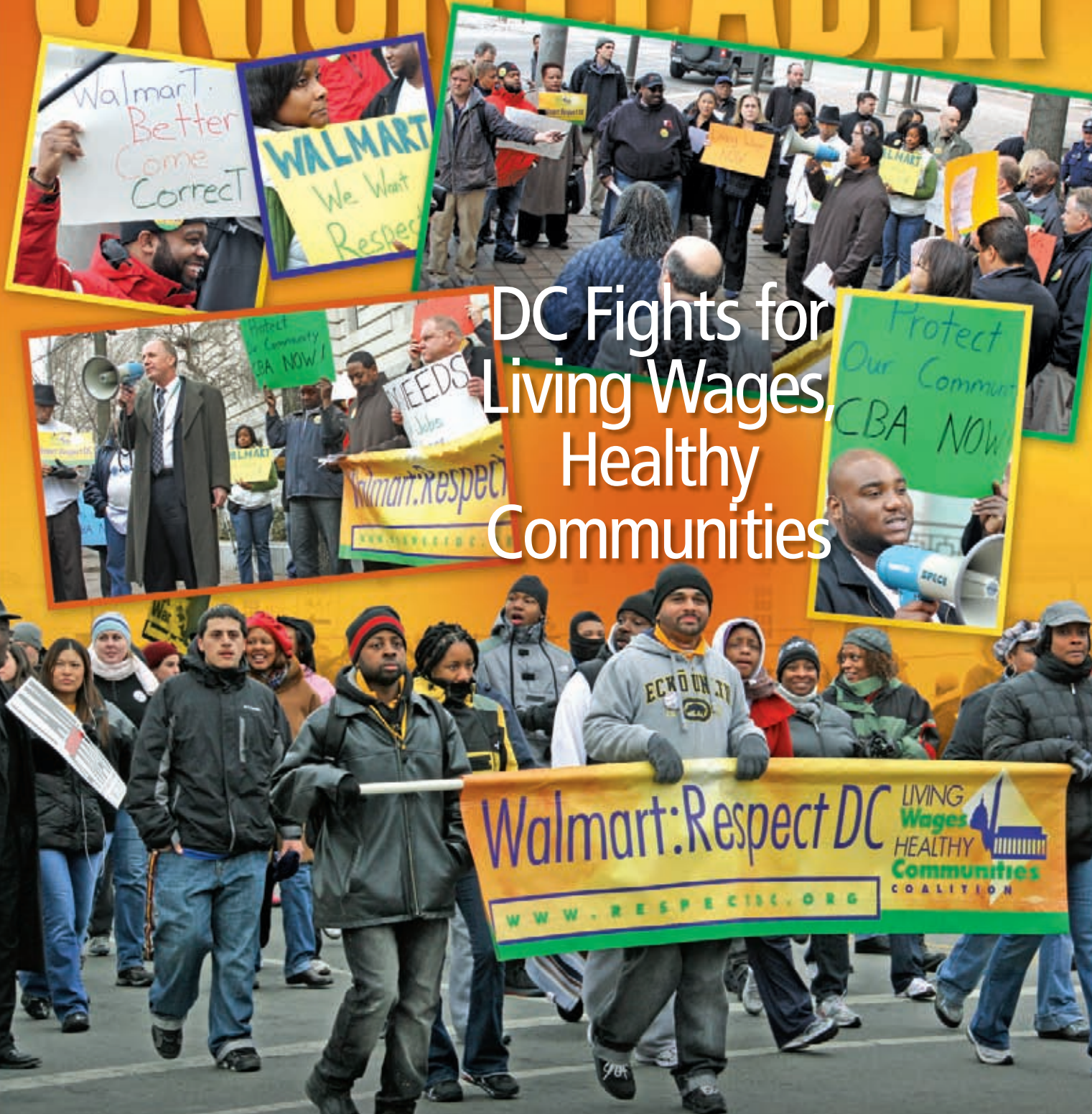


Local 400 UNION LEADER



DC Fights for
Living Wages,
Healthy
Communities

Broad-based Coalition Takes on Walmart's DC Plans

Bankruptcies Loom Over Bargaining



My first job was at an A&P in Forestville, Md. So I was saddened when the veteran supermarket chain filed for

bankruptcy in December. But I wasn't surprised. Even in the 1970s, it was clear the company was poorly managed. My store made about \$150,000 a week more than A&P predicted, yet it still couldn't make things work. The company left the Washington market decades ago, and as *Food World's*

Jeff Metzger recently wrote, "the A&P train has been running on one wheel for the 36 years I've been reporting about the food business."

While A&P's bankruptcy doesn't directly affect current Local 400 members, it casts a pall over the industry, posing potential pension fund problems and threatening to reduce the union market share of the retail food sector. More ominously, there may be others to follow.

First in line could be Supervalu, the conglomerate that owns Shoppers Food & Pharmacy. The company lost \$202 million in the third quarter of 2010, its stock price

hit a 25-year low, and retail sales shrunk by 7.7 percent—the sixth consecutive quarter of declines. It also closed 29 stores across the country, including Shoppers locations in Alexandria, Fredericksburg and Gainesville, Va.

**▼ We must
enter these
negotiations
strong and
unified. ▼**

The troubles of A&P and Supervalu are largely due to corporate incompetence and the disastrous acquisitions of other chains. But even though hard-working union members are keeping these retailers going

and are the best resource the corporations have, we can expect management to try to make us bear the burden for their problems in upcoming negotiations—especially our 2012 bargaining with Shoppers.

A further complication is the fact that our pension funds face major shortfalls—primarily due to the 2008 stock market crash—requiring significant management contribution increases to prevent benefit cuts. This challenging situation would be made far worse in the event of bankruptcy proceedings by any participating company, which would surely try to use Chapter 11—as A&P is now—to escape its obligations.

I write this not to spread doom and gloom, but to make clear the reality we are facing at the bargaining table and throughout the industry. It puts into sharp perspective our need to keep growing, to organize tenaciously and to expand our market share.

We must enter these negotiations strong and unified, with increasing membership, with member activists applying pressure at all levels, and with community support. We must continue reaching out to workers at non-union chains like Martin's so they can empower themselves through collective bargaining. We must encourage elected officials to weigh in our behalf and to support measures—like the enforceable community benefits agreement the Living Wages, Healthy Communities Coalition is fighting for in Washington, D.C.—that lift all workers up rather than send us on a race to the bottom. But as we create a more favorable environment for bargaining, we also must be realistic about what we can reasonably expect to achieve.

We have faced tough times before and overcome. With our spirit of member activism at Local 400, I am confident we will do the same next year!

— Thomas P. McNutt, *President
International Vice President*

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COMMERCIAL WORKERS
LOCAL 400**

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Odis Price

Jerry Rexroad

W. Christian Sauter

Carolyn Shebora

Vivian Siguoin

Larry Southern

Linda Sykes

Mary Vines

Carol Wiszynski

EDITOR

Thomas P. McNutt

ASSOCIATE EDITOR

Mark P. Federici

CHIEF PHOTOGRAPHER

Bill Burke

DESIGN AND LAYOUT

Evans Design

EDITORIAL CONSULTANT

Bruce Kozarsky

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UNION LEADER

Contents

MARCH/APRIL/MAY 2011

F E A T U R E S

- 6 Workers, Middle Class Under Attack**
State Capitals, U.S. House Scene of Battles for Workers' Rights
- 8 Interview with Rushern Baker**
Prince George's County Executive Shares Views with Local 400
- 10 Building Solidarity with the Teamsters**
Local 400 Supports Sister Locals in Ahold Negotiations
- 11 Guest Column by Dr. Kendrick Curry**
Take It Slow on the Walmart Hustle
- 14 A Year Without Ukrop's**
Workers, Community Urge Martin's to Treat Employees Better

C O V E R S T O R I E S

- 16 Making Walmart Show Respect**
Workers, Communities Fight Back Against Urban Expansion
- 19 Member Activists Lead Walmart Battle**
Mobilize Other Members, Conduct Community Outreach

A L S O I N S I D E

- 12 Faces of Local 400** **28 All in the Family**
- 20 Stewards Spotlight** **30 Local 400 Retirees**
- 28 Financial Report** **BC Bargaining Update**

New House Seeks to Pay Back Corporate Donors

After getting elected with the support of unprecedented corporate spending in the wake of the Supreme Court's *Citizens United* ruling, the Republican majority in the U.S. House moved swiftly to pay back big business by waging war on working families.

First on the agenda was a reward for the insurance industry, as the House voted to repeal the Affordable Care Act, a move that would subject millions of Americans to being denied health coverage due to pre-existing conditions, and put them at risk of bankruptcy and substandard care should they suffer a severe illness or injury. While the Democratic-controlled Senate will not pass this bill and President Obama would veto it if it reached his desk, every single House Republican went on record as supporting the well-being of insurance companies over the health of the American people.

That was only a prelude to the real battle, which is over the budget. House Republicans passed a bill drastically cutting spending for the remainder of the current fiscal year that would destroy between 700,000 and one million jobs, and hurt working families. Then, they threatened to shut down the government

if the Senate and the President didn't give them everything they want.

"We now have a fully-certified hostile corporate takeover of the U.S. House," said Local 400 President Tom McNutt. "What Big Insurance wants, the House does. What Big Oil wants, the House does. What union-busting, job-exporting multinational corporations want, the House does. And if the House's actions force people to lose their jobs, earn less, abandon their hopes for a better future, and lose their rights, they could care less. As Speaker John Boehner said, 'So be it.'"

The Republican budget passed by the House would hurt:

- **Workers**, because \$99 million in cuts to the Occupational Safety and Health Administration would result in more injuries and deaths on the job, while letting corporations skimping on safety evade accountability.
- **Children**, because \$8.5 billion in cuts to Community Health Centers, Head Start, maternal and child health block grants, and preventive health initiatives would leave them less educated, less healthy and less prepared for the future.

