

# Local 400 UNION LEADER



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## United We Stand



**A**s we approach the critical 2012 bargaining with Giant and Safeway, we must remember the motto, “United we stand, divided we fall.” In fact, we should think of it on steroids—because that is what we will need to succeed.

Solidarity is so essential because we face an unprecedented array of challenges. Many are external, due to expanded competition from non-union chains such as Wegman’s, Harris Teeter, Target, Food Lion, Whole Foods and the 800-pound gorilla—Walmart—whose plans to open four stores in Washington, DC, present an especially grave threat. That’s why our Respect DC campaign is so important (visit [www.respectdc.org](http://www.respectdc.org)), because if Walmart signs an enforceable community benefits agreement guaranteeing its workers living wages and good benefits—or if it stays out—it would not put downward pressure on future retail grocery contracts.

At the same time, one major challenge is internal—Ahold’s inexplicable insistence on competing with itself by operating its Martin’s stores on a non-union

basis and denying employees their rights (visit [www.iholdcampaign.org](http://www.iholdcampaign.org)). Local 400 members stand united with Martin’s workers in demanding an end to this self-destructive strategy.

Other challenges loom. Like all pension funds throughout the private and public sectors, our FELRA pension plan faces funding issues, due largely to the aftermath of the 2008 stock market crash. Persistently high unemployment does not help. Neither does the political environment, with pro-big business, anti-worker union-busters controlling the U.S. House and many state governments.

I say this not to scare Local 400 members, but to make you aware of the reality we face—and to emphasize that we must start mobilizing now for what may be fierce battles to come.

That’s why I will be traveling around our jurisdiction for much of the rest of the year convening membership meetings to discuss the 2012 bargaining in more detail, answer questions, and encourage members to collectively mobilize now, and to collectively unite for the sake of our future

and that of the retail grocery industry.

We must stay united because management always tries to divide and conquer. They play favorites and use double-standards to pit one worker against another. They try to divide us by age, race, gender, part-time versus full-time, and meat versus grocery. Anything to get us sniping at each other rather than taking them on.

We cannot—and we will not—let them succeed. We must stand 50 or 100 members strong in every store. We must stand 20,000 members strong amongst Giant and Safeway workers. We must stand 40,000 members strong as Local 400. We must stand 1.4 million members strong as part of the UFCW. We must stand 12 million strong as part of the American labor movement.

This Solidarity is the only way Giant, Safeway and our other employers will recognize—in deeds as well as words—that Local 400 members are their greatest asset! It’s Local 400 members who provide quality service and build customer loyalty. It’s Local 400 members who work with the efficiency, professionalism and skill that keep their companies profitable!

We will stand together because united, there is nothing we cannot achieve!

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

**■ We must  
start mobilizing  
now. ■**

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COMMERCIAL WORKERS  
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**EDITOR**

Thomas P. McNutt

**ASSOCIATE EDITOR**

Mark P. Federici

**CHIEF PHOTOGRAPHER**

Bill Burke

**DESIGN AND LAYOUT**

Evans Design

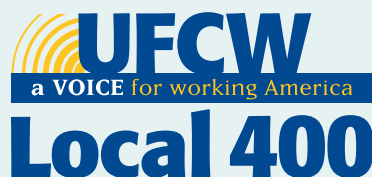
**EDITORIAL CONSULTANT**

Bruce Kozarsky

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# UNION LEADER

## Contents

JUNE/JULY/AUGUST 2011

### F E A T U R E S

- 4** **GOP Votes to End Medicare**  
House Passes Anti-Worker Budget
- 7** **Guest Column by Valerie Ervin**  
Applying Labor's Values to Politics and Governance
- 8** **CVS Pharmacists Organize and Grow**  
Membership Triples
- 23** **Walmart Told "Put It in Writing"**  
Coalition Demands Negotiations on Enforceable Community Benefits

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

- 12** **Interview with Member Activists**  
Waqas Ahmad, Shaquana Battle and Kayla Mock Fight for All Ahold Workers
- 14** **Ahold Shareholders Get Royal Treatment**  
Local 400 Members Confront Management on Corporate Hypocrisy
- 16** **Stewards Commit to Solidarity**  
Mobilize for 2012 Giant-Safeway Bargaining

### A L S O I N S I D E

- 10** **Faces of Local 400**
- 20** **Stewards Spotlight**
- 28** **Financial Report**
- 28** **All in the Family**
- 30** **Local 400 Retirees**

# Republicans Vote to End Medicare

*Threaten to Hold Government Hostage to Extremist Demands*

House Republicans voted to approve a budget authored by Rep. Paul Ryan (R-Wis.) that would end Medicare as we know it, replacing guaranteed benefits for everyone over age 65 with a limited voucher that could be applied toward the purchase of private insurance, making health care unaffordable for many future senior citizens. The budget also slashes funding for programs benefiting working families and the poor, while cutting taxes for the rich and corporations.

"This is a budget that shifts massive amounts of wealth from the middle class to millionaires while rolling back the clock 100 years or more when it comes to government's role in providing security and equal opportunity for our citizens," said Local 400 President Tom McNutt.

"Turning Medicare into a voucher program doesn't cut costs—it shifts them onto the backs of senior citizens," McNutt said. "Many won't be able to afford their premiums or find private insurers willing to cover them, which is a big reason Medicare was created in the first place. It's a radical recipe for cruelty and suffering."

"Above all, the Ryan budget is a fraud," McNutt charged. "It barely makes a dent in the debt because it cuts taxes for the rich by nearly the same amount it cuts spending, and it doesn't reduce spending on defense or massive government subsidies to Big Oil and agribusiness. The fact that every single House Republican but four voted for this monstrosity tells the American people exactly whose side they're on—that of big business and the ultra-rich."

Lowlights of the Ryan budget, which passed the House on April 15th by a 235 to 193 vote (with all Democrats voting no), include:

- Ending Medicare by turning it into a voucher program, which would require seniors to pay nearly \$6,400 more a year out of pocket. The voucher amount would be indexed to the standard inflation rate, even though health care costs rise much faster, and anyone who could not afford to pay health insurance premiums would be on their own.
- Turning Medicaid into a block grant and cutting funding by 1.4 trillion over the next 10 years, which would cause tremendous hardship and a loss of coverage for tens of millions of senior citizens in nursing homes, people with disabilities, working parents and children.
- Taking approximately two-thirds of its budget cuts from programs benefiting working families and other people of modest means—this includes a 20 percent reduction in food stamps, and even larger cuts to education, transportation, clean energy and Pell Grants, denying many of our youth an opportunity to attend college.
- Exempting defense spending and corporate giveaways from budget cuts.
- Increasing the number of uninsured Americans by at least 34 million by repealing the Affordable Care Act, with many more likely to join their ranks due to the Medicare and Medicaid cuts.
- Cutting taxes—mostly for corporations and the wealthy—by \$4.2 trillion over the next 10 years; with \$4.3 trillion in spending cuts, the plan would lower the deficit by only \$155

billion, according to the Center on Budget & Policy Priorities. Meanwhile, the national debt would increase by at least \$14 trillion over the next two decades.

By contrast, the budget plan offered by President Obama would reduce the deficit by \$4 trillion over the next 10 years

through a balanced approach, mixing tax increases on the wealthy and cuts in defense and domestic spending.

Yet even that pales in comparison to the

"People's Budget" offered by the Congressional Progressive Caucus. This plan achieves the greatest deficit reduction—balancing the budget by 2021—without imposing hardships on working families by allowing the Bush tax cuts to expire, lifting the cap on Social Security taxes and cutting defense spending.

"It boggles the mind that Congress is focusing all of its energies on cutting investments in working families at a time when unemployment is at record highs and incomes are stagnating or declining for most Americans," McNutt said. "Why aren't the people who were elected last fall by asking 'where are the jobs' doing anything to actually create them? Why are they instead fulfilling the greedy demands of their corporate benefactors by trying to destroy government's ability to help working people?"

"With so much at stake, I encourage our members to write to their representatives and senators, demand they support the People's Budget rather than Ryan's Corporate Budget, and insist that they start acting to raise our economic standing," McNutt said.

**"The Ryan budget  
is a fraud."**

— Local 400 President  
Tom McNutt



# Maryland General Assembly Puts Public Health First

*Mixed Session Ends on Positive Note*

The Maryland General Assembly completed its 2011 legislative session by enacting a bill strongly backed by Local 400 that makes needed new investments in programs for people with developmental disabilities, the mentally ill, and those needing drug and alcohol rehabilitation by bringing the state's alcohol sales tax to the same level as the District of Columbia's.

This breakthrough, spearheaded by Local 400's ally, the Maryland Health Care For All! Coalition, ended a mixed session on a positive note. On the plus side, the General Assembly blocked a misguided bill that would have threatened the jobs of Local 400 members working at Omega Protein by closing Maryland's marketplace to all Omega 3 products that contain fish oil from menhaden. On the negative side, the legislature failed to act on the Combined Reporting bill that would have closed gaping corporate loopholes used by companies like Walmart to evade their fair



share of taxes. Members of the Assembly also failed to raise the state minimum wage.

"This was a courageous, historic vote that will literally save lives while support-

ing the health of many Marylanders with unmet needs," said Local 400 President Tom McNutt. "We congratulate those Maryland state senators and delegates who acted to put the public health of Marylanders first, showing that it is possible to increase investments in people's well-being even during fiscally challenging times.

"At the same time, we are disappointed that the General Assembly did not accomplish more in improving the lives of working families," McNutt said. "We need Combined Reporting to hold corporations accountable and fund schools, police, firefighters and other vital public services, and many workers need a minimum wage that lifts them out of poverty.

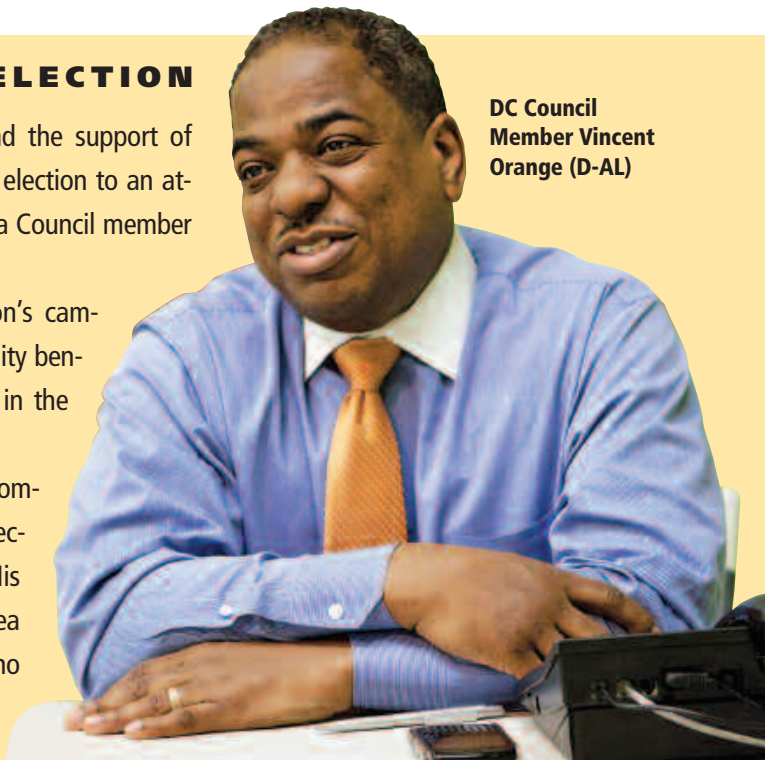
"What this means is that our Maryland members must hold our state delegates' and senators' feet to the fire and build public support for action in next year's legislative session," McNutt said.

