

UFCW Joins 2011 Peacewalk Commemorating the Legacy of Dr. Martin Luther King Jr.

On Monday, the UFCW joined together with community-based organizations from all over Washington, DC to take part in the 5th annual MLK Peacewalk, to commemorate the legacy of Dr. Martin Luther King Jr. His inspirational words and moral leadership ring especially true in light of the struggles D.C. residents face today.



Dr. King put his life on the line to stand up for Memphis sanitation workers who were on strike for their right to dignity, respect, and a living wage. UFCW Local 400 and its partners in the Living Wages Healthy Communities Coalition are drawing on his wisdom and courage as they face Walmart's plans to open four stores in our nation's capital. The coalition has been organizing to demand that no Walmart opens in DC without a strong community benefits agreement that protects workers and communities.

"It is a crime for people to live in this rich nation and receive starvation wages."

--Dr. Martin Luther King, Jr.

UFCW marched behind the "Walmart: Respect DC" banner in the MLK Peacewalk. To learn more about the work of the Living Wages Healthy Communities Coalition, visit www.respectdc.org. **OP**

Workers Choose a UFCW Voice on the Job in Washington State and Connecticut

Medical and X-ray technicians at AdvanceMed Hanford in Richland, Wash. voted Wednesday to join the 7,000-member UFCW Local 1439 which represents workers in Eastern Washington, Northern Idaho and Northeastern Oregon. AdvanceMed is the Hanford nuclear reservation's occupational health provider. The vote was 6-2 with one challenged ballot. "Employees wanted a collective voice to negotiate contracts and iron out issues at work," said Local 1439 President Larry Hall.

Workers at Olympia Sports in Shelton, Conn., are now members of UFCW Local 919 after they voted 7-0 to join. The seven workers had each signed a union card and initially asked the employer for recognition. The company refused and insisted the workers have an election. Despite captive audience meetings, management visiting stores on a daily basis and other pressure tactics from the company, the seven workers chose UFCW Local 919 for a voice on the job. Local organizers are now busy signing cards at the company's 15 other locations in Connecticut. **OP**

Tips from the Legal Department: Employers May Not Remove Members' Names from the OSHA 300 Logs They Give Unions

The U.S. Labor Department recently ruled that employers may not redact employee names from OSHA 300 logs they provide to unions. The Occupational Safety and Health Act requires employers to record most workplace injuries and illnesses on OSHA 300 logs. OSHA and the National Labor Relations Act require employers to provide unions with copies of workplace safety and health information, including OSHA 300 logs.

Locals and safety committees use these logs to investigate workplace hazards and grievances. For example, if an employer accuses an employee of operating a machine dangerously, these logs will reveal whether the machine injured other employees. Locals can also use the logs to check whether members and employers have filed required workers compensation documents. *(continued)*



Recently, certain employers have redacted employee names from logs they provide unions, asserting that the Health Insurance Portability and Accountability Act (HIPAA) prohibits the disclosure of the names of employees involved in accidents or who contract workplace illnesses.

The Labor Department specifically rejected the position of these employers, ruling that “HIPAA [does not] provide a basis for employers to remove employees’ names from the Log before providing access.” Only in certain, limited “privacy” cases, which OSHA defines in its Recordkeeping Standard, can employers redact names, such as injuries resulting from sexual assault or diagnosed, recordable cases of mental illness.

How This Ruling Can Help Local Unions:

Local unions can use this ruling to persuade employers to produce complete OSHA 300 logs without redaction.

While it focused on OSHA 300 logs, you can also use this ruling to demand employers to produce all other safety and health information without redaction, since the ruling’s rationale applies to non-OSHA 300 log information.

If any employer refuses to provide the unredacted information, you can use this ruling to file charges with OSHA or the National Labor Relations Board. **OP**

Closeout Pricing at the UFCW Online Store

Visit www.imagepointe.com and click on “close-outs” to get the last chance prices on clothing, stickers, and bags. The pictured wool and leather navy/gold jacket is just \$90 (was \$237) **OP**



New Research from American Rights At Work Counters Economic Arguments for “Right-To-Work” Laws

Credible economists have always known that anti-worker laws (deceptively called “right-to-work” laws by their proponents) do nothing to stimulate business growth or help state economies. Yet, anti-worker groups have continued to use faulty economic arguments to push state legislatures all over the country to pass these harmful anti-worker laws.

American Rights at Work has compiled an easy-to-read summary of recent research that disproves the alleged economic benefits of “right-to-work” laws.

Major findings: Passing anti-union laws in a state

- has no impact on economic growth;*
- has no influence on employment;*
- has no influence on business capital formation;*
- can cause wages to go down (workers living in RTW states earn 6.5% less than comparable workers living in non-RTW states); and*
- leads to declines in workplace representation*

The study concludes that if more states enact RTW laws, economic recovery is at risk. Our economy is dependent on consumer spending, and when workers don’t have money in their pockets to spend, our economy suffers. If more states enact anti-worker laws, legislators risk depressing wages and impeding economic recovery.

Visit www.americanrightsatwork.org to read the findings or to download research to help with state-wide fights against anti-worker legislation. **OP**