- **Families**, because \$88 million in cuts to food safety inspections and \$2.64 billion to the Environmental Protection Agency would leave us vulnerable to contaminated food, unhealthy air and unsafe water, while corporate poisoners and polluters would get off scot-free.
- **Students**, because \$5.7 billion in cuts to the Pell Grant program would deny aid to 1.7 million students, making it impossible for many to afford college.
- **Senior citizens and the disabled**, because \$1.7 billion in cuts to the Social Security Administration would result in endless delays in processing claims and longer waits for assistance.
- **The unemployed**, because \$2 billion in cuts to job training programs would make it even harder for the jobless to gain the skills needed to get hired again.
- **Union members and workers who want to empower themselves through union representation**, because a one-third cut in the National Labor Relations Board budget would

(Continued on page 25)

LOCAL 400 LEADS FIGHT FOR MENHADEN FISHERMEN

In the Virginia and Maryland General Assemblies, the jobs of Local 400 members working at Omega Protein in Reedville, Va., were under attack as legislation was introduced to restrict or undermine the menhaden fishery that is their livelihood. But with Local 400 leading the way, these efforts were defeated and the fishermen can keep doing their jobs.

In Virginia, fighting off assaults on the fishery has become an annual event. This year, four bills would have changed the way in which it is regulated and limited the menhaden harvest. However, after intense lobbying by Local 400, the bills were withdrawn.

In 2011, Maryland also got into the act, with legislation introduced to ban sales of menhaden products in the state.

Once again, Local 400 sprung into action making clear that it could cost people their jobs.

"A threat to any member's job is a threat to all," said Local 400 President Tom McNutt.

"Our hard-working members at Omega Protein fish sustainably and have a right to earn their living without constant attacks by state legislators. We will keep fighting back whenever anyone tries to take their jobs away."

Menhaden is a small fish used commercially for nutritional supplements, pet food, fish meal and other purposes.



Local 400 Stands Strong with Local 1994

Montgomery County Council Scapegoats Public Employees

In a battle reminiscent of those taking place in Wisconsin and Ohio, members of UFCW Local 1994 MCGEO, representing Montgomery County employees, are fighting to prevent layoffs, employee pay cuts averaging \$4,000 per worker, and health and retirement reductions by the county executive and Council.

Local 400 members are walking side by side with their brothers and sisters in Local 1994 because an attack on one is an attack on all—and because equity, fairness and justice should always prevail.

Speaking at a large, boisterous Fighting for Equity rally in February, Local 400 President Tom McNutt said, "Make

charged. "Every Council member should understand that dumping on workers, rather than finding an equitable solution involving increased revenues and broadly-shared sacrifice, is morally wrong and economically stupid.

"You're already bearing much of the burden for the economic destruction Wall Street inflicted on state and local budgets, and for the political cowardice of politicians we helped elect," McNutt said. "But the more you give, the more they want. I'm proud that you're drawing a line in the sand, and I'm here to tell you, if they try to cross it, we'll be there fighting alongside you."

Local 1994 President Gino Renne pointed out that his members have already been making large sacrifices for the county's budget woes, noting that personnel costs for Montgomery County declined by 4.7 percent last year. The full-time county workforce dropped by 3.8 percent and there are 500 fewer county jobs than there were in 2009.

"Montgomery County has the lowest real estate and commercial property tax rates of the eight biggest counties in the state," Renne said. "It says it needs to find another \$300 million to balance the budget. If you want to do it without dismantling county services and undermining our quality of life, the County Council must look at raising taxes and cutting top-heavy management—not making the hard-working county employees who deliver services pay an even bigger price than we've already paid."

Left, members of Local 1994 were joined by members of Local 400 to fight attacks on Montgomery County employees



no mistake—what the county executive and Council are doing is an attack on all workers. Local 1994 members didn't cause the county's deficit. Trying to balance the budget on your backs will send us on a race to the bottom to destroy the economic standing of working families throughout the county.

"What they're trying to do to you is a betrayal by County Executive Ike Leggett and the County Council," McNutt

Local 400 President Tom McNutt addresses Local 1994's Fighting for Equity Rally.



Extremist Assault On Workers' Rights, Middle Class Underway in State Capitals, U.S. House

Local 400 Members Support Brothers and Sisters in Ohio

An all-out assault is being waged against workers' rights and the middle class in several state capitals and in Washington, DC. After extremists took control of the U.S. House and many governorships and state legislatures with the backing of unlimited corporate money, they moved swiftly to implement big business' agenda of driving unions out of existence, rendering workers powerless to improve their lives.

In Ohio, Indiana, Wisconsin and other

states, governors were trying to eliminate collective bargaining rights for public employees. In Washington, DC, the House passed a budget that would slash funding for the National Labor Relations Board (NLRB) by one-third, making it virtually impossible for the agency to oversee union representation elections.

"Taken together, these actions reveal that many extremist politicians are trying to abolish unions so that corporations can be free to do as they please without

the checks and balances provided by workers acting collectively," said Local 400 President Tom McNutt. "This would change the balance of political and economic power to the point that the middle class could be at risk of disappearing entirely."

Workers, including Local 400 members, fought back fiercely with massive rallies in Columbus, Ohio, Madison, Wis., Washington, DC, and all across the country. While the final resolution of some of



Members of Local 400 and Local 23 join workers in Columbus, Ohio, to protest Gov. John Kasich's attempt to strip state employees of their collective bargaining rights.

these battles was not known at the time the *Union Leader* went to press, one thing was clear: more is at stake than at any time in recent history.

Ohio

In Columbus, newly-elected Gov. John Kasich (R) has been trying to pass legislation ending collective bargaining for state employees. He claims that eliminating the right of public workers to negotiate the terms of their employment will somehow solve the state's budget crisis. Yet at the same time, he supports a series of tax cuts that would actually double the state deficit.

On March 2, Kasich's bill passed the state Senate by one vote. It only reached the Senate floor after Republican leaders kicked two GOP members who opposed the legislation off of the committee that was considering it—a clear act of desperation. At press time, it was expected to pass the state House and be signed into law; however, the labor movement and worker advocates were planning to place an initiative on the ballot to repeal the bill and restore collective bargaining rights.

"What John Kasich is trying to do is transfer even more power and wealth from workers and the middle class to corporations and the ultra rich," McNutt said. "Cut taxes for the well off and slash compensation for public employees while eliminating their ability to ever get their standard of living on the rise again—this is the kind of class warfare one might expect from a former executive of the now-bankrupt Lehman Brothers Wall Street investment bank.

"I am extremely proud that so many Local 400 members from West Virginia and Ohio have been traveling to Columbus to join rallies supporting Ohio state workers who are fighting back against this union-buster," McNutt said. "Of course, we represent police officers in Ohio and Maryland, but even for the vast majority of our members who work in the

private sector, we are all part of one movement. We know that if we let the forces of corporate greed decimate public employee unions, they'll come after us next.

"The fact is that public workers are not responsible for state budget deficits," McNutt said. "These were caused by Wall Street's many abuses, which triggered the Great Recession, which in turn has reduced state and local revenues and undermined the solvency of pension funds. Workers are simply a convenient scapegoat for governors like Kasich who are beholden to corporate special interests that don't want their employees to have any power whatsoever."

Wisconsin

The fight that generated the most national attention is in Wisconsin, where newly-elected Gov. Scott Walker (R) spent weeks trying to ram through legislation stripping most public employees of their right to bargain on any issue other than wages.

Democrats in the state Senate courageously left Wisconsin in order to deny Walker the quorum needed to pass his bill, while workers held daily rallies and occupied the state Capitol. After a lengthy stand-off, Senate Republicans conducted an end-run on democracy. With no notice, they stripped the bill of any reference to fiscal policy to get around the quorum requirement and passed it in the dead of night with no debate.

"This was a sleazy, cynical power play to deny workers a voice in the workplace and in the political process," McNutt said. "The governor and the 18 senators who voted for this sham have shown that their true allegiance is to billionaires like the Koch brothers and giant multinational corporations that don't want the American people to interfere with their insatiable demand for obscene amounts of money.

"In the process, Walker and the sena-

tors have exposed the lies at the core of their power grab," McNutt charged. "For months, they have insisted that eviscerating more than 50 years of workers' and civil rights was necessary for fiscal reasons, but to ram through their bill, they stripped it of any budgetary impact. So in addition to attacking workers and undermining democracy, they also revealed their utter contempt for the intelligence of the Wisconsin people.

"This will not stand," McNutt said. "Local 400 pledges to do whatever we can to support our brothers and sisters in Wisconsin as they fight to recall the anti-worker senators and Governor Walker in order to restore democracy, and civil and workers' rights in their state."

Walker claimed his bill was supposed to balance the state's budget, but it was clear his real agenda was to destroy public employee unions. That's because even after the unions agreed to concessions the governor demanded on health care and pension contributions, he still insisted on an end to bargaining. In addition, the state budget had a surplus when Walker took office, and only went into the red after he signed legislation slashing corporate tax rates. It was especially noteworthy that Walker's bill applied to teachers and most state workers—whose unions supported his opponent in last fall's election—but not to state police and firefighters, whose unions misguided backed Walker.

One of Walker's largest campaign contributors was Koch Industries, a multinational oil, paper and products giant owned by billionaire brothers Charles and David Koch, who finance much of the so-called "Tea Party" movement. According to *The New York Times*, "executives from [a] Koch-backed group had worked behind the scenes to try to encourage a union showdown" in Wisconsin. That same group brought in counter-protestors and is paying for anti-union television ads in the state.

(Continued on page 27)

A New Era in Princ

An Interview with County Executive Rushern Baker

On December 6, 2010, Rushern Baker was sworn in as Prince George's County executive, pledging to "make a good county great."

Baker is a longtime friend and ally of Local 400 who earned the union's enthusiastic recommendation in last fall's primary and general elections. Many Local 400 members volunteered on his victorious campaign.

Taking office at a challenging time due to his predecessor's ethics scandals, the recession and the budget problems facing all local governments, Baker is moving Prince George's County in a new direction. He is a uniter who is bringing together labor, responsible businesses and community groups to support the creation of good jobs and a better quality of life.

Baker recently sat down with the *Union Leader* to share his thoughts on his plans as county executive and the issues affecting Local 400 members' lives.

Q. What are your top priorities as Prince George's County executive?

A. I am very excited to be in this job, and I have a lot of ideas for how to improve our health care system, our public safety, our education system, and our image as a County. But all of my priorities depend on economic growth. The cornerstone of a strong economy is employment. When a person has a well-paying job, with good benefits and reasonable hours, it opens up a world of opportunity for that person, and for the County. It boosts standards of living, consumption and revenues, which gives my administration more leeway to fund important projects in our schools and hospitals. As county executive, I have and will prioritize creating good, secure jobs for hard working citizens.