## ORANGE WINS DC SPECIAL ELECTION

Running with the recommendation of Local 400 and the support of member activists, Vincent Orange recently won a special election to an at-large seat on the DC City Council. Orange had served as a Council member from Ward 5 from 1999 to 2007.

Orange pledged to support the Respect DC Coalition's campaign to require Walmart to sign an enforceable community benefits agreement before it can open four planned stores in the District of Columbia.

"Vincent Orange ran on a platform of raising the economic standing of DC's working families and he earned our recommendation," said Local 400 President Tom McNutt. "His victory and those of other allies last fall in the DC area show the power our members have to elect officials who are on our side."



**DC Council  
Member Vincent  
Orange (D-AL)**

# Workers Turning the Tables In Ohio, Wisconsin

Union-busting doesn't pay. That's the message being sent by Local 400 members and other workers in Ohio and Wisconsin as they turn the tables on extremist governors and their allies who voted to deny state employees collective bargaining rights.

In Ohio, Local 400 and UFCW members from other Local Unions are working with the We Are Ohio coalition collecting signatures for a citizens' veto of SB5, the unfair attack on employee rights and worker safety enacted by the state legislature and signed by Gov. John Kasich (R) earlier this year. More than 10,000 Ohioans have stepped forward to circulate petitions. In the first month alone, they gathered 214,399 signatures, putting them easily on track to gain the 231,149 valid signatures needed. If they succeed and the referendum is filed, the law will not go into effect unless Ohioans vote to allow the bill to become law.

A May Quinnipiac poll showed that 54 percent of registered voters support repeal of the anti-worker law, while only 36 percent want to have it take effect. In addition, a May PPP poll revealed that if last fall's gubernatorial election was held today, Kasich would lose in a landslide to the previous governor, Ted Strickland (D), by a stunning 59 percent to 34 percent margin.

"John Kasich, Scott Walker in Wisconsin and their minions in the state legislatures have badly overreached in their efforts to remove any counterbalance to big business in their states," said Local 400 President Tom McNutt. "They are learning the hard way that you take on working families at your own peril. We will send a message across the nation that a resurgent labor movement is fighting back harder than ever, and at the end of the day, the needs of working families will prevail over unfettered corporate greed."

In Wisconsin, workers have succeeded in putting recall elections on the ballot aimed at removing six state senators who voted for Gov. Scott Walker's (R) bill also repealing state employees' collective bargaining rights.

Like Ohio, polling shows Wisconsin voters have serious

buyers' remorse. The governor has an approval rating of just 43 percent with 54 percent disapproving of his job, according to a May PPP poll. It also showed a slim majority supporting a recall of Walker himself, a move that may take place next year. In addition, if the November 2010 governor's race was held today, Walker would lose by a 50 percent to 43 percent vote.

Of special significance for the recall elections, the poll found that 50 percent of Wisconsin voters want Democrats to retake control of the state Senate, while 42 percent want the Republicans to keep their majority.

"Wisconsin voters don't want the billionaire Koch brothers and their cronies imposing their radical anti-worker policies on the state through their hand-picked governor," McNutt said. "They believe that all workers should have the right to collective bargaining and that state government shouldn't be throwing tax giveaways at the rich and big business while balancing the budget on the backs of the middle class, the poor, senior citizens and children. They simply want a government as decent and respectful of others as the people of Wisconsin. They'll help get it if they vote to recall the state Senate's anti-worker six."

"The one thing Walker has been successful at is galvanizing and uniting the labor movement and all working families to stand up for their rights, their living standards and their futures against the forces of greed," McNutt said. "This should serve as a cautionary tale for every anti-worker politician who got elected to do the bidding of their corporate benefactors, rather than the people they are supposed to represent."

In a desperate effort to stay in power in the state Senate, Wisconsin Republicans have stooped to dirty tricks, placing "fake Democrats" on the ballot in order to force Democratic primaries and delay the general recall elections from July 12th to August 9th. In addition, they forced recall votes against three Democrats who opposed Walker's brazen power grab—these elections are scheduled to be held July 19th. If there are primaries, the general elections would be held August 16th.

*"A resurgent  
labor movement is  
fighting back  
harder than ever."*

— Local 400 President  
Tom McNutt

# Applying Labor's Values to Politics and Governance

Guest Column by Montgomery County Council President Valerie Ervin

I believe a lifetime of service in the labor movement is the best preparation possible for a career as an elected official and policy maker, because it grounds you in the realities of daily life for working families, in the firsthand knowledge of the struggles they face, and in the values of justice, equity and the dignity of work.



I was born into this life and into the UFCW. My mother was a shop steward and well-known activist in the Retail Clerks International Association (UFCW's predecessor)—and I became a member of Local 1564 in Albuquerque, N.M., as a junior in high school when I went to work for Safeway.

I was raised knowing our union was a godsend because it meant good wages, health insurance and a secure retirement. Indeed, my mother retired from Safeway with a pension. Our dinner table conversations centered around labor issues, the Civil Rights Movement and the Vietnam war. My father fought there and in Korea during a 28-year career as a serviceman. I learned about discipline and service from both my parents. They have always been my role models.

In 1984, after 10 years at Safeway, I was hired by UFCW Local 1564 as a business agent. I traveled around New Mexico by car and began a long career centered around organizing workers and political activism. These years of on-the-ground, door-to-door, face-to-face work are the best experiences I've ever had on the job and these memories inform my work today on the Montgomery County Council.

In 1987, I came to Washington to work with UFCW International Vice President Pat Scarcelli as assistant director of the Women's Affairs Department. Two years later, I was called to the South to work on organizing campaigns at catfish and poultry processing plants and nursing homes. This was a life-changing experience. The women I met—who worked for low wages under

unsafe conditions for employers who treated them like dirt—became the basis of my work not only organizing, but also teaching and training new organizers. In fact, I soon became one of the Organizing Institute's first Teaching Fellows, traveling across the country for one year training organizers on campaigns at steel smelters, textile plants, hospitals, and grocery stores.

I later organized tuna cannery workers in American Samoa for the Teamsters and then moved back to the Washington, DC, area to teach at the George Meany Center for Labor Studies and the National Labor College, where I also served as dean of students.

During this time, I became very involved in the Montgomery County PTA, focusing on issues of equity for students of color whom I believed were being "tracked" out of high level AP and Honors Courses. This grassroots-based activism led me to become chief of staff to Montgomery County Councilmember George Leventhal in 2003 and then to run for the Board of Education in 2004.

I won that election and served for two years before running for a Montgomery County Council seat in 2006. The field was crowded but I was not deterred. I used all of my experiences as a union organizer to put together one of the best field campaigns in the county which was run by two young high school students. I won handily and was re-elected last November. In January, my colleagues elected me to a one-year term as Council president.

Facing the most challenging budget situation in memory and forced to make many difficult choices, I am pleased that we were able to hammer out a comprehensive \$4.4 billion operating budget and to pass it unanimously. Throughout this process—and on all issues affecting the county's working families—I continue to work closely with my friends in the labor movement, especially MCGEO Local 1994, and UFCW Local 400.

These are tough times, but with my experiences as a UFCW member, former organizer and life-long activist as a guidepost, I continue to fight for the well-being of all Montgomery County's working families in my service on the Council.



# CVS Pharmacists Organize and Grow

Facing growing pressure to hit financial targets and working conditions that need improvement, CVS pharmacists in the Washington, DC, area have tripled their membership in Local 400 in recent months.

Their goal is to create an environment where they can do their jobs to the best of their abilities, to be treated as the professionals they are, and to ensure that customer service and patient safety always come first.

“Working people at all levels are finding themselves continually squeezed by corporate demands for higher and higher profits,” said Local 400 President Tom McNutt. “That’s certainly true of our pharmacists. But they are also recognizing that by getting involved with their union, they gain the power to have a stronger voice, to increase their security, to impact policies that affect their jobs, and to gain a better life, both professionally and personally.”

“As we look toward the next round of bargaining in the summer of 2012, the more pharmacists who are

members and the more active they are, the better the contract we’ll be able to negotiate,” McNutt said.

Many CVS pharmacists report declining job satisfaction. Their responsibilities are increasing but they are not getting the support they need to be able to fulfill them. They have more

paperwork to fill out and new tasks, like calling patients one by one. At the same time, they have to meet sales and revenue goals. They are feeling stretched thin and stressed to the point where it can compromise their accuracy. They also feel treated more as assembly line workers than public health professionals.

Emanuel Njoku, a Local 400 member and 18-year CVS pharmacist who currently works at store #0452 in Greenbelt, is one of many member activists working to sign up their co-

workers. “I think in the past, people thought the union is some person who goes to CVS and makes decisions for us,” he said. “Now, we understand that our union is us. We are our union.”

“When I talk with other pharmacists, I tell them, ‘If you’re not part of our union, you’re leaving it up to others to determine your pay, your support staff, and other things that pertain to your work and livelihood,’” Njoku explained. “So I ask them, ‘Would you rather have someone else make these decisions for you or do you want to have a voice and be a part of the decision-making process? Don’t you want fair pay across the board, better working conditions and representation in case you’re not treated fairly?’

“They always respond, ‘Yes! Where do I sign?’

“I love being a pharmacist and I love CVS,” Njoku continued. “I remind my colleagues of that and emphasize that joining our union is about working together with CVS to ensure that our working conditions are good and that we are able to take care of our patients to the best of our ability.

“I’m excited that our union is revitalized,” he said.

Planning meetings are being held for CVS pharmacists to prepare for upcoming bargaining and to ensure that their concerns will be addressed. The current contract expires in July 2012.

*“By getting involved with their union, pharmacists gain the power to have a stronger voice, to increase their security, to impact policies that affect their jobs, and to gain a better life.”*

— Local 400 President Tom McNutt

**Local 400 member and CVS pharmacist Emanuel Njoku**





# Teamsters Ratify Contract With Giant

*Supported By Solidarity with Local 400*

Following months of contentious and difficult bargaining, Teamsters Locals 639 and 730 recently ratified new contracts with Giant.

These negotiations foreshadowed what may await Local 400 in its bargaining with Giant next year, reflecting the increasingly greed-driven, anti-union attitude of the chain's owner, Royal Ahold NV (see page 14). At the same time, the Teamsters' battle involved unprecedented labor Solidarity within their union and with Local 400. This unity and member activism—with Local 400 members joining Teamster rallies and helping with leafleting at Giant stores—took management by surprise and was a factor empowering the Teamsters to gain good agreements.

"We stand with the Teamsters and the Teamsters stand with the UFCW," said Local 400 President Tom McNutt. "Ahold is trying to exploit its workers by shifting more and more of its business to non-union entities. Solidarity is our most powerful weapon in stopping this corporate greed run amuck. I am proud that we were able to help the Teamsters win at the bargaining table and I know they're going to be right there with us next year."

Both Ritchie Brooks, president of Teamsters Local 730, and Phil Giles, vice president of Teamsters Local 639, thanked McNutt, Local 400 Secretary-Treasurer Mark Federici, and Local 400 members for their support.

"Giant knew that if they tried to take us on, we would stay together and that there would be one heck of a war," Giles said. "This is a new day and just as UFCW

supported us, we will support them in any way that we can. Local 400 members should know that Teamsters don't cross picket lines."

"Local 400 jumped right in with us from the beginning," Brooks said. "We caught Giant off guard, but they're going to be ready next year. Anything I can do for Local 400, I will."

