years
Vida F Weeks, *Culpeper, Va.*, 32 years
William M Willard, *Myersville, Md.*, 40 years
Frederick R Williams, *Hagerstown, Md.*, 36 years
Maury A Williams Jr, *Culpeper, Va.*, 30 years
John E Wilson, *Winchester, Va.*, 34 years
James E Wilson, *Ft. Washington, Md.*, 42 years
Belmont V Worman, *Midland, Va.*, 41 years
Debra K Wright, *Ruther Glen, Va.*, 31 years
Ethel B Young, *Woodbridge, Va.*, 35 years

Shoppers

Ruth A Bogie, *Linden, Va.*, 24 years
Bernard S Broderson, *Bethesda, Md.*, 15 years
Laocai Chen, *Herndon, Va.*, 9 years
Joann Clements, *La Plata, Md.*, 30 years
Leonard Shuler, *Suitland, Md.*, 43 years

Have You Moved? Then Let Us Know!

Please fill in the information below.

NAME _____

NEW ADDRESS _____

CITY _____

STATE _____ ZIP _____

PHONE NO. _____ COMPANY & STORE NO. _____

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

¿Se ha mudado? ¡Entonces déjenos saber!

Por favor llene la información a continuación.

NOMBRE _____

NUEVA DIRECCIÓN _____

CIUDAD _____

ESTADO _____ ZIP _____

TELÉFONO NO. _____ COMPAÑIA Y TIENDA NO. _____

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



The Enemy Within

The greatest threat to our employers comes from...our employers.

As Local 400 works tenaciously to increase the union market share of the retail food industry, we are finding our greatest opposition comes from the non-union divisions of our very own employers.

Consider this: Giant-Landover is owned by the Dutch multinational firm Royal Ahold NV. Another Ahold subsidiary, Giant-Carlisle, generally operates on a non-union basis. It owns Martin's, the non-union chain that is a major threat to Kroger stores employing our members in central and southern Virginia.

Similarly, Shoppers Food & Pharmacy is owned by Supervalu, which also owns the non-union Farm Fresh chain that competes against our Kroger stores in the Tidewater area of Virginia.

They're even joined by Safeway. One of its subsidiaries is Genuardi's, a non-union chain with stores in New Jersey, Pennsylvania and Delaware that is trying to take business away from supermar-

kets that employ our UFCW sisters and brothers.

Ahold, Supervalu and Safeway want to have their cake and eat it, too. They're trying to have it both ways—the benefits that come from the unmatched productivity of their unionized subsidiaries' workers, while also generating windfall profits from the low wages and benefits of workers at their non-union operations.

The longer these companies get to operate in a "double-breasted" way, the more likely it is that they will shift resources away from the union side into

their non-union subsidiaries. In essence, the profits our members generate would subsidize the growth of the non-union part of their business. This strategy would make us our own worst enemy.

But we're not going to let them get away with it.

Here's what we have to do: First, we must keep organizing tenaciously. The more our volunteer activists talk with workers at Martin's, Farm Fresh and other non-union groceries about how collective bargaining is the only way workers

can empower themselves to improve their lives and raise their economic standing, the more likely it is that they will choose union representation. Step by step, store by store, we can expand the union sector and shrink the unorganized sector.

Second, every single UFCW Local Union representing workers at Ahold, Supervalu and Safeway must stand united in telling management that double-breasting is unacceptable and that they will pay a terrible price for trying to drive the retail sector workforce out of the middle class. The unions representing these companies' workers in other countries, especially those at Ahold, must join us in this effort. Unions still represent the majority of these employers' workers. We have leverage. If we act together to maximize it as part of a comprehensive, long-term growth strategy, we will succeed.

What's not acceptable is to permit the status quo to continue. That would be sowing the seeds of our own destruction. The only way we survive—and thrive—is to grow our market share, because that will expand our members' power at the bargaining table, the ballot box and everywhere we operate.

Mark P. Federici
Secretary-Treasurer

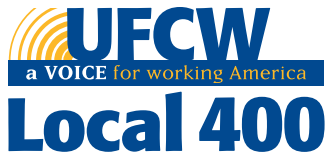
▼ We must
keep organizing
tenaciously. ▼

**United Food and Commercial
Workers Local 400**

4301 Garden City Drive
Landover, MD 20785



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BARGAINING UPDATE BY W. CHRISTIAN SAUTER

Ashland Nursing & Rehab

70 employees; New Employer

Bestway

45 employees; contract expired 6/30/10;
Negotiations in progress/contract extended

Boar's Head Jarratt

431 employees; contract expires 2/22/11

Commodore

97 employees; contract expires 1/31/11

Elizabeth Adam Crump Manor

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

E.M.D. Sales

New Employer; Negotiations in Progress

Gino Morena Enterprises

(Aberdeen Proving Ground)
12 employees; contract expired 6/4/10; Contract extended

(Ft. Meade Barber)

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

Healthcare Services Group

(Elizabeth Adam Crump Manor)
20 employees; contract expired 6/15/10;
Negotiations in progress/contract extended

Innovative Business Interiors

New Employer; Negotiations in Progress

Management System Services

New Employer; Negotiations in progress

Mayfair/Kilmarnock

32 employees; contract expires 12/5/10

Omega Protein

90 employees; contract expires 4/17/2011;
Negotiations in Progress

Randy Wright Printing

5 employees; contract expired 7/31/10

Smithsonian

2 employees; contract expires 12/21/10;
Negotiations in Progress

Syms Corporation

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

Todd Enterprises

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

Tyson Foods

750 employees; contract expired 11/6/10;
Ratified 3 year agreement