Q. What kind of changes can our members who live in Prince George's County expect to see under your administration, especially as compared with the last eight years?

A. My administration has been working to increase transparency in government, which I see as vital to making the County

accountable to its citizens. Through events like the public budget hearings I've held this month, I am reaching out to the community for feedback and suggestions; I want to work not just for our citizens but with them. That applies to Local 400 as well, and I hope that you will find more open doors in my administration than you may have seen before.

Q. What roles do you see for the retail and health care sectors in economic development efforts within Prince George's County?

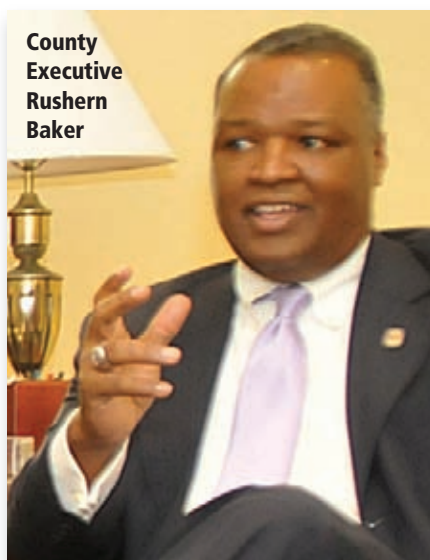
A. Growing our economy in large part depends on making this County a more attractive place for people to come and raise their families. A huge part of that is, as I've said, job growth and job creation. But it also depends on developing the sectors of our County that provide services to residents, like our hospitals, and ensuring that our citizens have access to retail options right here in Prince George's without feeling like they need to live in the District or neighboring counties to be close to what they want.

Q. Poverty has plagued Prince George's County for many years and

sky-high unemployment from the recession has made matters even worse. What approaches will you take to help people lift themselves out of poverty and raise living standards throughout the county?

A. I believe that poverty in Prince George's County needs a holistic approach from social services the county provides to supporting and encouraging the proper economic developments and job opportunities for our residents.

Q. For many years, economic disinvestment has plagued Prince George's County, as developers have focused on other areas of the region despite county residents' ample purchasing power. In recent years, this has started to change somewhat, but the question is whether many of the new projects are appropriate, or whether there are better economic development strate-



e George's County

gies that should be pursued. What are your thoughts on this question, and what will be the focus of your economic development and job creation efforts?

A. *The focus of my economic development strategy in these tough times is to find those projects that we can get off the ground sooner than later. By focusing on Transit Oriented Development around our Metro sites where we can compete for both state and federal money, I believe we can move expeditiously to get projects off the ground and people to work to build these projects and to be employed by them once completed.*

Q. Do you believe that if an economic development project receives funds, subsidies or tax breaks from the county government there should be a *quid pro quo*? If so, what public benefits would you demand in exchange for the county's assistance?

A. *The only quid pro quo the Prince George's County government should receive are good jobs and opportunities for our residents and development that improves the quality of life of all of our citizens.*

Q. As you know, there was significant controversy around the opening of the Walmart at Capital Plaza, something your predecessor supported. The experience since then has proved many critics right—the Safeway next door was closed, and Walmart has failed to live up to the modest commitments it made to keep the parking lot clean, restrict hours, attend community meetings and so forth. Given that, what would your response be to any effort by Walmart to open another store in Prince George's County? And if a community benefits agreement would be advisable under such circumstances, do you believe it should be enforceable?

A. *As you know, I stood with Local 400 against the opening of the new Walmart, and my concerns about the store haven't changed.*

Q. While the decision about whether to gain union representation and the entire collective bargaining process is on one level a private matter between workers and their employers, do you believe that it has broader benefits—that the more workers who join unions, the higher living standards will be? If so, is there a role you can play as county executive

in supporting workers' organizing efforts and the successful resolution of contract negotiations?

A. *I wholeheartedly believe that the labor and union movements benefit families and the economy of not only Prince George's County but the entire country. As county executive, I will always protect workers' rights to organize and negotiate their contracts.*

Q. What can Local 400 members do to help improve living standards and the quality of life in Prince George's County, and to help your administration achieve its goals?

A. *Local 400 members can do what I know they always do—work hard every day to their best ability, provide for their families, and help create better communities in Prince George's County. I encourage Local 400 workers to stay abreast of the news and initiatives of my administration and the Prince George's County government. The best citizens and workers we can have in the county are always going to be the most engaged ones.*



Building Solidarity with the Teamsters

In its efforts to build one labor movement, rather than a movement of many unions, and to strengthen members' clout at the bargaining table, Local 400 is building close ties with Locals 639, 730 and 922 of the International Brotherhood of Teamsters, which represent truck drivers and warehouse workers at Giant and Safeway.

As a demonstration of the new levels of lockstep Solidarity that have already been achieved, Local 400 President Tom McNutt was invited to join the Teamsters at their initial bargaining session with Giant over a new contract.

"The more united we are, the stronger we'll be in bargaining," McNutt said. "The Teamsters know Local 400 members have their back, and we know they've got ours."

"Just as important, when Giant and our other employers see that our Solidarity is unbreakable, they will have to abandon divide-and-conquer negotiating strategies and recognize the imperative of better meeting the needs of all of their workers," McNutt explained.

"The UFCW pioneered this approach with coordinated bargaining during the last round of negotiations, where all the UFCW Local Unions representing common employers supported one another throughout the process," McNutt said. "Now we're taking this to the local level and expanding it outside the UFCW to other unions representing workers throughout Local 400's jurisdiction."

Both the UFCW and the Teamsters are facing efforts by the Netherlands-based

"The more united we are, the stronger we'll be in bargaining,"

—Local 400 President
Tom McNutt

Royal Ahold NV, owner of the Giant-Landover banner, to operate on both a union and non-union basis. Ahold's Martin's banner in Virginia is aggressively anti-union, even though its Giant-Landover banner's workers are represented by Local 400 as far south as Charlottesville, Va. Similarly, some of Ahold's

warehouses are non-union, while others are represented by the Teamsters.

"The Teamsters and UFCW stand side-by-side in demanding that Ahold stop the Dr. Jekyll-Mr. Hyde Act and start operating as the wall-to-wall union company it is in Europe and should be throughout the United States," McNutt said. "Ahold is making a serious mistake if it thinks it's better off trying to play both sides of the fence rather than benefiting from the unmatched productivity of its union retail clerks, meat cutters, truck drivers and warehouse workers."

Local 400's close ties with the Teamsters have been in

evidence throughout Local 639's nearly year-long strike against Daycon, a large Upper Marlboro-based cleaning supplies company. McNutt and other Local 400 members joined Local 639 on the picket lines and provided support in many other ways. This unprecedented show of Solidarity paid dividends in February when a National Labor Relations Board administrative law judge ordered Daycon to reinstate the 55 striking workers, pay them back wages through July 2010, and to rescind changes Daycon had unilaterally imposed in April 2010 that sparked the strike. He also found the company wrongfully subcontracted out work without negotiating with the union and ordered the company to resume bargaining.

"Any time any employer in our area violates the law and tries to bust its union, Local 400 will be there," McNutt said. "We've been there for the Teamsters in their battle against the virulent tactics of Daycon and we'll be there for all our brothers and sisters."

"In the toxic anti-worker political and economic environment that exists today, labor has no choice but to stand and fight together," McNutt said.

Local 400 President Tom McNutt tells Teamsters of Local 400's Solidarity with them at a March 30 rally.



Take It Slow on the Walmart Hustle

Guest Column by Dr. Kendrick Curry
Pastor, Pennsylvania Avenue Baptist Church

Washington, DC, is a tale of two cities. While many areas are so prosperous, you'd never guess we were in the midst of the worst recession since the Great Depression, people in other neighborhoods live in conditions closer to the 1930s, with unemployment hovering in the 30 percent range, widespread poverty, and few nearby amenities.

Never letting an opportunity to exploit people for profits pass it by, Walmart has stepped into this desperate situation with plans to build four new stores in some of these poverty-stricken neighborhoods, promising jobs for the unemployed and access to affordable, healthy food.

Sounds like manna from heaven, right?

Actually, it's the opposite. If Walmart builds these stores and acts as it does elsewhere in the country, poverty and unemployment will likely get even worse.

City councilmembers and others who have reacted favorably to Walmart need to look beyond the company's sweet talk and learn the truth about Walmart's impact. If they do, they'll find they're being hustled.

Here's the cold, hard reality: Walmart store openings kill three jobs for every two they create, according to independent research on the impact of Walmart's penetration into Chicago. That's because it drives competitors out of business.

Making matters worse, Walmart's jobs often pay less than those they replace. Walmart sales associates earn an average of \$8.81 an hour, according to an independent publisher of industry research. At that rate, working full time would still leave you about \$4,000 below the poverty level for a family of four.

In addition, Walmart burdens taxpayers even when it doesn't get direct tax breaks, because it receives backdoor subsidies from taxpayers to pay the health care costs of its low-wage employees who qualify for Medicaid and other publicly-subsidized care. In Ohio, for example, Walmart has more



employees and their dependents on Medicaid than any other employer, costing taxpayers nearly \$45 million in 2009.

Walmart has an impact unlike any other corporation in America. It is the largest employer in the country and the largest retailer in the world. It has the power to dictate the market. It plays in its own league by its own set of rules. And what other global retailer has parachuted into our city with a plan to open not one, but four stores in four wards—*all at the same time?*

So if a community is to defend its standard of living and quality of life from this unmatched economic force, it

must hold Walmart to high standards. It would be unjust to Washingtonians not to do so.

That's why I am proud to join with UFCW Local 400 and a broad range of fellow clergy, neighborhood groups, civic activists and other concerned citizens in the Living Wages, Healthy Communities Coalition to demand that Walmart respect DC—or stay out.

We cannot let DC be Walmart's next victim. We cannot let DC taxpayers foot the bill for Walmart's low-wage jobs. Instead, we should hold Walmart accountable for paying its employees a decent income, a living wage on which they can support their families and afford health coverage.

Our leaders should not be so desperate to create jobs that they embrace the wrong jobs strategy and welcome unconditionally a global company that reneges on its promises, destroys more jobs than it creates, and shifts its health care bill to taxpayers. Where I come from, we call that a slap in the face, not opportunity.