Brooks noted that Giant gave the Teamsters a four-year contract rather than the usual five years out of fear that the company would have to negotiate with both the UFCW and the Teamsters in the same year—2016. "They told me they didn't want to deal with both of us together," he said.

The greatest roadblock was due to Giant's plan to outsource its warehouse operations, where Teamsters Local 730 members work, to a non-union facility. After a fierce fight, Giant relented and the Teamsters kept the majority of their warehouse work, with provisions enabling displaced members to be transferred to

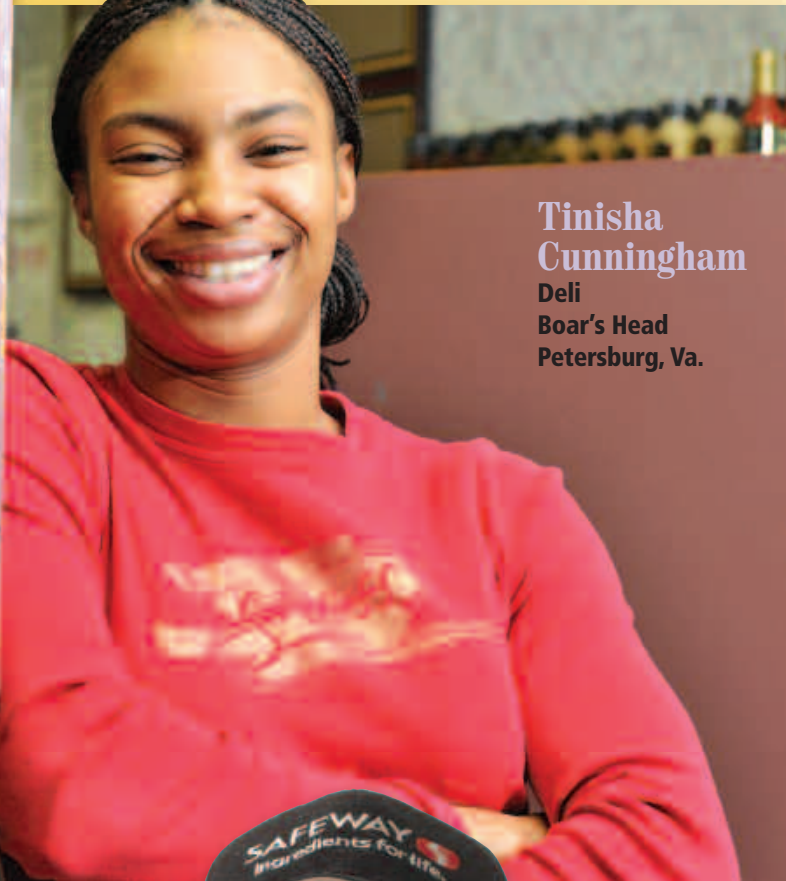
grocery operations or to gain the training and licensing to work as truck drivers. In addition, the Teamsters defeated efforts by Giant to get concessions in pension, health and welfare, and other areas. Overall, the contract includes raises, a \$50,000 buyout bonus payment for those eligible to retire, and a signing bonus.

Giant also made noises about outsourcing its trucking operations, where Teamsters Local 639 members work, but this did not emerge as a major issue because of provisions banning outsourcing that were negotiated in previous contracts. The Local 639 contract included a lump sum first year wage increase with hourly raises in the second, third and fourth years. Both Local 730 and Local 639 members approved their contracts with overwhelming majorities.

"The work we did supporting the Teamsters this year helped lay the groundwork for 2012," McNutt said. "We are one labor movement, indivisible, and that puts us in a position of maximum strength."

**Teamsters Local 730 President Ritchie Brooks (left) thanks Local 400 President Tom McNutt for supporting their recent bargaining battle with Giant at a Local 400 stewards seminar, and pledges his support for Local 400 in its 2012 negotiations with the company.**





**Tinisha  
Cunningham**  
Deli  
Boar's Head  
Petersburg, Va.



# FACES OF *Local 400*



**Noreen Forrest**  
Head Cashier  
Shoppers #2366  
College Park, Md.

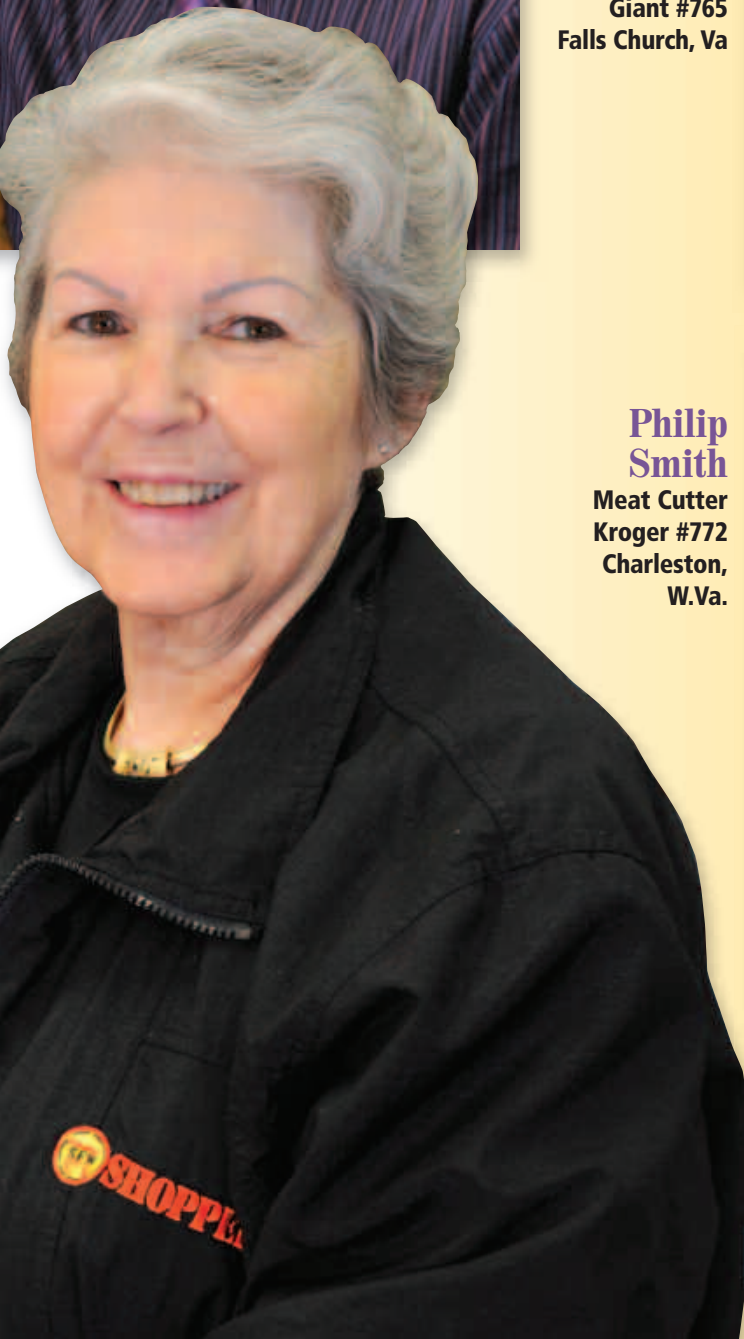
**Marvin Wright**  
Dairy  
Safeway #1715  
Rockville, Md.







**Mez bha  
Uddin**  
Sales Associate  
Macy's  
Bethesda, Md.



**Helen  
Hunyady**  
Meat  
Department  
Giant #765  
Falls Church, Va



**Philip  
Smith**  
Meat Cutter  
Kroger #772  
Charleston,  
W.Va.

# Fighting for the Rights

*An Interview with Member Activists Waqas Ahmad, Shaquana Battle and Kayla Mock*

Kayla Mock and Waqas Ahmad are longtime Local 400 members and shop stewards who have worked at Giant-Landover stores in Northern Virginia for more than a decade. Shaquana Battle, age 19, works for a Martin's store in Richmond. While different in background and personality, all three have much in common: They work for Royal Ahold NV, they believe that all Ahold workers should have the same rights, they have the courage to speak the truth to powerful corporate executives, and they are devoting countless hours to help Martin's workers empower themselves through Local 400 representation.

Perhaps most important, they are model member activists working together in Solidarity with great courage and spirit to help their union grow and improve the lives of all members.

The Union Leader recently interviewed Kayla, Shaquana and Waqas about their devotion to the union cause, their organizing experiences, and their recent trip to Amsterdam to speak out at the Ahold shareholders' meeting and about company's mistreatment of Martin's workers.

**Q.** *Waqas and Kayla, what drew you to union activism?*

**Waqas Ahmad:** I like helping people, especially those who come from different countries. [A native of Pakistan, he came to the U.S. in 1998.] Management often tries to take advantage of people like us and I like to step in and help. That led to my becoming a shop steward and then I volunteered for political and organizing activities—phone banks, knocking on doors, supporting the Smithfield workers, and now, being a member organizer at Martin's.

**Kayla Mock:** Not long after I started working at Giant, they moved me from deli to HBC and then back to deli. When I was switched back, I never got the raise they promised me. I had to fight for a year to get it, but when I went to my union, I not only got the money that was due—I got back pay, too. Seeing first-

hand the power of our union to solve our problems, I became a shop steward, telling my co-workers about their rights and options, and helping to bring our store to over 80 percent membership before joining the Martin's campaign.

**Q.** *Shaquana, what made you decide to become a leader in the fight to gain Local 400 representation?*

**Shaquana Battle:** I started at Ukrop's in August 2008 and worked part-time while I was in high school. I liked working there—they treated me with respect and were flexible with my

hours, so I could cut back before final exams when I needed extra studying time. But when Ahold bought Ukrop's last year, lots of things changed. Everyone was so afraid of losing our jobs that the new managers figured they could do just about anything. They'd make us work six straight hours without a break. For many of us, they cut our hours so low, we started losing benefits—it took a long time to fix this. The stores stopped supporting the community—no more Girl Scouts, no SPCA, no Salvation Army. Plus, Ukrop's used to run this great scholarship program, but that's gone, too.

I have a friend from high school who works at Kroger and she explained to me what Local 400 does. So I talked with Local 400 reps and then started talking with my co-workers about why we need a union. Once the company found

out, they held an anti-union meeting and made all of us attend. Well, that pissed me off—how dare you tell me what's in my best interests! You're not even going to let us have a choice. After I met Kayla, they sent out a letter saying don't talk to her or anyone else from Local 400 because they don't work for Giant. That was a lie.

**Q.** *How do Martin's workers respond when you talk with them about joining Local 400?*

**Kayla:** It's been tough because the company is scaring people about the union. Like Shaquana said, they lie about a lot of things. But the response we've had among workers who have stepped up has been amazing.

**Shaquana:** It's true—a lot of people are scared. They're afraid the company will fire or relocate them if they join our union, even though that kind of retaliation is illegal. But I just tell them,



**Local 400 member activist Waqas Ahmad**



# of All Ahold Workers

"don't allow the company to intimidate you. Fight for what you believe in. You know, I'm young, I'm just 19 and if I'm not scared, you shouldn't be either."

**Waqas:** Some people have been brainwashed by the company not to talk to us. But they want change. And more folks are realizing our union's the only way to get it.

**Q.** *How do you think management's campaign of fear can be overcome?*

**Kayla:** It all comes down to money. Ahold's most profitable American stores are Giant-Landover and Stop and Shop in New England—both union. But Martin's is losing money. Ukrop's customers are abandoning Martin's because customer service isn't what it was, and that's because of how management treats workers. Eventually, Ahold's got to realize it's hurting itself.