I believe in redemption and am willing to give Walmart an opportunity to right the transgressions of its past. But I also firmly believe proof should come with any promises. So here's my bottom line: If our elected officials and civil leaders truly want to bridge DC's divides and turn it into one universally-prosperous city, it is their solemn obligation to insist that Walmart only come here if it lifts us up, rather than drags us down even lower than we are today.



**Mike
Tyler**
Lead
Boar's Head
Petersburg,
Va.



FACES OF *Local 400*



Gregg Knight
Deli Manager
Safeway #2713
Bowie, Md.

Lissette Duran
Deli Clerk
Shoppers #2364
Seven Corners, Va.



**Elayne
Shellie**

RN Lead Nurse
Kaiser Prince
George's
Medical Center
Hyattsville, Md.



**Bret
Herold**

Produce
Manager
Giant #765
Falls Church,
Va.

Becky Nuckols

Pharm Tech
Kroger #772
Charleston,
W.Va.



Richmond Workers, Residents, Clergy Urge Martin's to Treat Employees, Community Better

Mark One-Year Anniversary of Ukrop's Sale

Calling on Martin's to start acting as a good employer, a good neighbor and a responsible corporate citizen, a group of Richmond workers, community activists, faith leaders and other residents marked the one-year anniversary of Dutch grocer Royal Ahold's buyout of the locally-owned Ukrop's with a candlelight vigil.

Offering testimony on the impact of changes since the sale, vigil participants urged Martin's to adopt the pro-worker, pro-community policies of Ukrop's. Community members also urged Martin's to model its conduct on the Giant-Landover supermarket banner—both are operated by Ahold.

"Over the past year, Richmond workers, consumers and residents have received the Royal Ahold treatment," said Local 400 President Tom McNutt. "Ahold could have continued Ukrop's policies or followed the policies of its Giant-Landover banner, but instead it chose the path of greed and exploitation. Together, we are sending the message to Ahold that it needs to treat Martin's workers and the Richmond community the same way it treats Giant-Landover workers and the Washington, D.C., community. Ahold must stop the Dr. Jekyll-Mr. Hyde Act."

Speaking at the candlelight vigil, Martin's worker Shaquana Battle said, "I was proud to work at Ukrop's—we were always so active in the community. I miss the Ukrop's 'Golden Rule'—to treat customers, associates and suppliers as they want to be treated. Now, management dictates everything with little regard for workers and customers.

"When I was at Ukrop's, I felt more involved and appreciated," Battle said. "Not just because the owners shared the profits with us—a practice Martin's immediately stopped—but also because you felt loved. Everybody was like family. Now it's just a job. You don't get the feeling anyone really cares about

you as a worker or what you think. Hours are changed and cut arbitrarily with no notice. There's no sense of dignity."

Local 400 member Myra Washington who works at Kroger in Richmond, provided a contrast with Battle's experience. "I know when I go to work that I will be respected and have a voice," she said. "I know when I'm getting my next raise, I know how many hours I will be working next week. I can plan my family's future, both for this week and for years to come.

"Martin's workers deserve the same security I receive because I have a union representing me," Washington said. "It's no coincidence that Kroger also treats the community with respect, welcoming groups like the Girl Scouts and the Salvation Army. Why Martin's refuses to be the good employer and good neighbor that Kroger is and Ukrop's was is beyond me."

"It's deeply disappointing to me that when Ukrop's was sold to Martin's, the chain's policy

of contributing at least ten percent of its profits to charity went out the window," said Rev. Dr. Lester Frye, pastor of the Healing & Living Waters Ministry in Richmond. "We've gone from a business that was deeply invested in our community to one that only seems interested in exploiting its workers and customers alike. When we spend our hard-earned dollars on groceries, we should ensure that a large portion of that money gets recirculated within our local economy, not sucked out of our city, state and country. Our quality of life demands that we do our shopping elsewhere."

Local 400 member Kayla Mock, who works at the Manassas, Va., Giant, said, "In Northern Virginia, much of the U.S. and all of Europe, the employees of Ahold's various operations have a strong voice in the workplace, living wages, health and retirement security, and fair and respectful treatment. Why should Ahold's Richmond workers be denied these rights and treated as second-class employees? What does that say about how Ahold views people in this city?

"All Martin's workers deserve the same choice about

(Continued on page 30)



Local 400 member Myra Washington, who works at Kroger #523 in Richmond, speaks to participants at the candlelight vigil.

DC RESIDENTS RALLY, DEMAND Walmart: Respect DC

Chanting “R-E-S-P-E-C-T, living wages in DC,” approximately 100 Local 400 members, faith leaders, community activists and other city residents gathered on February 7 for a boisterous rally urging the District of Columbia City Council to require Walmart to sign an enforceable community benefits agreement before it opens any stores in Washington, DC.

The rally culminated Community Advocacy Day, in which workers, clergy, neighborhood leaders, small businesses, environmentalists and other members of the Living Wages, Healthy Communities Coalition met with City Council members to urge action requiring Walmart to pay its workers a living wage, uphold their rights and give back to our communities.

“We want living wages,” said Rev. Howard Findley, assistant pastor of Florida Avenue Baptist Church in Washington, DC. “We want workers to go to work and be treated with dignity. How can you feel dignified if you go to work but still have to rely on public services to take care of your family?”

Noting that Dr. Martin Luther King, Jr., often said, “The moral arc of the universe is long, but it bends toward justice,” Rev. Findley exclaimed, “We will move toward the moral arc of justice in providing living wages and healthy communities. ... Our fight is only beginning, but we aim to win!”

Franklin Carter, a Local 400 member who works as assistant front-end manager



Rev. Howard Findley, senior pastor of Florida Avenue Baptist Church in Washington, DC, addresses the rally.

Local 400 member Franklin Carter, who works at the Park Road Giant in Washington, DC, urges Walmart to respect DC.



at the Park Road Giant, noted that unlike Walmart, union retail jobs offer the opportunity for fulfilling, stable careers. “My goal is to become a manager,” he said. “I’ll celebrate my eighth anniversary at Giant in March. I make more than \$15 an hour, have health benefits and opportunities to advance in my career. I have a vested stake in the future of the company, the future of my co-workers, and my own future. Those are the kind of jobs DC needs.

“If I’m put out of work and other young DC residents like me don’t have the chance to aspire to management, what will that mean for our future?” Carter asked. “How much is the price tag on a poverty job? And who actually pays for it? We turn to Walmart for the solution. Pay the price. Respect DC.”

Rebecca Mills of Ward Four Thrives,

who lives just one-tenth of a mile from a proposed new store, said, “We don’t want Georgia Avenue to turn into a sea of abandoned buildings with a Walmart at its center. I don’t want my neighborhood’s character to be defined by Walmart. We want the City Council to back the Living Wages, Healthy Communities Coalition and make Walmart sign an enforceable community benefits agreement.”

Chris Weiss of the DC Environmental Network, Ward 4B05 Advisory Neighborhood Commissioner Brenda Speaks, and Yes! Organic Market owner Gary Cha also urged City Council action at the rally. Cha spoke of the concerns of area small businesses that they could be forced to close if Walmart comes into DC, citing studies showing that for every job Walmart creates, it causes the loss of 1.5 to 2 jobs, on average, at other businesses.

Rally participants emerged energized for action and pledged to step up the pressure on the City Council. They and others will continue canvassing DC neighborhoods to build even stronger support for requiring Walmart to sign an enforceable community benefits agreement before it is permitted to enter the DC market.

Making Walmart

Workers, Communities Fight Back Against Retail Giant's Urban Expansion

Walmart is the world's largest retailer and America's largest employer, giving it unmatched market power. So with the company trying to launch a massive expansion into large cities like Washington, DC, it threatens to completely transform the retailing environment—and not for the better.

Due to the company's dominant position, Walmart's practice of paying poverty wages, offering minimal benefits and disrespecting workers has driven down living standards for working families and been a prime cause of the shrinking middle class in America. Because the Bentonville behemoth competes with union employers, the company also has a negative impact on UFCW contracts, including those affecting Local 400 members.

At the same time, Walmart finds itself in an unusually vulnerable position.

The company's business model is based on continual growth, but it has saturated the rural and suburban markets it is currently in and cannot expand in these areas. As a result, Walmart's stock price is stagnant and Wall Street investment banks have been downgrading their ratings of the company. In addition, revenues at stores open at least

a year have fallen by an average of 0.75 percent each of the past four quarters, the Associated Press reported.

That's why Walmart's move to enter large urban markets is a sign of desperation—it's the last place left to expand and the only viable strategy to start growing again.

As a result, Walmart's plans to open stores in Washington, DC, New York and a host of other cities present both a major challenge—a threat to UFCW members' jobs and standard of living—and an opportunity to either block the company's expansion or reshape the way it treats employees and the surrounding community to make it a responsible corporate citizen.

"Walmart must either change or stay out of our cities," said Local 400 President Tom McNutt. "With its economic power, if the company wants to enter large urban markets, it must take responsibility for

lifting workers out of poverty and improving the quality of life in our communities, and to be held accountable for its actions.

"Walmart won't do this voluntarily," McNutt said, "and it won't live up to its promises unless it's forced to—we know that from past experience. So Local 400 and other UFCW members are joining with allies in the neighborhood, faith, small business and other communities to demand that Walmart sign enforceable community benefits agreements guaranteeing that it will respect its workers and be a good neighbor."

The Walmart Way

The UFCW's vision for American workers—in grocery, retail, and in our communities—is respect and dignity at jobs that pay fairly and guarantee workers a voice. This is the American Way, and it's what made our country great.

Unfortunately, the Walmart way is very different—it's one where the company has all the power, while employees, neighbors and other stakeholders have none. Its profits are based on paying workers and suppliers as little as possible, so it can charge low prices—though

Jobs
Not
War
www.Coalition.org

Members of the Living Wages, Healthy Communities Coalition march in the 5th annual MLK PeaceWalk in Washington, DC.



t Show Respect

not as low as their reputation suggests. Workers are driven into poverty while money is sucked out of communities and into the pockets of Walmart shareholders.