**Waqas:** Change will come but it will take time. Everything important in life takes time. One day, we will win.

**Q.** *When you traveled to Amsterdam to meet with other Ahold union members and speak at the shareholders' meeting, what was that experience like?*

**Waqas:** It's a different world over there. I was talking with a shop steward who works at an Ahold store in the Netherlands. He told me how when they went on strike last December, the police called him. Not to harass him, but to ask if everything was OK and if they could give him some help. Because everyone over there, it seems, is part of the labor movement. And they won their fight. He was telling me that they can go anywhere and organize anywhere—not like in Virginia, where Ahold called the police on Kayla and me to kick us out of the store. Another thing, too—the cashiers there all have chairs. They don't have to stand.

**Shaquana:** It was the best experience I've ever had. I had never been out of the country before. But I was traveling thousands of miles to make my life better and to make things change at Martin's. I had the chance to meet other workers, people in the Netherlands who actually care about me in Richmond, Virginia. It was so amazing.

**Kayla:** It was an honor to go there. It was an incredible opportunity to make connections with the FNV Bondgenoten union

and the Ahold workers they represent in the Netherlands. And to do the same with the Teamsters and the Immokalee Workers who joined us from the U.S. Together, we showed that the company doesn't just have a problem—it's facing an epidemic of bad behavior.

**Q.** *What was the shareholders' meeting like?*

**Waqas:** I stood up, and explained who I am and how long I've worked for Giant. Then I said, "For the past couple of months I have been working in Richmond, Virginia, talking to Ahold workers who work at Martin's. I don't understand why workers who work for the same company as me cannot choose to be a part of

my union. How can workers who live less than 100 miles away be treated so differently? ... Not so long ago, I went inside a Martin's grocery store to talk to my brothers and sisters about our union. After less than ten minutes, store management quickly got the OK to call the police to kick me out of the store. This OK came from Ahold. I don't understand why Ahold is doing this. Seventy-thousand Ahold workers in the United States have a right to make a choice about the union. Why can't workers have that choice in Richmond? Why are workers in the United States still being subjected to management scare tactics and harassment because they want to make their lives better? ... Why can't they be allowed to plan a better future for their families?"

In response, all they did was mumble and then say there wasn't enough time to discuss this. So that was frustrating. But it felt really good, because I spoke the truth and lots of people heard.

**Shaquana:** When I stood up to speak, I didn't feel nervous, I felt powerful. I felt like, I work for this company and I'm here to tell you what goes on. But they basically rejected everything I said to them. They showed they didn't care. They didn't really listen, and I know they're not going to act on it. But the pride of telling them how I feel was great.

**Kayla:** For me, it was really frustrating because they wouldn't let me speak. My whole family works for Giant—my mom, who's been there for 29 years, and my aunt and uncle. The CEO had just given a speech about how valuable his employees are, but then when I went up to talk, they had no regard for us. But

*(Continued on page 19)*



Local 400 member activist Kayla Mock

# Ahold Shareholders Get Royal T

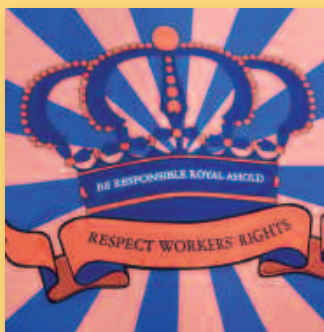
*CEO Confronted with Evidence of Corporate Hypocrisy*

*Global Union Mobilization at Shareholders' Meeting*

Members of UFCW Local 400, the Teamsters and various international unions representing Royal Ahold workers rolled out the red carpet for those attending the company's annual shareholders meeting April 21st in Amsterdam to make them aware of how management is violating Ahold's royal charter by mistreating many of its American workers.

The "royal" designation in the Netherlands is only given by the queen to Dutch companies that adhere to high standards, including upholding their workers' rights. In addition, Ahold has publicly and forcefully committed to abide by international labor standards across all its operations. While this is true of Ahold's Giant-Landover stores where Local 400 members work, it is not the case at Ahold's Martin's stores in Richmond, Va.

To contrast Ahold's royal ideals with its hypocritical actions in Richmond, workers handed out goodie bags to shareholders as they entered the meeting complete with a golden crown and a flier that



read, "Be Responsible Royal Ahold, Respect Workers' Rights." Then, two Royal Stewards escorted the shareholders into the meeting.

## Speaking Out

Once inside, three Ahold workers from Virginia tried to share their stories and experiences, making it clear to shareholders and management that Martin's employees are treated unfairly. They demanded that management stop retaliating against workers for trying to exercise the very same right to collective bargaining that Ahold grants to other employees in the U.S. and Europe.

Shaquana Battle, who works at a

Richmond Martin's, asked a question about Ahold's "royal pledge" to its employees that all workers are able to form and join a trade union of their own choice without fear of intimidation.

"Union organizers are not allowed inside the stores to help us to organize a union," Battle told Ahold's chairman and CEO. "Being that it's in the pledge of the company that you not interfere, I was wondering why, in my company, are they having anti-union meetings?"

Ahold's response tip-toed around her question, claiming they "couldn't quite follow her question clearly," but offered a vague explanation. According to the chairman, the company will not prevent the employees from seeking representation in accordance with their rights under the applicable law of the state and the nation. He said it is not the company's policy to interfere in the application of those laws.

Yet at Battle's workplace, management has been holding mandatory anti-union meetings and handing out anti-union literature to workers, instilling fear.

Local 400 member Waqas Ahmad, a 13-year Ahold employee who works at Giant #795 also spoke out. "Why are workers in the United States still subject to the management scare tactics and harassment, because they just want to make their lives better?" he asked.

Ahmad and fellow Local 400 member Kayla Mock, who has worked at Giant #779 for 12 years, have been in Richmond talking with Martin's



From left to right, Kayla Mock, Shaquana Battle and Waqas Ahmad are joined by two Royal Stewards to give Ahold shareholders the royal treatment in Amsterdam. Photo by Christina Hajagos-Clausen.



# mistreatment by Local 400 Members

workers and educating them about the benefits of having a union. Ahmad and Mock were escorted out of a Martin's by police after the store manager got the OK from the Ahold Corporation to do so.

Again, the Ahold panel avoided giving Ahmad's pressing question the answer it deserved. They also prevented Mock from asking her question.

"The chairman and CEO gave a beautiful presentation about how workers are an integral part of their business plan and that they are going to support their frontline employees," Mock said. "I thought, 'I've been there 12 years, I'm a worker, maybe he'll give me an opportunity to speak. But when I got up to speak, they interrupted me and told me I had no right to do so.

"I was going to demand an explanation of why Martin's employees are being denied a free and fair choice about whether to be represented by a union and why management is wasting shareholders' money by implementing anti-union tactics in their stores and in their business design," Mock said. "Why is Ahold so scared about employees coming together to have their voices and concerns respected and recognized?

"The CEO could shut me up in his meeting," Mock said, "but he's not going to shut me up in Virginia."

## Management Rattled

By all accounts, management was rattled by workers boldly asking questions they didn't want raised. In addition, many shareholders were angered to see Ahold try to silence its own employees at the meeting and to learn about how Ahold treats its Martin's workers.

"I couldn't be more proud of Kayla Mock, Waqas Ahmad and Shaquana Battle," said Local 400 President Tom

McNutt. "In a difficult, challenging setting in a foreign country, they spoke the truth. They sent a message to Ahold management that if it wants to be a royal company, it better start living up to royal standards. That means everywhere—not just in the Netherlands and not just at Giant-Landover.

"This was a brilliantly creative way to educate shareholders," McNutt said, "and it also strengthened our global Solidarity with other unions that represent Ahold workers. In particular, I want to thank our Dutch counterpart, FNV Bondgenoten, which was enormously helpful at the shareholders meeting, as it has been throughout our battles with Ahold. Every single one of us knows that an injury to one is an injury to all and we are acting on this core belief."

Local 400 members weren't the only workers challenging management. A representative from the International Brotherhood of Teamsters shared his members' outrage about Ahold's plans to shut down the Giant distribution center in Jessup, Md., as part of a switch to a nearby non-union facility, costing more than 450 people their jobs.

In addition, representatives of the Coalition of Immokalee Workers, representing Florida farm laborers who are part of Ahold's supply chain, told shareholders that if the company paid just one penny more per pound of tomatoes, they would have the opportunity to make significant improvements in working conditions and wages.

## Profitability at Risk

Shortly before the shareholders' meeting, the UFCW International Union issued a report, "Ahold at the Crossroads," making the case that the company's mistreatment of American

workers threatens its profitability and growth potential.

The report details the positive labor-management partnership between Ahold and the UFCW, illustrating the many ways in which UFCW members have contributed to the success of Ahold's Giant-Landover and Stop & Shop banners.

However, Ahold management is risking its success in the U.S. by pursuing an anti-union agenda at Martin's that violates its own pledges, breaches international labor standards, and contradicts its practices elsewhere, the report charges. This is risking profitability by warping the supply chain, hampering service levels, harming brand reputation, and reducing customer loyalty.

The report urges Ahold's stakeholders, including investors, to tell management to reduce these risks by recommitting to the company's corporate responsibility principles and by applying them consistently to all its employees, including those at Martin's.

## Angry Shareholders

For shareholders, the UFCW report combined with their experiences at the meeting to raise serious concerns about the direction management is taking in the U.S.

"One important result of these efforts is that a number of Ahold's large institutional shareholders which represent workers' pension funds were dismayed at the company's hypocrisy," McNutt said. "It's important that management feel the pressure not only from their workers and unions, but from their ultimate bosses—the people and institutions that own Ahold stock."

Kris Douma of MN Services, which represents 20 pension funds, told the

*(Continued on page 24)*

# Giant, Safeway Stewards To Solidarity, Member Em

## *Mobilize for 2012 Bargaining*

Joining together to prepare for what will likely be a contentious, challenging round of bargaining with Giant and Safeway next year, 330 stewards gathered recently for discussions on upcoming negotiations. Stewards were also provided activist training to assist in mobilizing members to join together in Solidarity.

After engaging in strategic planning, receiving leadership training, and hearing presentations on the state of the grocery industry, national political and economic developments, UFCW organizing, pension funding and other key issues, stewards emerged from the meeting energized for the battles ahead.

"We've got to stand together as one," Local 400 President Tom McNutt told the stewards, "because we're up against greedy, amoral multinational corporations that care about nothing other than their bottom line, and we're up against anti-worker global economic and domestic political forces.

"That might sound intimidating, but we can do it," McNutt said. "Because there is strength in numbers and power in our collective will.

"We're looking for you to engage our members one on one, to hold meetings among all your sisters and brothers at your store, and to fully participate in all union-wide events, too," McNutt explained. "Talk to our members, listen to them, engage them, motivate them, energize them, activate them. Help them understand how we're all in this together, and how much of a profound difference in their lives they will make by playing an active role in this round of bargaining.

"For we are family," he said. "One big family. Just like family, we've got to have each other's backs. We've got to treat an attack on one like it's an attack on all. And we've got to always put our families first."

### **The Threat of Competition**

McNutt framed the challenges facing Local 400 members in the 2012 Giant and Safeway negotiations with a broad analysis



of the state of the grocery industry in the Washington, DC, area.

He noted that while Giant, Safeway and Shoppers remain the region's retail food leaders, their combined market share has declined from roughly 85 percent three decades ago to approximately 71 percent today. Last year, while these employers opened 15 new stores, the non-union competition—Harris Teeter, Wegman's, Whole Foods, Food Lion and Walmart—opened 46 new stores, three times as many.