Here are some harsh facts about the Walmart way:

- Walmart creates poverty jobs—its average wage is so low, it leaves a full-time worker 6 percent below the federal poverty level for a family of four.
- Walmart's health care plan fails to cover 46 percent of its workers. Since many earn low wages, they qualify for Medicaid so taxpayers subsidize their health care. In 21 of 23 states where data is available, Walmart forces more employees to rely on taxpayer-funded health care than any other employer.
- Walmart routinely engages in a tax evasion scheme under which it pays rent to itself and then deducts that rent from its state corporate income taxes, costing taxpayers approximately \$245 million annually.
- Walmart's labor law violations range from illegally firing workers who try to organize a union to unlawful surveillance, threats, and intimidation of associates who dare to speak out.
- The company has been hit with at least 73 class action lawsuits alleging wage-and-hour violations, according to a January 2009 company report. *The New York Times* reported that the suits charge Walmart forced "employees to work unpaid off the clock, eras[ed] hours from time cards and prevent[ed] workers from taking



New Yorkers rally on the steps of City Hall to protest Walmart's plans to open stores in the Big Apple.



lunch and other breaks that were promised by the company or guaranteed by state laws."

- The largest class action lawsuit in world history alleges that Walmart discriminated against women by systematically denying them promotions and paying them less than men.

Costing Jobs, Increasing Poverty

Walmart's first store in a major city was opened in 2006 on Chicago's West Side. A 2009 study by the Center for Research & Urban Learning at Loyola University surveyed a four-mile radius around the store both before and after it opened.

Preliminary results found that the closer a retailer was to the Walmart, the more likely it was to go out of business.

In fact, one in four retail businesses within a mile of the Walmart closed within a year. Overall retail employment did not increase within the zip code of the store, and it declined in neighboring zip codes. Overall sales did not increase, either. "Sales tax data from the Illinois Department of Revenue suggest that Walmart's sales displace sales from businesses within the same zip code," the authors wrote.

This study and many others reveal that Walmart brings no net benefits to a community when it opens and usually leaves it worse than before. For example:

- Every Wal-Mart worker hired replaces at least 1.4 non-Wal-Mart workers, according to a 2007 Institute for the Study of Labor report.
- When Walmart enters a metropolitan area, it eliminates similar jobs that pay 18 percent more than it pays its workers, a 2005 study found.
- Walmart store openings reduce retail employment in their counties by 2.7 percent on average, according to a 2007 study. *(Continued on next page)*

Show Respect

Continued from page 17

- Supermarkets and discount variety stores suffer sales declines of 10 percent to 40 percent after Walmart moves in, a Mississippi University Extension Service report found.
- A 2009 study on the future impact of Walmart on the southern California grocery industry estimated that lost wages “could approach \$2.8 billion per year.”

“Wal-Mart depresses area wages and labor benefits contributing to the current decline of good middle class jobs, pushes out more retail jobs than it creates, and results in more retail vacancies,” a January 2010 study by Hunter College and New York City’s Office of the Public Advocate reported. “There is no indication that smaller ‘urban’ Wal-Mart stores scattered throughout a dense city in any way diminish these negative trends. Rather, such developments may actually result in more widespread economic disruption.”

Fighting Back Across the Country

Broad-based grassroots coalitions are forming in major cities all across the country to fight back against Walmart’s urban expansion plans. They are sending a unified message that Walmart must show respect by paying its workers a living wage, upholding their rights and improving the quality of life in surrounding communities—or stay out.

In New York, the Walmart Free NYC coalition has formed, bringing together concerned workers and residents, several UFCW Local Unions, small business owners, community leaders, clergy and elected officials. At the coalition’s urging, the City Council recently held hearings at which a parade of witnesses testified that if Walmart opens stores in the city, it will increase poverty, depress wages, worsen joblessness and cause a host of other problems. The company was invited to tes-

tify and defend itself but refused to come.

In Los Angeles, San Diego, San Francisco, Boston, Philadelphia and other big cities, similar coalitions are being formed to fight back against Walmart’s predatory plans.

“This is a national campaign being fought locally, city by city,” McNutt said. “UFCW Locals from around the country are unified in our battle to protect our members from the corrosive influence of Walmart and in ensuring that Walmart workers who want a voice at work have one. It takes the strength of our entire International Union to go up against the world’s largest retailer.”

Making Walmart Respect DC

In Washington, DC, where Walmart wants to open four stores, Local 400 is taking a leadership role in the Living Wages, Healthy Communities Coalition, which brings together faith leaders and congregations, community activists, small businesspeople, environmentalists, anti-poverty advocates and many others in demanding that Walmart respect DC or stay out.

The Living Wages, Healthy Communities Coalition is emphasizing that the only acceptable condition under which Walmart could open new stores in DC would be if it signed an enforceable community benefits agreement. The Respect DC agreement would require Walmart to:

- Pay its workers a living wage with good benefits and hire most on a full-time, 40-hour-a-week basis.
- Treat its workers with dignity and uphold the law.
- Hire workers from DC and provide them with training.
- Provide much needed investment in DC schools, churches, community groups, and small businesses.
- Build and operate their stores using the most energy efficient tools available.
- Protect DC neighborhoods by providing a safe, secure and beautiful store that matches the urban landscape.

- Involve the community in the planning process and benefit DC residents.

It is absolutely critical that any community benefits agreement must be enforceable, because Walmart has repeatedly broken voluntary commitments it has made. In Chicago, city and union officials understood that they had an agreement from Walmart to pay its workers 50 cents above the minimum wage, and to give workers at least a 40 cent raise one year later. But the day the store received official approval, Walmart claimed it had made no such agreement.

Similarly, when Walmart opened its Capital Plaza store in Landover, Md., it signed a community benefits agreement committing itself to keep the parking lot clean, limit the store’s hours, attend community meetings and support the community in other ways. Since then, it has failed to live up to these very modest pledges.

“Walmart’s record shows it cannot be trusted,” McNutt said, “and DC leaders would be foolish to take the company at its word. Walmart says it has changed and is committed to being a good corporate citizen. If that’s true, then the company should have no problem signing a binding, enforceable agreement. If it refuses to do so, then we know nothing has changed.”

Many Local 400 member activists are volunteering their time to support the campaign. (See page 19). Recently, the coalition held a Community Advocacy Day where DC workers and residents urged members of the City Council to make Walmart sign an enforceable community benefits agreement (see page 15).

“This will be a long, hard battle but it is absolutely critical to the quality of life in Washington, DC, and to our members’ upcoming contract negotiations with Giant and Safeway next year,” McNutt said. “I couldn’t be prouder of what all our members are doing—all the hours and hard work they are putting in—to secure the future for their brothers and sisters, and improve the lives of their neighbors.”

Member Activists Lead Walmart Battle

In the fight to make Walmart respect DC or stay out, three Local 400 members are taking a leadership role, knocking on countless doors, handing out flyers, and speaking with fellow members and neighborhood residents about why we need living wages and healthy communities, not poverty jobs.

For Eric Marshall, a Ward 7 resident who works as first cutter in the Safeway at Georgia and Randolph Streets in Ward 4, there could not be more at stake. "It affects my job future if Walmart decides to come to DC," he said. "They've already had a bad impact on our recent contracts and it will get a lot worse if they succeed."

"I'm fighting for everyone after me to have it better," said Knetra Byrd, a Petworth resident who is a cashier at the Columbia Heights Giant. "If we keep Walmart out or make them pay good wages and benefits, then things will improve for us, too."

Franklin Carter, who lives in 16th Street Heights and is an assistant front end manager at the Columbia Heights Giant, views this as a cause "to make jobs better in the DC retail industry. We need more full-time jobs," he said, noting that he is classified as a part-time employee even though he typically works a 40-hour week. "If Walmart comes in, my hours and those of many of my co-workers could easily be cut back."

"Local 400 members need to carry the message about how Walmart costs jobs, drives down living standards and hurts communities, and Franklin, Knetra and Eric are leading the way," said Local 400 President Tom McNutt. "The more our members get involved, the better chance we have of either stopping Walmart from entering DC or turning it from a bad actor into a positive model."

All three member activists are finding how important it is that they educate people about the negative impact Walmart would have if it opens stores in DC and operates the way it does elsewhere. "People think about jobs and don't always know how bad Walmart is," said Byrd.

Marshall said that in response, "We let people know we're going door to door to raise Walmart to higher standards if they come here, with better jobs and health care."



"We tell them that with Walmart's history, the company better put it in writing," Carter added. "A verbal agreement won't do."

Byrd, Marshall and Carter all said that after they have explained the threat Walmart poses, almost everyone they talk to signs a postcard to members of the City Council demanding that they make Walmart respect DC or stay out.

All three members said that one reason they are devoting so much time to the campaign is because of the gratitude they feel for how Local 400 has helped them.

"I love my union," Marshall said. "Twice I was suspended and threatened with termination; if it wasn't for the power of Local 400 members acting together, I wouldn't have my job today. Thanks to our union, management has someone to answer to."

Carter explained that he was able to keep his benefits at Giant while he attended Talladega College in Alabama, was given work during school breaks, and returned to his position when he moved back to DC. He also had foot surgery recently. "My health benefits allowed me to get the operation," he said, "I got time off to recuperate and I kept my job."

Byrd is a new member of Local 400 but knows her union is there to protect her and that her contract will give her opportunities in the future that wouldn't be available at a Walmart or other non-union store.

"I like canvassing our stores, talking with members, and talking with customers and neighbors," she said. "We're in a tough battle, but it feels great to fight for everyone's benefit."

Knetra Byrd



STEWARDS Spotlight

Patricia Parrish

Food Clerk

Giant #799, Leesburg, Va.



"Our union gives us equal opportunities and prevents us from being mistreated."

Years in Union: 8

Years as Steward: 4

Family: Married with two children

Enjoys Most about Job: Every day is different and is a challenge

Hobbies: Travel and learn about other cultures

Favorite Place on Earth: Cuzco, Peru

Roy S. Plummer

Cashier

*Safeway #4837,
District Heights, Md.*

Years in Union: 6

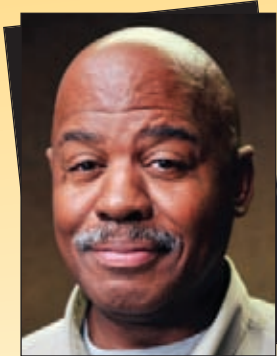
Years as Steward: 1

Enjoys Most about Job: Assisting people, especially seniors

Enjoys Most about Being a Steward: Helping my co-workers understand their rights and responsibilities

Future Plans: Retirement and working with kids in need

Favorite Place on Earth: Greenville, S.C.



"Our union provides strength in numbers to build a better life for all."

Madeline F. Cox

Meat Cutter Backup

Kroger #118, Clifton Forge, Va.