The result has been felt directly in collective bargaining. "We've found wages, health benefits and other provisions altered significantly because our market share has slipped," McNutt said. "These competitive pressures will add to the difficulty of our upcoming negotiations."

### **Political Challenges**

The environment in which bargaining will be taking place was not helped by the success anti-worker extremists had taking control of the United States House and 21 state legislative chambers in last fall's elections.

"Working families are under attack politically," McNutt told stewards. "The party of the rich is doing everything in its power to eliminate all of the advances organized labor has fought for



# Commit powerment



institutionally and all of the things we've worked for through collective bargaining everywhere we have a contract.

"This anti-worker climate has been whipped up by the rich so they can maintain their economic standing at the expense of your economic standing," McNutt charged. "I cannot tell you how much political decisions make a difference in your life."

UFCW International Executive Vice President and Organizing Director Pat O'Neill gave a presentation about the central role the union is play-

ing in fighting attacks on collective bargaining rights underway in Ohio, Wisconsin and other states. "We are involved because we know if they succeed in ending bargaining for public employees, private sector unions like the UFCW are next," O'Neill said. "Plus it's the right thing to do."

O'Neill emphasized the importance of supporting the UFCW's Active Ballot Club (ABC) political action committee. "What's happening today shows how critical ABC participation is," O'Neill said, "and how what happens politically directly affects us. Fortunately, you understand this because Local 400 has always been a leader in ABC sign-up."

## Economic Troubles

Several speakers reviewed the anemic economic recovery and its impact on 2012 bargaining.

McNutt focused on how the crash of 2008 affected the FELRA Pension Fund, not to mention every pension fund in America and even some overseas. "We were pillaged by Wall Street greed," he said, "combined with the deregulation pursued by their puppets in elective office. It's no coincidence this happened under the Bush-Cheney administration. They came from the executive boards of major corporations and they



Local 400 President Tom McNutt discusses the upcoming bargaining with Safeway and Giant.

destroyed the economy by bringing their corporate attitudes to public office."

McNutt showed a chart revealing that pension fund assets took a nose dive in 2008 and have yet to recover. He and Local 27 President George Murphy have been trying to engage Giant and Safeway on this issue well in advance of next year's negotiations, but the companies have yet to respond. "This has my attention 24/7," he said.

"It's not my intent to scare you," McNutt explained. "You have the right to know this and the role it will play at the bargaining table. We're all stakeholders in the FELRA Pension Fund and we have to find a win-win scenario that protects our retirement security and at the same time allows our employers to remain competitive and grow."

Allison Porter, a former union organizer who serves as a consultant to Local 400, gave an overview of the bleak economic situation. She noted that while the official unemployment rate is above 9 percent, if you include people whose benefits have run out or are stuck in part-time jobs, it goes up to 16 percent. If you add in those who are so discouraged they've given up looking for work, it's 20 percent—one in five working-age adults.

She described how banks fueled the mortgage boom in order to make more money, but when the bubble popped, people lost their homes and Wall Street needed a bailout to prevent another Great Depression. The stock market crashed and credit dried up, so businesses cut back, and laid-off workers stopped buying products, driving the economy down further.

In 2010, Wall Street's bonuses were up 17 percent and the number of millionaires is up 16 percent even though unemployment is stubbornly high and wages for most workers are declining, Porter explained. Walmart's CEO made nearly \$20 million last year and Safeway's CEO received nearly \$11 million in total compensation in 2009. "Is that fair?" Porter asked. "Consider the sacrifices they've asked of you."

*(Continued on next page)*

Local 400 stewards, members and officials conclude the day by singing "Solidarity Forever."



## Member Empowerment

*Continued from page 17*

After this presentation, several Local 400 members told their own riveting stories about how the economy has affected their lives, with homes put at risk due to cutbacks in the number of hours worked and adult children forced to move back in with their parents.

### Ahold Campaign

Stewards heard a report on the campaign to pressure Giant owner Royal Ahold to stop operating on a non-union basis through its Martin's stores in Richmond.

"I couldn't be prouder of Local 400 for the leadership role it's playing on Ahold," O'Neill said. "When Giant comes to the bargaining table next year and complains about competition from Walmart, Harris Teeter and other chains, we're coming back at them with, 'you're competing against yourself with Martin's.' We're not going to stand for their hypocrisy."

Local 400 members and Giant workers Kayla Mock and Waqas Ahmad gave stewards a report on their trip to Amsterdam to attend the Ahold shareholders meeting (see page 14).

"Ahold's CEO gave a beautiful speech about how the company values its frontline workers and the success they bring," Mock said. "I thought, 'great, he'll love to hear from me as a frontline worker.' But when I stood up to ask a question, the chairman told me I had no right to speak.

"How dare this man shut me up," Mock said. "I earn this man his paycheck. He makes his living over my blood, my sweat and my tears. I thought, 'this is what it must feel like to work for

Martin's—silenced with no voice and no way to speak out.' When he tries to silence one of us, it's like he's trying to silence all of us."

Ahmad described telling the CEO about how Martin's called the police on him when he went into a store's breakroom to talk to his fellow Ahold employees about why they need union representation. "I felt good because I spoke the truth," he said. "We must stick together and tell Ahold, 'they can't tell us what to do.'"

Stewards and members were encouraged to join the iHold campaign, a coalition of Ahold workers in the U.S. and Europe, and grassroots supporters working to end the company's double standard and ensure that all workers are treated fairly. (See [www.iholdcampaign.org](http://www.iholdcampaign.org) for more information.)

### Commitment to Solidarity

The need for Solidarity both within Local 400 and externally with other unions and community allies was the overriding message of the day, echoed by speakers and stewards alike.

This included a presentation by Walmart workers who are trying to empower themselves by joining together in a new association, "Our Walmart," and, ultimately, through collective bargaining.

In addition, Teamsters Local 730 President Ritchie Brooks thanked Local 400 members for their support of his union's battle for a new contract with Giant and pledged his members' support for Local 400 in the 2012 negotiations.

The stewards seminar, held at the National Labor College, was the first in a series to ensure that Local 400 members working at Giant and Safeway are fully prepared, empowered and engaged as bargaining approaches to fight together for their economic standing, their jobs, their rights and their careers.



# Ahold Workers

Continued from page 13

the first thing I thought was, "You just did the stupidest thing you could have done because you fired me up. You got me even more angry and more dangerous."

**Q.** *Do you think this helped the cause of Martin's workers?*

**Shaquana:** Of course it helped. I can see it in our store. There are some people who wouldn't talk to me about our union before but who do now. And they were very supportive of my trip.

**Kayla:** Absolutely, this really bolstered our cause. This is an international company and so our fight has to be international as well. We gave our union a face and the Dutch people saw us. We got under the skin of the CEO and chairman. I think it's important to take it to their doorstep and that's what we did. We crashed their party!

**Waqas:** It was really clear how it helped. After the meeting, a shareholder came up and spoke to me. He told me, "You did a good job, you should have kicked them." We showed shareholders how Ahold tries to be nice in the Netherlands but acts like jerks in the USA.

**Shaquana:** A few weeks after I came back from Amsterdam, some people from the Dutch union came to Richmond and visited our store. I went around and introduced them to my co-workers and even the store managers. People said, "What is wrong with her? She's not scared, she still has her job, she still comes to work the same way." Some of them ask me why I'm for the union. I just tell them I

want the company to be a better place and I want someone who actually cares about us as workers to make the company better. Just like government, we need checks and balances. We can have a balance between the workers and the company.

**Q.** *What do you take away from your experiences on the front lines of member activism?*

**Kayla:** This is about power and it's about respect. Without middle class retail workers realizing they're the backbones of their companies, management keeps all the power. They can do whatever they want. And that's not right. Just because you work for a retail company, you still have the right to a comfortable life. I earn the CEO his paycheck by going to work and breaking my back. Without our union, it would be easy for him to push me under the rug. As an active union, we remind the company that we do the work for you and we should be able to have comfortable lives just like you.

**Shaquana:** That's right—the company does not care and they will try to take everything they can from you. People want to be treated better, but only you can make that change. We've got to be the ones to work together to make change happen.

**Waqas:** I'm glad we're doing what we're doing in Richmond right now because if we don't, Ahold will try to do the same to us in Northern Virginia. It's really important, because

when we have one union in Richmond and Northern Virginia, we'll have one really strong voice and better contracts.

The other thing I'd say is our union is only as strong as we are active. That's why I'm an activist. And that's why all our members should be active and involved, too.



Martin's worker and union activist Shaquana Battle

## UFCW MEMBERS STAND WITH WALMART ASSOCIATES CALLING FOR RESPECT

Walmart associates from across the country are coming together to form the Organization United for Respect at Walmart (OUR Walmart), a new associate-only organization. UFCW member organizers on the Making Change at Walmart campaign have been working hard for months to help associates get this organization started.

No single employer in America has a larger impact on the workforce than Walmart. It has repeatedly lowered the bar for wages and conditions of working people. Because of

Walmart's influence, UFCW members' destinies—and the destinies of all working people—are intertwined with associates who are standing up for change. Members in every state are enthusiastically supporting these associates who are working to raise standards and improve conditions at Walmart.

Do you stand with Walmart associates? Sign a petition to show your support at [www.makingchangeatwalmart.org](http://www.makingchangeatwalmart.org).

# STEWARDS Spotlight

## Jennifer Tanner

**Customer Service Desk**

*Kroger #539, Virginia Beach, Va.*



*"Our union offers job security and stability."*

**Years in Union:** 5

**Years as Steward:** 4

**Family:** Proud mother of three

**Enjoys Most about Job:** My relationships with my customers and fellow associates

**Enjoys Most about Being a Steward:** Taking care of my associates

**Future Plans:** Attending my school of choice to pursue my career

## Lawrence A. Doores

**Receiving**

*Giant #767, Fairfax, Va.*

**Years in Union:** 39

**Years as Steward:** 5

**Enjoys Most about Job:** The fact that it's a union job

**Enjoys Most about Being a Steward:** Helping fellow employees

**Hobbies:** Building and construction

**Favorite Place on Earth:** Virginia

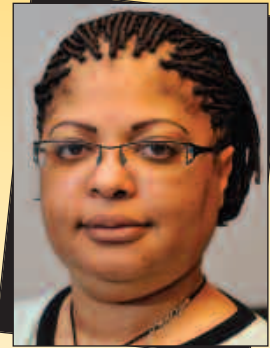


*"Our union empowers us through collective bargaining."*

## Linda Kgasi

**RN, Internal Medicine**

*Kaiser Prince George's County, Hyattsville, Md.*



*"Our union gives us a voice in the way things are done in the workplace."*

**Years in Union:** 2

**Years as Steward:** 1

**Family:** Married with one child

**Enjoys Most about Job:** Helping people become partners in their health care

**Enjoys Most about Being a Steward:** Serving as a resource to my colleagues when they need it the most

**Future Plans:** Travel, travel and more travel



## Patrick Gerard

### Produce Clerk

Safeway #1089,  
Gaithersburg, Md.

**Years in Union:** 29

**Years as Steward:** 1

**Enjoys Most about Job:** Helping customers

**Enjoys Most about Being a Steward:** Looking out for fellow employees

**Hobbies:** Golfing

**Favorite Place on Earth:** Where friends and family are



*"Our union gives us the Solidarity to fight for our jobs."*

## Teresa Curtin

### Billing/Payroll Clerk

Giant #373, District Heights, Md.



*"Our union gives us wages, benefits and job security."*

**Years in Union:** 21

**Years as Steward:** 2

**Family:** Married

**Enjoys Most about Being a Steward:** Helping co-workers understand their jobs and our union

**Hobbies:** Riding my motorcycle and being with family

**Favorite Place on Earth:** My house

## David C. Cunningham

### Head Grocery

Kroger #781, Proctorville, Ohio

**Years in Union:** 38

**Years as Steward:** 1

**Family:** Married with three children and one granddaughter

**Enjoys Most about Being a Steward:** Teaching our young members

**Hobbies:** Travel, detailing cars

**Favorite Place on Earth:** South Pacific Islands



*"Our union provides security."*

# Workers Testify of Mistreatment Throughout Walmart's Supply Chain

From Bangladesh to Illinois to Maryland, Walmart's global business model is based on creating a system that keeps workers in a cycle of low wages, no voice on the job, and dangerous working conditions, according to testimony four workers recently gave at a Washington, DC, forum.

Cynthia Murray has worked at Walmart's Laurel, Md., store for 11 years. Yet even with such unusual seniority for a high-turnover employer, she earns just \$19,000 a year as a full-time associate and cannot afford the company's health benefits. "I pray every day that I don't get sick," she said.

Murray and her co-workers are forced to work exceptionally hard for such low pay because the store is continually understaffed, she explained. To improve these harsh conditions, Murray is working with other associates to organize for a voice in her workplace. But Walmart's management runs a program of intimidation to try and silence associates. "I've been speaking out for two and a half years," she said, "but they bring in someone from Bentonville, Arkansas, to scare people. They want everyone to be afraid."

Robert J. Hines, Jr., worked at a Joliet, Ill., warehouse that supplies Walmart stores, but found he was being cheated out of his promised pay. "I was told I would be paid \$10 an hour plus piecework, but then I was only paid for piecework," he said. "I've got six kids. I couldn't feed them on that." Hines challenged his manager to pay what he was owed, but "he cussed us out like we were pond scum," Hines recalled. Hines quit and filed a lawsuit for back pay.

Halfway around the world, Aleya Akter had it even worse. She started work in a Bangladesh sweatshop that produces jackets and trousers for Walmart when she was just nine years old. Her starting salary was \$7 a month. She was forced to work 14 hours in a row, seven days a week, without overtime pay. She was even denied bathroom breaks.

Today, 17 years later, she earns \$80 a month, which is still not enough to cover her living expenses. Forced overtime and



**From left to right, Robert J. Hines, Jr., Cynthia Murray, Aleya Akter and Kalpona Akter share their experiences of working throughout the Walmart supply chain at a Washington, DC, forum.**

other violations are still routine. The marginal improvements they won were due to Akter and her co-workers organizing for better conditions, but their efforts have come at great cost, with workers brutally beaten by supervisors for trying to improve their lives.

Kalpona Akter, a former sweatshop worker who now works with the Bangladesh Center for Worker Solidarity,

said that violence against workers and other abuses are widespread in factories that supply clothes for Walmart. She has experienced this first-hand. In August, she and her colleagues were seized in a crackdown against worker rights advocates and imprisoned on unfounded criminal charges filed by the Nassa Group, a major supplier to Walmart. They were jailed, beaten and tortured for their activism on behalf of sweatshop workers and are facing charges that could result in life imprisonment and even the death penalty.

Kalpona Akter noted the tragic irony that today, 100 years after the Triangle Shirtwaist fire that killed 146 New York garment workers, similar deadly fires occur regularly in Bangladesh where dozens of workers die because the exits are locked.

The four panelists urged concerned citizens to take action to get Walmart to change, including applying international pressure on the company to use its unmatched power in dictating terms to its suppliers for the better rather than the worse. "If Walmart paid a fair price for the clothes we make, we could have a better workplace," Aleya Akter said through a translator.

Forum attendees made the connection between Walmart's system of keeping workers trapped in a cycle of poverty jobs and its efforts to open four stores in Washington, DC. "We need jobs, but what is a poverty job going to do for us?" Murray asked.

"They're already in the suburbs and they're not doing right by people in the suburbs," she said. "Do you want the same thing to happen in DC? We need to send a message to Walmart: Do right by our communities or stay out."



## DC WORKERS, RESIDENTS, CLERGY TELL WALMART: "Put It in Writing"

### *Coalition Barred from Delivering Proposal to Negotiate Community Benefits with Company*

Chanting "put it in writing," Local 400 members, other workers, clergy and community activists tried to serve Walmart a letter and proposal offering, for the first time, to negotiate a citywide agreement with the company to provide enforceable community benefits if the global retailer expands to the District of Columbia.

However, when representatives of the Living Wages, Healthy Communities Coalition went to hand-deliver the proposal to Walmart's Washington, DC, offices, they were barred by security guards from entering the building, apparently on Walmart's orders.

"Residents of Washington, DC, have a right to demand that Walmart sit down and negotiate about their concerns as a condition of the company opening new stores in the city," said Local 400 President Tom McNutt. "Walmart's refusal to receive their letter in person shows an utter lack of respect for our communities and our workers."

At a rally held outside Walmart's Washington, DC, offices, Dr. Jarvis Johnson, pastor of the New Prospect Family Praise and Worship Centers said, "Today, we upped the ante. Our coalition has presented a framework to start negotiations to put community benefits in writing and make them stick. We know they were there, but they decided not to come out and receive our letter. It's amazing when someone says and promises they want to be a good neighbor, but never actually wants to meet their neighbor."

"We are here today not to bash Walmart," said Marina Streznewski, coordinator of the DC Jobs Council. "We're here to challenge Walmart to live up to its PR. Put it in writing!"

"If Walmart negotiates in good faith and signs an enforceable community benefits agreement, that will be a win-win-win outcome," Streznewski said. "Workers would win, our communities would win, and Walmart would win, too."

Ernestine Bassett has worked as a cashier at Walmart's Laurel, Md., store for four years. Her starting wage was \$9.50 per hour and today, it's just \$10.70 per hour. "You cannot raise a family on what Walmart pays," she said. "The majority of



**Dr. Jarvis Johnson, pastor of the New Prospect Family Praise and Worship Centers, reads the Living Wages, Healthy Communities Coalition's letter to Walmart after the company refused to accept its delivery outside its DC offices.**

workers hold a second job just to make ends meet. Management needs to be more respectful to their employees. They talk down to you in front of customers. They even make you ask permission to go to the ladies' room, like we're schoolchildren.

"I keep hearing about \$12 an hour," Bassett said. "Put it in writing."

"We're here to let Walmart know we mean business," said Rev. Howard Findley, assistant pastor of the Florida Avenue Baptist Church. "It is their moral obligation to pay decent wages, and provide good health benefits and retirement security. If Walmart can get

rich, the people who work there should do well, too."

The executive summary of the Respect DC Agreement lays out the principles for a citywide, enforceable community benefits agreement, which include:

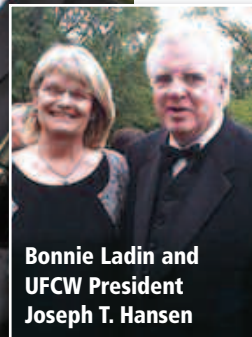
- Full-time, living wage jobs
- Paying its fair share of taxes
- Local hiring and training commitments targeted to DC residents
- Protection for residents and small businesses
- Equal pay for all workers regardless of gender or race
- And more

The Coalition developed this proposal after months of talking to and listening to the community express concerns about Walmart's aggressive expansion plans for DC. "Right about now, people won't take another bully joining Congress in disrespecting our voices and our priorities," said Dr. Johnson, who noted Walmart's reputation for playing by its own rules.

"DC deserves better than that," Dr. Johnson declared. "We can't let Walmart shortchange our communities. That's why the community benefits argument is winning in conversations around the city."

Dr. Johnson said the Coalition will continue to engage residents, ANCs, civic associations, business owners, the faith community and elected leaders before finalizing an enforceable agreement for Walmart and the Coalition to negotiate and sign.

# National Labor College Program Dedicated in Honor of Bonnie Ladin



Bonnie Ladin and  
UFCW President  
Joseph T. Hansen

UFCW International President Joseph T. Hansen (left) was recently joined by AFL-CIO President Richard Trumka to officially rename the National Labor College's Union Skills Program in honor of his late wife, Bonnie Ladin. She passed away on August 25, 2010, at age 59 from cancer.

Hansen met Ladin at the College when both were teaching there; they were married for 26 years and have a son, David. She was an organizer for the Service Employees International Union for more than two decades, and then joined the National Labor College faculty in 2001, teaching courses on organizing tactics and leadership skills.

"Bonnie touched tens of thousands of working people and organizers with passion, focus and intelligence," a plaque announcing the dedication reads. "She brought that passion to her work at the College as the heart and soul of the Union Skills program from 2001 to 2010. Her humor, compassion, steely determination and capacity for inspiration made her beloved among her students, faculty and staff colleagues."

## Royal Treatment

*Continued from page 15*

Dutch *de Volkskrant* newspaper, "One of the most important basic rights which are determined in International Treaties refers to union rights. Labor unions should not only be tolerated, but also stimulated." Douma said he has seen Ahold letters to Martin's workers, calling them, "A litany of intimidation."

When Ahold management defended its actions at Martin's by saying it complies with U.S. law, Douma said, "This is really too little," according to *de Volkskrant*, given that American labor

laws do not meet the standards of Ahold or any company holding the Dutch royal designation.

### We Deserve Better

All those who traveled to Amsterdam from the U.S. felt their presence was worth it and they could see the results in the shareholders' response. They returned to their stores energized at the power ordinary workers have when they join together in a union and inspired by the force of global worker Solidarity.

"I came here so we can have a choice, so we can have better jobs, better health benefits, raises, and a whole lot more," Battle said. "We deserve better. We

deserve to have the same rights as our co-workers at Giant-Landover. We're not a different company, we all have the same brand, we're all a part of Ahold, so why can't we get the same choice that they have?"

"I came here to set the example and lead the way," she said, "so that my co-workers at Martin's see they can do the same thing, too."

For more information and the latest developments in the fight to make Ahold a workplace where all workers are treated fairly and given the basic freedom to join together and pursue their dreams, please visit the iHold campaign website at [www.iholdcampaign.org](http://www.iholdcampaign.org).



# The Martin E. Gerel Memorial Scholarship

## 2011 - 2012

The law firm of ASHCRAFT & GEREL, LLP has always valued its connection with the Washington, DC, Union Movement. In recognition of this special relationship, the firm established a Union Scholarship Program more than 30 years ago. We are pleased to honor this commitment by providing a scholarship in memory of Martin E Gerel.