"Our union gives us the confidence of knowing we don't have to fight our battles alone."

Years in Union: 1

Years as Steward: 1

Family: One son

Enjoys Most about Being a Steward: Making sure people know their rights and how to exercise them

Hobbies: Reading, politics, economics, history and current events

Future Plans: To attend college and find a way to use my skills to help others improve their lives

Walter J. Manning

Clerk

Shoppers #2657, Stafford, Va.

Years in Union: 46

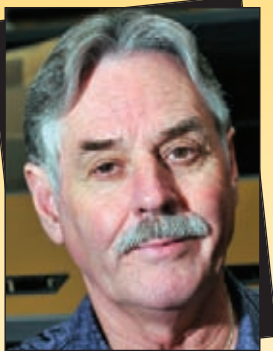
Years as Steward: 1

Enjoys Most about Job: Taking care of customers

Enjoys Most about Being a Steward: Helping employees

Hobbies: Sports cars and fishing

Future Plans: Retiring someday



"Our union offers job security."

Nora Padilla-Sison

Radiology Nurse

Kaiser-Permanente Imaging Center, Fairfax, Va.



"Our union provides job protection and labor representation."

Years in Union: 11

Years as Steward: 1

Family: Married with two teenagers

Enjoys Most about Job: Delivering quality care when patients need diagnostic procedures

Enjoys Most about Being a Steward: Being able to represent radiology RNs

Hobbies: Organizing, photography, traveling, camping, cooking

Larry Southern

Head Meat Cutter

Kroger #773, Clarksburg, W.Va.

Years in Union: 36

Years as Steward: 12

Family: Married with two children and two grandchildren

Enjoys Most about Job: The customers

Enjoys Most about Being a Steward: Helping the young members

Hobbies: Playing with my grandchildren



"Our union offers insurance the company pays for."

Workers' Victory at Ashland Nursing Home Upheld

Local 400 Certified as Employees' Representative

On November 3, 2010, workers at the Ashland, Va., Nursing and Rehabilitation Center voted to empower themselves through collective bargaining, choosing to be represented by Local 400. However, they experienced what too many workers do these days—instead of the election being the end of the battle, it was only just the beginning. Because rather than bargaining with the workers in good faith, Ashland management filed objections to the election in a transparent attempt to deny workers justice through endless delays.

Fortunately, Ashland management's motion was rejected out of hand by a National Labor Relations Board (NLRB) judge just two months later, upholding the workers' victory.

"Ashland is simply following the standard management union-busting playbook," said Local 400 President Tom McNutt. "If you lose an election, file frivolous objections and appeals to delay the bargaining process for years and create an atmosphere of intimidation. I couldn't be more pleased that the NLRB judge recognized this and slapped management down."

"In fact, this was an election in which management had all the advantages," McNutt said. "Using the notorious, high-powered union-busting firm of

Hunton & Williams, they held 18 mandatory captive audience meetings with the workers. By contrast, Local 400 had no access to the workplace and was only able to hold three voluntary offsite meetings. Thankfully, workers overcame this unlevel playing field and summoned the courage to vote in their self-interest."

The workers sought and then voted for union representation after they were grossly mistreated by management. During a snowstorm, they were ordered to stay put after their shifts ended and not allowed to return home to children. They had to sleep on the floor with no bedding, and were not provided any food other than what was in the vending machines. Later in the year, six certified nursing aides and licensed

practical nurses were strip-searched and harassed by their supervisors—an abuse management later admitted and apologized for.

Management also dragged the Virginia NAACP into the objections proceedings, subjecting the organization and its leaders to burdensome and overbroad subpoenas for private materials on the basis that the NAACP supported the Ashland workers prior to and during the election campaign. The judge found that management's claims regarding the NAACP—and all of management's other claims—were without any merit whatsoever.

"It couldn't be more obvious that Ashland is trying to silence the Virginia NAACP and every voice for workers' rights and workplace justice in the community," McNutt said. "They're trying to send a chilling message that anyone outside the workplace who supports workers seeking to end mistreatment could get entangled in legal proceedings. But it didn't work. It won't work. And we won't let it work. For anyone who supports our members and all working families, we've got their back."

Ashland may appeal the judge's ruling to the full NLRB, but workers at the facility are demanding that management accept their democratic choice, come to the bargaining table and negotiate in good faith. At stake is whether their hard-earned election victory, overcoming the steepest odds and most unfair obstacles, will result in better working conditions and a voice on the job—or whether justice will be delayed and ultimately denied.



Ashland workers celebrate their victory in choosing union representation, along with Local 400 organizers.

Rex Trabue Retires After 36 Years with Local 400

Not many people in this world can accurately claim to have seen and done it all, but Rex Trabue is one of them. For the past 36 years, he has literally seen and done it all for Local 400, making profound improvements in the lives of countless members.

Trabue has been directly involved in organizing, bargaining and member representation. Before retiring in February 2011, he served as in-house representative, answering calls from members facing problems on the job, advising them on what to do, and working with their representatives on filing grievances and taking other action to redress injustices.

"Rex is a class act," said Local 400 President Tom McNutt. "He's been a role model and mentor to virtually everyone on our staff. He is a man of honor—a man of his word. In addition, I don't know anyone with a deeper and more heartfelt commitment to the well-being of our members and the principles and values of the labor movement.

"Rex has been a part of every advance at Local 400 and every major improvement in the lives of our members over the past 36 years," McNutt said. "We will miss him, but for all the long hours and hard work he has put in, he has more than earned a long and happy retirement."

Trabue went to work in the Produce Department at Giant's Vienna, Va., store in 1971. "I was amazed that we had such fine pay, such good benefits and such good working conditions," Trabue said, and he soon became a shop steward. A one-week strike in 1974 had an especially profound impact. "It really came home to me when we went out on the sidewalk and saw that it was the collective action of the employees that gave us the fine contract we enjoy," he said.

Soon afterward, in January 1975, he was hired by Local 400. Several years later, he was involved in one of the union's greatest triumphs, the campaign by approximately 6,000 Woodward & Lothrop employees to organize—a victory whose impact is still being felt. "When Hecht's bought Woodie's, the contract remained in place and Hecht's became union," Trabue said. "When Macy's bought Hecht's, Macy's had to abide by the contract, too. So today's Macy's employees in Washington, D.C., and Maryland are still benefiting from what we did in 1979."

Over the years, Trabue has been part of the historic merger between the retail clerks and meat cutters unions that formed

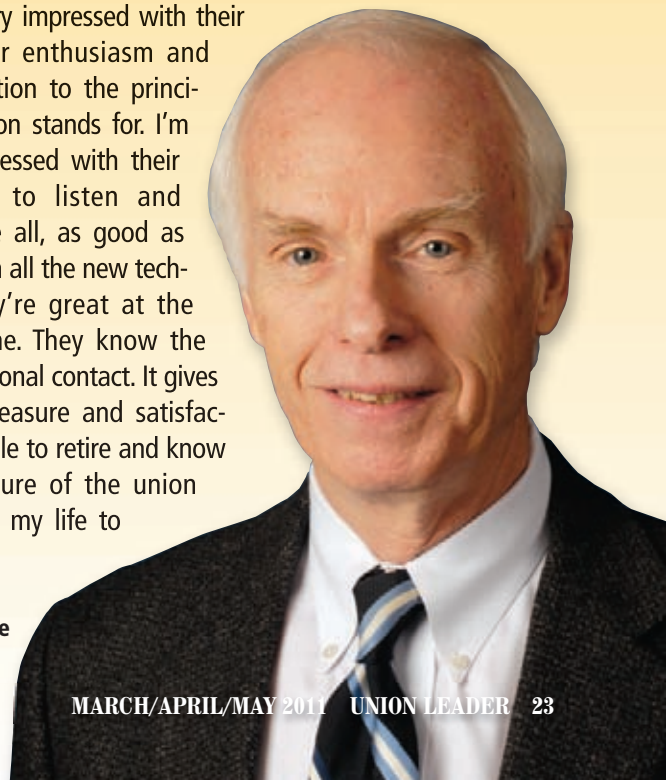
the UFCW in 1980, and seen revolutionary technological changes. "We now have email and all of the abilities of the computer and Internet to help the union fulfill its mission," Trabue said. "But it doesn't change the ground game—personal, face-to-face contact with members. No matter how efficient technology makes us, it's never a substitute for simple human contact."

Trabue looks back on his career with enormous gratitude. "I cannot think of another endeavor in life that brings with it such a tremendous opportunity to serve and aid your fellow human beings," he said. "Being a union representative gives you the opportunity to go out there and actually influence the lives of working people—to help them get better wages, benefits and working conditions. It gives you the opportunity to help them with their problems, whether it's resolving a disciplinary issue, winning back pay or getting someone rehired. You have the opportunity to be an activist, a counselor, an organizer of workers."

Trabue and his wife, Valerie, have two daughters, five grandchildren and one great grandson, all of whom live in the area. "I'm very blessed to have my family around," he said. "Union work is very demanding. It's not a nine to five job—you have to do whatever it takes. But now I can spend time with them and I expect it will keep me as busy as when I was working.

"Local 400 is in great hands," Trabue said. "Even though I have grandchildren as old as some of our younger representatives, I'm very impressed with their energy, their enthusiasm and their dedication to the principles the union stands for. I'm equally impressed with their willingness to listen and learn. Above all, as good as they are with all the new technology, they're great at the ground game. They know the value of personal contact. It gives me great pleasure and satisfaction to be able to retire and know that the future of the union I've devoted my life to is so bright."

Rex Trabue



Local 400 Wins Three Awards from UFCW

Honoring its member activism and commitment to union-wide Solidarity, the UFCW International Union presented Local 400 with three awards at the UFCW Executive Board's winter meetings. Local 400 received:

- **The Unity Award**, for its work assisting Local 23 in its contract battle with Giant/Eagle in Pittsburgh, for its leadership role in coordinating bargaining with Ahold nationally, and for its efforts to empower unorganized workers at Ahold's Martin's banner in Richmond.
- **The ABC Award**, for being one of the top three UFCW Local Unions in raising funds for the Active Ballot Club (ABC) political action committee.
- **The Outstanding Achievement Award** for excellence in supporting the ABC and mobilizing members for political action.