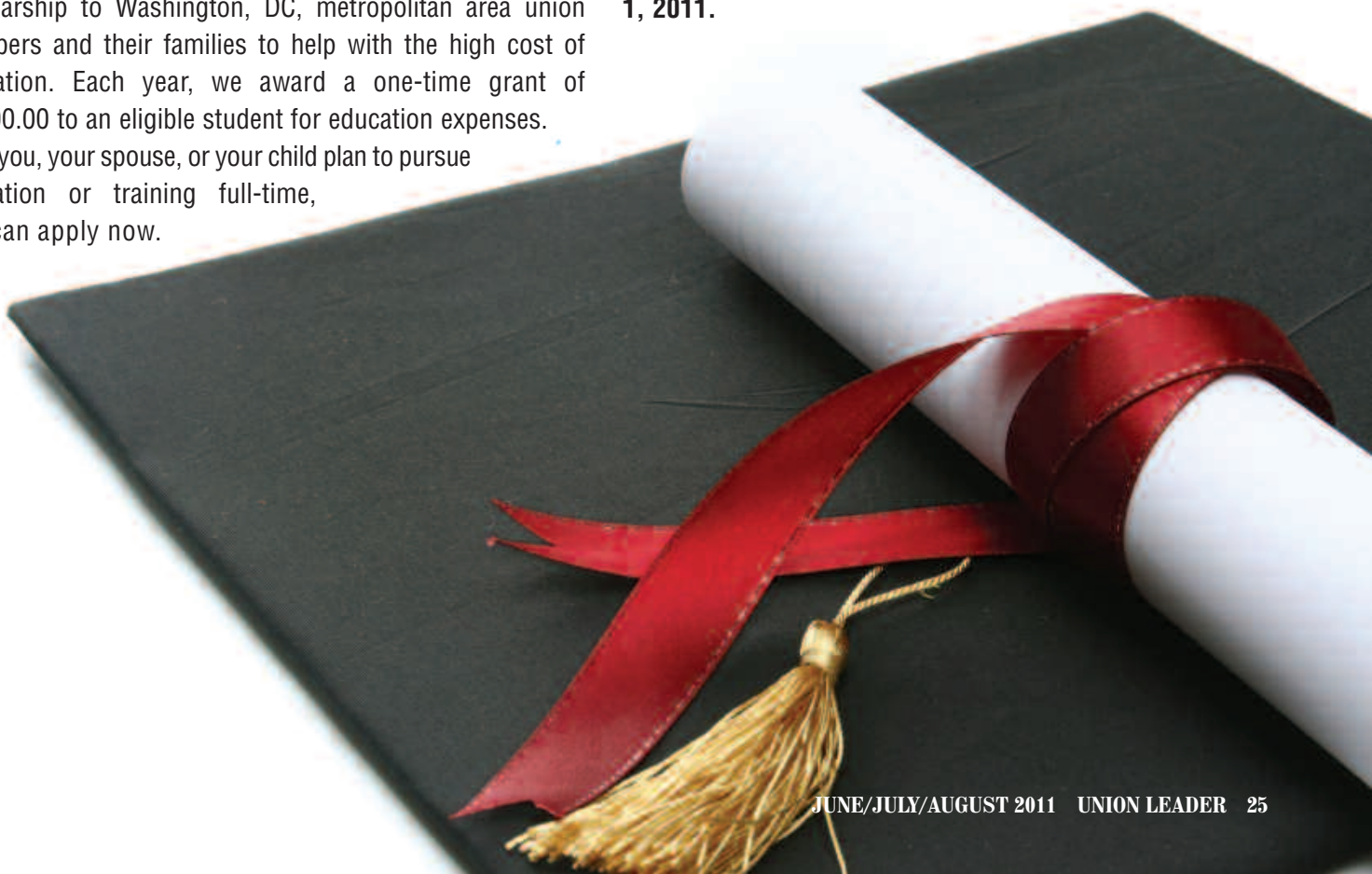
The law firm of ASHCRAFT & GEREL, LLP offers this Scholarship to Washington, DC, metropolitan area union members and their families to help with the high cost of education. Each year, we award a one-time grant of \$5,000.00 to an eligible student for education expenses.

If you, your spouse, or your child plan to pursue education or training full-time, you can apply now.

**Applicants must be enrolled for their post-high school education or training by Fall of 2011 to be eligible for this year's award.**

A committee of union volunteers screen the applications and a finalist is chosen by an independent party. No one at ASHCRAFT & GEREL, LLP participates in the selection process. This is an equal opportunity program, conducted without regard to race, gender, religion, age or disability.

To obtain your scholarship application, call **703-931-5500**. The deadline to submit your application is **September 1, 2011**.





# Defined Benefit Pensions Key To Retirement Security

*401(k)s Alone Rarely Sufficient*

New research makes clear that in order to have retirement security, workers need defined benefit pension plans, like those covering most Local 400 members, because people who only have defined contribution plans like 401(k)s rarely save enough to maintain their standard of living after their working days end.

While many Local 400 members have 401(k)s, these usually serve as a supplement to defined benefit plans, rather than their only source of non-Social Security retirement income.

According to a recent *Wall Street Journal* report, using data compiled by the Federal Reserve and analyzed by the Center for Retirement Research at Boston College, a typical household headed by someone between the ages of 60 and 62 has less than one-quarter the amount needed for a secure retirement in their 401(k) plan.

The report found that based on the median balance in 401(k) plans for people in their early 60s, they would be able to count on just \$756 in retirement income per month. They would need to quadruple that amount to maintain their standard of living.

"A 401(k) plan should be the icing on a worker's retirement cake, not the cake itself," said Local 400 President Tom

McNutt. "Only the defined benefit plans we negotiate through collective bargaining can provide a consistent, solid foundation for the retirement security workers deserve.

"This is one of the most profound ways unions make a difference in supporting the middle class and enabling workers to live the American dream, which includes a comfortable retirement," McNutt said. "More than two-thirds of union workers have defined benefit pensions, compared to just 14 percent of non-union workers. If you're a union member, odds are you'll be able to maintain your economic standing in retirement; if you're not, odds are you won't."

There are many problems with being forced to rely on 401(k)s as a primary source of income in retirement. Many work-

ers are unable to invest sufficient funds in 401(k)s because their wages are so low, they need the money for necessities today. In addition, many employers fail to provide significant matching funds. Yet even when workers do maximize their 401(k) contributions, they may not invest it in the right mix of assets to ensure the returns they need, and they also suffer from the whims of the stock market. Like most workers, many Local 400 members with 401(k)s saw their assets decline significantly following the stock market crash of 2008. People nearing retirement with 401(k)s but without defined benefit pensions suddenly found themselves having to work many years more than they were planning.

Many defined benefit pension plans also face financial difficulties due largely to the stock market crash. However, through collective bargaining, mutually agreeable solutions can be negotiated to address funding issues.

Significantly, defined benefit pensions don't just benefit plan participants—they also benefit society as a whole. These pensions lift 1.7 million households out of poverty, and nearly 3 million more out of

near-poverty, saving \$7.3 billion in public assistance spending in areas such as food stamps and Medicaid, according to the National Institute on Retirement Security.

"It is often said that retirement should be like a three-legged

stool," McNutt said. "One leg is Social Security, another leg is savings, which often means 401(k)s, and the third leg is a defined benefit pension. Being a Local 400 member usually gets you all three, but most non-union workers get only two legs at best—and as everyone knows, a two-legged stool can't stand. That's true for individual workers and for society as a whole, which is why growing our union is so important."

*"A defined benefit pension is one of the most profound ways unions make a difference."*

— Local 400 President  
Tom McNutt



# UFCW's O'Neill Honored as MAPAC Person of the Year

UFCW International Executive Vice President and Organizing Director Patrick O'Neill was honored by the Mid-Atlantic Political Action Committee (MAPAC) as its 2011 Person of the Year for his work spearheading the implementation of aggressive strategies to grow the UFCW, gain market share, and strengthen the power of working families.

"Pat O'Neill is both an innovator and a Solidarity-builder," said Local 400 President Tom McNutt. "He has strengthened our unity within the UFCW and throughout the labor movement while focusing our energies and resources on new growth strategies that empower our members to improve their lives. For all he is doing to make the voices of working families heard everywhere from corporate boardrooms to the halls of Congress, I can't think of anyone more deserving of MAPAC's Person of the Year honor."

In the past several months, extremist politicians have been waging an ongoing attack on workers, particularly in the public



MAPAC's 2011 Person of the Year Patrick O'Neill (left) with Local 400 President Tom McNutt (center) and MAPAC President Alvin Vincent, Jr.

sector, as elected state government officials began passing legislation that rids workers of their collective bargaining rights.

"There has been a lot of legislation against us," said O'Neill. "We jumped into the fight with both feet and have been front and center in all the states."

"We know if legislation passes denying public sector workers their rights, that's just the first step," said O'Neill. "Next, they would come after all other working people and the

unions that represent them through 'right-to-work-for-less' and other legislation."

The Mid-Atlantic Political Action Committee provides a voice for working Americans at the state and local levels of government in Maryland, Virginia, West Virginia, the District of Columbia, Delaware, Pennsylvania and New Jersey. Its agenda is to make government work for working people by seeking out and supporting those candidates who are responsive to the needs of working families.



## UFCW Local 400 Discount Days!

*Three Great Ways To Save*

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

**ONLY  
\$32<sup>99</sup>**

Ages 3 to 61 & 48" tall or taller.

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

**ONLY \$29<sup>00</sup>**

Ages 3 to 61 & 48" tall or taller.

**JR/SR  
ONLY \$24<sup>99</sup>**

Ages 3-61 & under 48" tall  
OR Ages 62 & above

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

**ONLY \$40<sup>99</sup>**

Ages 3 to 61 & 48" tall or taller.

**JR/SR  
ONLY \$30<sup>99</sup>**

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](http://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](http://kingsdominion.com)**

Park Opens April 2, 2011. Water Works Opens May 28, 2011

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# April Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	1,124,245
2	RECEIPTS (from all sources):	
	DUES	1,265,198
	MISCELLANEOUS	4,596
3	TOTAL RECEIPTS	1,269,794
4	TOTAL OF LINES 1 AND 3	2,394,039
5	DISBURSEMENTS for current months	1,224,221
6	CASH ACCOUNT BALANCE at the end of current month	1,169,818
7	BALANCE AT END OF MONTH as shown on Bank Statement	1,262,528
8	DEPOSIT IN TRANSIT	0
9	TOTAL OF LINES 7 AND 8	1,262,528
10	LESS: Checks included in item 5 not returned with bank statement	92,710
11	BALANCE (Should agree with Line 6)	1,169,818
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,381,687
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	688,532
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	325,969
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,006,428
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	3,560,329

## 2011 AREA MEETINGS SCHEDULE \*

**Tuesday, Sept. 6  
CHARLOTTESVILLE**  
Holiday Inn  
1901 Emmett Street  
Charlottesville, VA 22901  
(434) 977-7700

**Monday, Sept. 12  
BECKLEY**  
Holiday Inn  
114 Dry Hill Road  
Beckley, WV 25801  
(304) 252-2250

**Tuesday, Sept 13  
HUNTINGTON**  
Hampton Inn  
3442 US Route 60 East  
Barboursville, WV  
(304) 733-5004

**Wednesday, Sept. 14  
DANVILLE**  
Holiday Inn Express  
2121 Riverside Dr  
Danville, VA 24540  
(434) 793-4000

**Monday, October 3  
PARKERSBURG**  
Comfort Suites  
167 Elizabeth Pike  
Mineral Wells, WV 26150  
(304) 489-9600

**Tuesday, October 4  
BLUEFIELD**  
Quality Hotel  
& Conference Center  
Route 460 Bypass  
3350 Big Laurel Hwy  
Bluefield, WV 24701  
(304) 325-6170

**Wednesday, October 5  
BRISTOL**  
International Brotherhood  
of Electrical Workers  
4640 Highway 11 West  
Blountville, TN 37617  
(423) 323-5411

**Monday, October 24  
CLARKSBURG**  
Best Western  
100 Lodgeville Road  
Bridgeport, WV 26330  
(304) 842-5411

**Thursday, Nov. 3  
CHARLOTTESVILLE**  
Holiday Inn  
1901 Emmett Street  
Charlottesville, VA 22901  
(434) 977-7700

\* All meetings are at 7 p.m.