"This is a tribute to the activism of our members," said Local 400 President Tom McNutt. "It's a well-earned recognition for their spirit of Solidarity, their dedication to helping all their UFCW brothers and sisters, their commitment to making our voice heard in the voting booth, and their sacrifice in the pursuit of union growth."

"I want to thank UFCW President Joe Hansen for recognizing what our members are doing and for boldly advancing union-wide coordination and collaboration as we expand our market share in our core industries and strengthen our clout," McNutt said.

Local 400 President Tom McNutt (left) and Local 23 President Tony Helfer (center) receive the Unity Award from UFCW President Joe Hansen.

FACES OF OUR CHILDREN GAINS SUPPORT

Rodney Eitland (right), founder and CEO of Union Office Solutions, was recently thanked for his \$7,000 donation to Faces of Our Children by former Local 400 Executive Assistant to the President Don Cash, Sr. (center) and UFCW Executive Vice President and Director of Organizing Pat O'Neill (left).

Faces of Our Children has received Local 400's strong support ever since its founding 12 years ago, and it is one of the UFCW International Union's two charities of choice, along with the Leukemia Society of America. Faces educates the public about Sickle Cell disease, how to prevent it, how to treat it and how to ease patients' pain, in cooperation with the Howard University Center for Sickle Cell Disease.

Union Office Solutions, which sells and maintains office supplies for unions, is the only 100 percent unionized office equipment and supply company in America, according to the company.



Congratulations To ABC Contest Winners



Ana M. Mcie



William
(Ken) Mayo



Parisha Khalili

Four Local 400 members recently won the Active Ballot Club (ABC) Contest, receiving \$500 gift cards as thanks for participating in the UFCW's political action committee, helping to make the voices of working families heard in election campaigns. The winners are:

- **Ana M. Mcie**, who recently started work at Kroger #776 after serving in the Army.
- **Parisha Khalili**, who works at Bloomingdale's.
- **William (Ken) Mayo**, fuel center manager at Kroger #328.
- **Putra K. Kusdarman**, who works at Safeway #2616.

The winners were selected in a random drawing among all of Local 400's ABC contributors.

"I want to congratulate our ABC contest winners," said Local 400 President Tom McNutt, "but the real winners are everyone who supports ABC, because that is how we help elect candidates who fight for us in office and defeat those who oppose working families. The more members who participate, the more they improve their lives through public policy."

Pay Back Corporate Donors

Continued from page 4

lengthen delays in bringing corporations violating labor laws to justice.

While all of these cuts would cause great harm to many Americans already reeling from the economic collapse that started in 2008, they would only reduce the deficit by 4 percent.

At the same time, the House Republi-

cans refused to cut many areas where real savings could be achieved without hurting ordinary Americans—in subsidies to energy companies and agribusiness, in tax loopholes for corporations, and in defense spending, for example.

"What's crystal clear is that the extremists who control the House today don't care about jobs and they don't even care about the deficit," McNutt said. "All they care about is rewarding their corporate benefactors and undermining the power of working families. That is not what the American people

thought they were voting for and it is a sure-fire way to drive the middle class entirely out of existence.

"We call upon progressives in the Senate and the president to stand firm against this attack on working families and fight to keep the American dream alive," McNutt said.

At the time this issue of the *Union Leader* went to press, negotiations were underway between House Republicans, the Senate, and the White House over the budget. If agreement cannot be reached, a government shutdown may loom.



MAKING CHANGE AT WALMART

UFCW's vision for American workers - in grocery, retail, and in our communities - is respect and dignity at jobs that pay fairly and guarantee workers a voice. This is the American Way, and it's what made our country great.

But Walmart has a different view - one where it, the employer, has all the power.

Join us now in Making Change at Walmart

Help us create:

- Strong workplace standards
- Corporate responsibility
- Respect on the job for Walmart Associates

Get involved at
www.ufcw.org/makingchange



UFCW Local 400

Discount Days!

Three Great Ways To Save

**UFCW
EARLY BIRD TICKETS**
Valid open days through May 31, 2011

ONLY \$32⁹⁹
Ages 3 to 61 & 48" tall or taller.

**UFCW
FUN DAY TICKETS**
Valid July 2 - 17, 2011

ONLY \$29⁰⁰
Ages 3 to 61 & 48" tall or taller.

JR/SR ONLY \$24⁹⁹
Ages 3-61 & under 48" tall
OR Ages 62 & above

**GOOD-ANY-DAY
TICKETS**
Valid any regular park operating days in 2011

ONLY \$40⁹⁹
Ages 3 to 61 & 48" tall or taller.

JR/SR ONLY \$30⁹⁹
Ages 3-61 & under 48" tall
OR Ages 62 & above

Children ages 2 and under admitted FREE.

Order These Tickets Online!
Place your credit card order online at www.kingsdominion.com. Then, simply click on tickets, then corporate partner. Your company ID is: **UFCW11**

TWO ONLINE PURCHASE OPTIONS:

- 1. Print your eTicket off the web.** Online eTicket purchases can be made up to the day of your visit. Just print out your eTicket and bring it with you to the Park. There is no service charge.
- 2. Have your tickets mailed to you.** Online purchases must be made seven (7) days in advance. There is a \$5.00 service charge per order.

Kings Dominion

Celebrate Family Fun
at Virginia's Premier Theme and Water Park! Come and enjoy a full day of fun with your family and friends!

For up-to-date Park information, go to:
kingsdominion.com

Park Hours: April 2, 2011 - Weekends: Open May 28, 2011
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Extremist Assault

Continued from page 7

"If the 2010 elections represented a hostile corporate takeover of our government, then Wisconsin with its Koch-Walker money and legislation pipeline, stands as Exhibit A," McNutt said.

Walker and Republicans in the legislature badly overreached. More than three of every five Americans oppose a Wisconsin-style anti-labor law while only 33 percent favor such a law, according to a recent *USA Today*/Gallup poll. Walker's approval ratings have taken a nose dive.

Washington, DC

The extremists who now control the U.S. House are using the power of the purse to attack the middle class. They recently passed a budget bill for the remainder of the current fiscal year that makes draconian cuts in a host of pro-

grams providing essential services to working families, ranging from veterans' health care to food safety inspection, from nutrition for pregnant women and children to workplace health and safety. Notably, they slashed funding for the NLRB by one-third.

If these cuts are enacted, the NLRB would have to furlough all 1,665 employees for 55 days between now and the end of September, and its case backlog would increase by 18,000, according to Chairwoman Wilma Liebman.

"It's tough enough today to get the NLRB to act in a timely manner," McNutt said. "As a result, some cases where workers organize but then are denied recognition or a contract by employers taking unlawful action have to wait five years or longer to win justice. The Republicans' drastic cuts to the NLRB are designed for one purpose: to render the Board completely impotent to stop management violations of workers' rights.

"Representation elections would also be delayed and their accuracy would be put at risk," McNutt added. "It's the height of hypocrisy that the very same members of Congress who opposed the Employee Free Choice Act on the basis that secret ballot elections would not be required if a majority of workers signed union representation cards are now trying to keep the NLRB from properly overseeing these elections.

"At a time when the middle class is shrinking, unions remain the best—in many ways, the only—way to reverse this trend and enable workers to keep more of the wealth they generate," McNutt said. "That's why all Americans—union and non-union alike—should join with us in defeating the Walkers and Kasiches of the world, stopping NLRB budget-slashing, standing up for workers' democratic and constitutional rights, and fighting for a rising standard of living."

January Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	1,598,388
2	RECEIPTS (from all sources):	
	DUES	1,595,154
	MISCELLANEOUS	52,653
3	TOTAL RECEIPTS	1,647,807
4	TOTAL OF LINES 1 AND 3	3,246,195
5	DISBURSEMENTS for current months	1,560,028
6	CASH ACCOUNT BALANCE at the end of current month	1,686,167
7	BALANCE AT END OF MONTH as shown on Bank Statement	1,738,488
8	DEPOSIT IN TRANSIT	0
9	TOTAL OF LINES 7 AND 8	1,738,488
10	LESS: Checks included in item 5 not returned with bank statement	52,321
11	BALANCE (Should agree with Line 6)	1,686,167
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,377,571
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	736,766
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	774,105
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,121,048
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	4,454,311

2011 AREA MEETINGS SCHEDULE *

**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

**Monday, May 2
BRISTOL**
International Brotherhood of Electrical Workers
4640 Highway 11 West
Blountville, TN 37617
(423) 323-5411

* All meetings are at 6 p.m.

**Tuesday, May 3
BLUEFIELD**
Quality Hotel & Conference Center
Route 460 Bypass
3350 Big Laurel Hwy
Bluefield, WV 24701
(304) 325-6170

**Thursday, May 5
DANVILLE**
Holiday Inn Express
2121 Riverside Dr
Danville, VA 24540
(434) 793-4000

**Tuesday, May 10
HUNTINGTON**
Hampton Inn
3442 US Route 60 East
Barboursville, WV
(304) 733-5004

2011 QUARTERLY MEETINGS SCHEDULE *

**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

**Wednesday, May 4
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Monday, May 9
CHARLESTON**
Holiday Inn - Civic Center
100 Civic Center
Charleston, WV 25301
(304) 345-0600

**Tuesday, June 21
LANDOVER**
Local 400 Headquarters
4301 Garden City Drive
Landover, MD 20785
(301) 459-3400

* All meetings are at 6 p.m.

ALL IN THE FAMILY

Condolences

Joanne Grimaldi, *Giant 125, loss of mother*
Diettra Lucas, *UFCW Local 400, loss of great aunt*
Family of Mara Herman, *Safeway 1177*
Sue Gonzalez, *Giant 146, loss of sister*
Family of Miguel Flores, *Metropolitan Poultry*

Mike Hammett, *UFCW Local 400, loss of father*
Family of Luz Perez, *Maey's 25*
Family of Michael Brady, *Kroger 813*
Thomas P McNutt, *UFCW Local 400, loss of mother*
Jeff Lewis, *UFCW Local 400, loss of mother*
Joe Fontana, *UFCW Local 400, loss of grandmother*

UFCW LOCAL 400 APPRECIATION DAYS

TICKETS ONLY
\$18⁹⁹
+ TAX
PER PERSON

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

APRIL 16-25, 2011



BALTIMORE/WASHINGTON, DC

**GO BIG!
GO CLOSER!**

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

Tickets are on sale **NOW** online!