## 2011 QUARTERLY MEETINGS SCHEDULE \*

**Monday, August 1  
CHARLESTON**  
Holiday Inn – Civic Center  
100 Civic Center  
Charleston, WV 25301

**Wednesday, Sept. 7  
RICHMOND**  
Holiday Inn-Central  
3207 North Boulevard  
Richmond, VA 23230

**Thursday, Sept. 8  
NORFOLK**  
Norfolk Office  
3620 Tidewater Drive  
Norfolk, VA 23509

**Wednesday, Sept. 14  
ROANOKE**  
Central Labor Council  
2101 Dale Ave. SE  
Roanoke, VA 24013

**Tuesday, Sept. 20  
LANDOVER**  
Local 400 Headquarters  
4301 Garden City Drive  
Landover, MD 20785  
(301) 459-3400

**Tuesday, Nov. 1  
NORFOLK**  
Norfolk Office  
3620 Tidewater Drive  
Norfolk, VA 23509

**Wednesday, Nov. 2  
RICHMOND**  
Holiday Inn-Central  
3207 North Boulevard  
Richmond, VA 23230  
(804) 359-9441

**Monday, Nov. 7  
CHARLESTON**  
Holiday Inn – Civic Center  
100 Civic Center  
Charleston, WV 25301  
(304) 345-0600

**Wednesday, Nov. 30  
ROANOKE**  
Central Labor Council  
2101 Dale Ave. SE  
Roanoke, VA 24013  
(540) 345-4561

**Tuesday, Dec. 20  
LANDOVER**  
Local 400 Headquarters  
4301 Garden City Drive  
Landover, MD 20785  
(301) 459-3400

\* All meetings are at 7 p.m.

## ALL IN THE FAMILY

### Condolences

Family of Bobbie Corum, Shoppers 2381  
Heith Fenner, UFCW Local 400, loss of great aunt  
Timi Bailer, UFCW Local 400, loss of grandmother

### Get Well

Christine Fenner, Shoppers 2381  
Arlanda Pate, UFCW Local 400

### Congratulations

Neil Jacobs, UFCW Local 400, birth of grandson



# UFCW LOCAL 400 APPRECIATION DAYS

TICKETS ONLY  
**\$23<sup>50</sup>** + TAX  
PER PERSON  
A SAVINGS  
OF \$31<sup>50</sup>

**MORE SPECIAL  
SAVINGS FOR  
WITH GOOD ANY  
DAY TICKETS!!!**

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GO CLOSER!**

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 \$54.99+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 RIGHT TO THE FRONT GATE!!!**

**GET YOUR TICKETS TODAY!**

FOR FURTHER INFORMATION CALL **301-249-1500, EXT. 3700.**



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**HURRICANE  
HARBOR**

**Zoom  
AZON  
Falls**



## LOCAL 400 RETIREES

### Boars Head

Wilbur Lee Mabry, *Stony Creek, Va.*, 7 years

### Giant

Carolyn M Adkins, *Capitol Heights, Md.*, 32 years

Maria A Alfonso, *Manassas, Va.*, 26 years

Judith D Anderson, *Alexandria, Va.*, 39 years

Maurice S Benn, *Washington, D.C.*, 26 years

Jacques R Bez, *Falls Church, Va.*, 18 years

Lea M Crouch, *Fredericksburg, Va.*, 30 years

Margaret A Dade, *Beltsville, Md.*, 41 years

Lawrence W Davis, *Union Bridge, Md.*, 31 years

Nichelle Duncan, *Capitol Heights, Md.*, 10 years

Ruby L Dutton, *Capitol Heights, Md.*, 35 years

Larry E Galvanek, *Woodbridge, Va.*, 34 years

Paul J Gerhardt, *Damascus, Md.*, 35 years

Sherman Harper Jr, *Temple Hills, Md.*, 21 years

Rose M Harris, *Alexandria, Va.*, 28 years

Linda E Haynes, *El Paso, Tex.*, 25 years

Linda S Higgs, *Annapolis, Md.*, 20 years

Phillip N Hutchins, *Manassas, Va.*, 36 years

Pamela J Koberg, *Herndon, Va.*, 38 years

Elsie M Lancaster, *Silver Spring, Md.*, 9 years

Hattie M Leonard, *Upper Marlboro, Md.*, 36 years

Juan Lopez, *Rockville, Md.*, 8 years

Judith B Lucas, *Cheverly, Md.*, 19 years

Pablito L Manapol, *Centreville, Va.*, 13 years

Betty J Miller, *Manassas, Va.*, 23 years

Teresa L Nichols, *Glen Burnie, Md.*, 21 years

Roy T Payne, *Arlington, Va.*, 39 years

Deborah E Poole, *Gaithersburg, Md.*, 22 years

Tara B Rajan, *Gaithersburg, Md.*, 28 years

Lee G Rogers Jr, *Woodbridge, Va.*, 23 years

Robert D Schneider, *Potomac, Md.*, 29 years

Stephen W Showers, *Front Royal, Va.*, 14 years

Thelma J Stewart, *Manassas, Va.*, 24 years

Donald H Thomas, *Charles Town, W. Va.*, 31 years

Alvin R Toomes, *Fredericksburg, Va.*, 30 years

Nenita O Warren, *Chantilly, Va.*, 9 years

Harry L Williams, *Washington, D.C.*, 11 years

Emily M Yates, *Bealeton, Va.*, 22 years

Lizardo A Zavala, *Vienna, Va.*, 14 years

### Kroger

Carlton A Brown Sr, *Richmond, Va.*, 5 years

### UFCW Local 400

Douglas Rex Trabue, *Montgomery Village, Md.*, 36 years

### Magraders

Martha M Carvalho, *Falls Church, Va.*, 20 years

Mary N Lee, *Rockville, Md.*, 10 years

Robert W Poole, *Alexandria, Va.*, 42 years

John D Powell, *Prince Frederick, Md.*, 22 years

### Safeway

Joyce B Boyer, *Waldorf, Md.*, 36 years

Ronald J Brown, *Lanham, Md.*, 25 years

Mario E Campero, *Gaithersburg, Md.*, 25 years

Michael J Cassell, *Gambrills, Md.*, 25 years

Thomas E Gilbert, *Rockville, Md.*, 44 years

Ann M Green, *Purcellville, Va.*, 22 years

Syadell C Harper, *Washington, D.C.*, 16 years

Carolyn B Hill, *Culpeper, Va.*, 7 years

Mattie D Howell, *Hyattsville, Md.*, 19 years

Michael R Incavo, *Stafford, Va.*, 30 years

Claude W Richards, *Woodbridge, Va.*, 40 years

William W Stemmler, *Silver Spring, Md.*, 9 years

Paul J Stiles, *Fairfax, Va.*, 33 years

Jafar Vafadarrad, *Stephens City, Va.*, 8 years

### Shoppers Food & Pharmacy

Greling R Battle, *Decatur, Ga.*, 17 years

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

Frances A Church, *Midland, Va.*, 28 years

Lee A Dickerson, *Laurel, Md.*, 22 years

Beverly K Evans, *Myersville, Md.*, 18 years

Douglas E Furr, *Laurel, Md.*, 28 years

Yen B Luong, *Silver Spring, Md.*, 9 years

Alexander G Morris IV, *Woodbridge, Va.*, 15 years

Pansy Puckett, *Manassas, Va.*, 24 years

Myrtle L Ramey, *Warrenton, Va.*, 20 years

Linda S Rankin, *Bealeton, Va.*, 21 years

Patricia A Reid, *Warrenton, Va.*, 9 years

Adeline R Vallanding, *Port Tobacco, Md.*, 20 years

### Super Fresh

Mary A Wurdeman, *Rockville, Md.*, 23 years

### Syms

Gaston Nunez, *Falls Church, Va.*, 27 years

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

Please fill in the information below.

NAME \_\_\_\_\_

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

CITY \_\_\_\_\_

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

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

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

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

Por favor llene la información a continuación.

NOMBRE \_\_\_\_\_

NUEVA DIRECCIÓN \_\_\_\_\_

CIUDAD \_\_\_\_\_

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

TELÉFONO NO. \_\_\_\_\_ COMPAÑIA Y TIENDA NO. \_\_\_\_\_

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



# The Real Republican Agenda



**T**o listen to the chatter coming out of Washington, DC, one might think that America is headed for disaster if we don't

make huge cuts in federal programs that benefit working families, including Medicare, Medicaid, Social Security, workplace safety and food safety.

To put it bluntly, that's bunk.

First, the deficit is a long-term problem but it's not a crisis today. What is a crisis is 9 percent unemployment and stagnating incomes. That's why getting people back to work and wages on the rise should be our elected officials' top priority. (That's also a good deficit-reduction strategy because more people working for higher pay produce more tax revenues.) But the Republicans have no jobs plan, even though that was the issue they campaigned on.

Second, there's a simple way to lower the debt without slashing investments in working families, retirees and children. Just look at what caused the runaway red ink in the first place.

Remember that under President Clinton, the government ran a *surplus* for four years in a row. Then the Bush administration blew up the budget, turning a projected \$5 trillion surplus between 2001 and 2010 into \$4.4 trillion in new debt. That's a *\$9.4 trillion net loss*.

How did this happen? Look at this year's deficit of

\$1.4 trillion. Bush's tax cuts account for \$375 billion of that amount, according to the Center on Budget and Policy Priorities, with 55 percent going to the richest 10 percent of Americans. The unpaid-for wars in Iraq and Afghanistan total \$191 billion. The economic downturn—caused by the Bush administration's dismal failure to regulate Wall Street—accounts for \$404 billion. Combined, that's \$970 billion or 70 percent of the deficit. Over the long run, Bush's tax cuts and wars will account for nearly half of the \$20 trillion in debt the nation is expected to owe by 2019.

So cancel the Bush tax cuts, restoring rates to Clinton-era levels (when the

economy was booming). Support our troops with real money, not a credit card. Take aggressive action to get the economy back on track. Fully implement the financial reforms enacted last year to prevent future financial meltdowns. Plus, make corporations pay their fair share of taxes—no more General Electrics making \$14.2 billion in profits while paying *nothing* to the federal government.

These common sense steps will solve most of the problem without burdening working families.

But the Republicans who run the U.S. House say these solutions are “off the table.” Which shows that they don't give a hoot about the deficit. All they care about is shrinking government down to the size where they can “drown it in a bathtub,” cutting taxes even further for the wealthy, and ending Medicare by privatizing it—a windfall for the insurance industry and a nightmare for future senior citizens.

That's why the Republicans' policies are both fiscally and morally bankrupt. Their slavish devotion to big business and the wealthy proves them unworthy of our trust. Next year, we must hold them accountable by booting them out of office.

Mark P. Federici  
Secretary-Treasurer

▼ *The Republicans' policies are fiscally and morally bankrupt.* ▼

United Food and Commercial  
Workers Local 400

4301 Garden City Drive  
Landover, MD 20785



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a VOICE for working America  
**Local 400**

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Permit No. 4084



## It's a New Way to Communicate! **UFCW Local 400's Facebook Page!** Set to Launch June 30, 2011

**Local 400** is here to serve you because we are a member-run union. Your input, involvement and activism are what make Local 400 great, and participating through Facebook is one important way to do that. Join the conversation! By becoming a fan of your union you'll get up-to-date information right to your news feed. Please encourage fellow members to join, as well.



**UFCW**  
a VOICE for working America  
**Local 400**

To visit Local 400's Facebook page,  
go to our website at

**[www.ufcw400.org](http://www.ufcw400.org)**  
and click on the Facebook link.