Once entering the site, ordering is as easy as 1-2-3:

- ① **GO** to sixflags.com/america
- ② **ENTER** promo code **local400** in the upper right hand corner.
- ③ **CLICK GO!**

Tickets are on sale now through April 25, 2011. Tickets are not available for purchase at the park and must be purchased online in advance of visit. **DON'T WAIT!** Limited quantities available.

MORE SPECIAL SAVINGS!! As a special thank you to all UFCW Local 400 Members Six Flags America is offering a special discount ticket valid any regular operating day during the 2011 season . Good Any day tickets

may be purchased for only **\$23.50**+tax.
That's 60% off the main gate price of \$49.99+tax.
Tickets are available for purchase online.

- ① **GO** to sixflags.com/america
- ② **ENTER** promo code **ufcw400** in the upper right hand corner.
- ③ **CLICK GO!**



GET YOUR TICKETS TODAY!

FOR FURTHER INFORMATION CALL **301-249-1500, EXT. 3284**

LOCAL 400 RETIREES

Boars Head

Laura J Robinson, *Skippers, Va.*, 6 years

Giant

George Akoto, *Rockville, Md.*, 12 years
 Coletta K Betteker, *Gaithersburg, Md.*, 33 years
 Louis S Bowman, *Ft. Washington, Md.*, 30 years
 Stanley W Burdette, *Mount Airy, Md.*, 31 years
 Alan F Buser, *Woodbridge, Va.*, 35 years
 Virginia A Cohagan, *Bethesda, Md.*, 33 years
 Theresa L Depukat, *Woodbridge, Va.*, 30 years
 Nabil H Eid, *Alexandria, Va.*, 13 years
 Clifford L Gregston Jr, *Centreville, Va.*, 30 years
 Antonio Guzman, *Gaithersburg, Md.*, 22 years
 Cheryl L Hall, *Bel Alton, Md.*, 11 years
 John F Hanososky, *Sterling, Va.*, 39 years
 Ottis O Harper, *Winchester, Va.*, 40 years
 Louis J Hertel, Jr, *Fairfax, Va.*, 44 years
 Robin A Hood, *Winchester, Va.*, 10 years
 Shirley L Horne, *Triangle, Va.*, 7 years
 Oudom Khamvangsa, *Hanover, Md.*, 31 years
 Kenneth C Killian Sr, *Fairfax, Va.*, 39 years
 Fulgencio M Marti, *Falls Church, Va.*, 43 years
 Dolores Masters, *Warrenton, Va.*, 9 years
 Jorge A Medrano, *Fairfax, Va.*, 32 years
 Jamie L Metheny, *Alexandria, Va.*, 39 years
 Marlott H Miller, *Fredericksburg, Va.*, 34 years
 Myrna L Montero, *Lorton, Va.*, 22 years

Doris M Moten, *Silver Spring, Md.*, 25 years
 Bobby J Peyton, *Reston, Va.*, 31 years
 Mary L Reinhart, *Woodbridge, Va.*, 35 years
 Robert S Ryan, *Oxon Hill, Md.*, 35 years
 Linda F Smith, *Annandale, Va.*, 23 years
 Ada E Surrey, *Ft. Washington, Md.*, 17 years
 Claude J Ventz, *Silver Spring, Md.*, 14 years
 Lonnie B West, *Germantown, Md.*, 30 years

Magraders

George W Moss, *Vienna, Va.*, 19 years

Safeway

Bernard E Andrews, *Hagerstown, Md.*, 34 years
 Melvin A Awkward, *Temple Hills, Md.*, 16 years
 Gina L Bryant, *Bristow, Va.*, 34 years
 Michael J Cassell, *Gambrills, Md.*, 15 years
 David M Diggs, *Gaithersburg, Md.*, 35 years
 Margaret S Estevez, *Port Tobacco, Md.*, 31 years
 John F Frederick Jr, *Riverdale, Md.*, 39 years
 Maureen M Haake, *Centreville, Va.*, 20 years
 Owens R Jackson Jr, *Lanham, Md.*, 7 years
 Richard A Jasper II, *Jefferson, Va.*, 23 years
 Richard D Jenkins, *Strasburg, Va.*, 34 years
 Joann M Johnson, *District Heights, Md.*, 20 years
 Wanda L King, *Winchester, Va.*, 30 years
 Joy L Knight, *Front Royal, Va.*, 30 years
 Sheila L Lawson, *Alexandria, Va.*, 33 years

Ida M McCord, *Hyattsville, Md.*, 8 years
 Bellamira Murillo, *Silver Spring, Md.*, 26 years
 Ronald M Nicholson, *Stafford, Va.*, 34 years
 Carolyn W Rikanek, *Washington, D.C.*, 8 years
 Mark E Roland, *Woodbridge, Va.*, 36 years
 Jeffery W Schrader, *Cullman, Ala.*, 30 years
 Queen E Thomas, *Ft. Washington, Md.*, 37 years
 Sandra Whitbeck, *Annandale, Va.*, 31 years
 Charles C Zinn, *Manassas, Va.*, 30 years

Shoppers

John R Ammerman, *Frederick, Md.*, 11 years
 Patricia A Buckler, *Hughesville, Md.*, 20 years
 Rose Chavis, *Temple Hills, Md.*, 32 years
 Elizabeth A Dodd, *Alexandria, Va.*, 20 years
 Vanessa G Glaspie, *Washington, D.C.*, 15 years
 Randy D Heavner, *Gerardstown, W.Va.*, 11 years
 Cecil M Hicks, *Temple Hills, Md.*, 23 years
 Arthur M Logan Jr, *Stafford, Va.*, 18 years
 Diana C Martin, *Rockville, Md.*, 21 years
 Hisae Y Preddy, *Manassas, Va.*, 16 years
 William F Shadle, *Keymar, Md.*, 28 years
 Edward R Short, *Arlington, Va.*, 11 years
 Stillman D Terry, *Stafford, Va.*, 6 years
 Pauline W Wolfgang, *Olney, Md.*, 25 years

Super Fresh

Matthew D Lemons, *Arlington, Va.*, 32 years

Treat Employees, Community Better

Continued from page 14

whether to empower themselves with collective bargaining that most other Ahold workers have," Mock said. "We call on Martin's to let their workers freely and fairly

decide what's best for them and their families."

Vigil participants pledged to support Martin's workers as they seek to determine their own futures and to increase pressure on Ahold to adopt the same policies and practices at Martin's that it has adopted at Giant-Landover and other Ahold banners.

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.

Making the Middle Class Grow Again



Nearly 100 years ago, Henry Ford had a novel idea—to pay his workers enough money that they could afford to buy the cars they made. This attitude of enlightened self-interest combined with the growth of organized labor in the 1930s so that by the 1950s, unprecedented numbers of Americans were joining the middle class. Wages and living standards were on the rise. Health care coverage and pensions were common. For the first time, factory and retail workers could own a home and live the American dream.

In the latter part of the 20th century, Sam Walton had a different idea—to pay his workers so little that his Walmart stores would be the only place they could afford to shop. This attitude of unfettered greed and Walmart's growth into America's largest employer combined with the erosion of union market share so that today, the middle class is shrinking out of existence. Wages are stagnating or declining and benefits are vanishing while corporate profits soar. The American dream is fading away for tens of millions.

Ford and Walton provide bookends for the rise and fall of the middle class. But this story does not have to end badly for working families and the labor movement that empowers them. We are not spectators to history—we are participants. We have the power to shape our destiny, even when it involves economic and political forces that seem far beyond our reach.

*▼ We have
the power
to shape our
destiny. ▼*

One place where we are called upon to exercise this power involves Walmart's plans to open four stores in Washington, DC. On the surface, it might seem we are powerless to stop the largest retailer in the world from doing whatever it wants. But look deeper and you'll find that Walmart has overreached and found itself in an unusually vulnerable position.

You see, Walmart's business model is based on constant growth. Either it keeps expanding or it goes the way of the dinosaurs. But it cannot grow in its traditional suburban and rural markets because it has completely saturated them. Walmart is also vulnerable

because revenues at stores open at least one year have declined for seven straight quarters.

So when Walmart says it's doing us a favor by providing cheap food in low-income neighborhoods, it's lying. Walmart wants to enter DC because large urban areas are the only place left for it to expand.

And here is where we can change Walmart. A wonderfully diverse coalition of Local 400 members and other workers, clergy, community activists, small business owners and concerned citizens has joined together to demand that Walmart respect DC by paying workers living wages and being a good neighbor—or stay out.

In addition, we must expand our market share as a union. We must beat back threats by extremists in governors' mansions and on Capitol Hill to completely destroy the labor movement, while working aggressively to empower workers to organize and gain access to the American dream once again, whether they work at Walmart, Martin's or anywhere else. That is how we get the middle class growing once again.

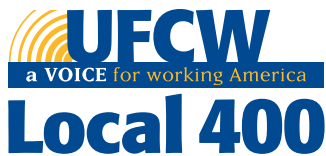
Mark P. Federici
Secretary-Treasurer

**United Food and Commercial
Workers Local 400**

4301 Garden City Drive
Landover, MD 20785



Change Service Requested



Nonprofit Org.
U.S. Postage
PAID
Hyattsville, MD
Permit No. 4084

BARGAINING UPDATE BY W. CHRISTIAN SAUTER

Annapolis City Police

80 employees; contract expires 6/30/2012;
Negotiations in progress (Wages & Health only)

Bestway

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

Bethesda Co-Op

20 employees; contract expires 4/30/2011;
Negotiations in progress

Boar's Head Jarratt

431 employees; contract expired 2/22/11;
Tentative agreement reached

Clinton Nursing & Rehabilitation

435 employees; contract expires 4/30/2011;
Negotiations in progress

Commodore

97 employees; contract expired 1/31/11;
Negotiations in progress

Dr. Pepper/7-UP

35 employees; contract expires 5/14/2011;
Negotiations in progress

Elizabeth Adam Crump Manor

89 employees; contract expired 5/2/10;
Ratified 3 year agreement

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

Management System Services

New Employer; Ratified 3 year agreement

Mayfair/Kilmarnock

32 employees; contract expired 12/5/10;
Ratified 3 year agreement

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 expired 12/21/10;
Ratified 1 year agreement

Syms Corporation

80 employees; expired 4/30/09;
Ratified 3 year agreement

Takoma Park Police

25 employees; contract expires 6/30/2011;
Negotiations in progress

Todd Enterprises

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