

Local 400 UNION LEADER

Local 400 Activist Contract Teams

Stewards Mobilize for
Giant, Safeway Bargaining



We're All In It Together



It's indefensible—morally and economically.

After the Virginia earthquake and Hurricane Irene's deadly flooding in late August, House Majority Leader Eric Cantor (R-Va.) tried to hold the victims hostage. His ransom in exchange for disaster assistance? More drastic cuts in government spending.

Just imagine—he wants Americans flooded out of their homes, farms and jobs to get nothing unless his personal demands are met. This includes a 40 percent cut in funding to train and equip first responders, which would leave us frighteningly vulnerable the next time mother nature or terrorists strike.

Lately, Cantor's been in the hostage-taking business. This summer, he and his colleagues held the full faith and credit of the U.S. government hostage in exchange for cuts in programs that working families, senior citizens, children and the poor desperately need during our economic recovery.

What's clear is that Cantor and his tea party comrades believe government should

not be there to help citizens in need. They believe government should not be there to protect Americans from harm and bad luck. Government should not be there to level the economic playing field, stop corporate abuses or ensure equal opportunity.

*■ We need a
strong, robust
and efficient
government. ■*

Above all, Cantor and his followers believe millionaires and billionaires should not pay a penny more in taxes, even if it means that children go hungry, workers lose their jobs, the unem-

ployed run out of compensation, our highways crumble and bridges collapse, and disaster victims are left destitute.

Unbelievable.

Even investor Warren Buffett cannot stomach these twisted priorities. "While the poor and middle class fight for us in Afghanistan, and while most Americans struggle to make ends meet, we mega-rich continue to get our extraordinary tax breaks," he wrote in *The New York Times*. "My friends and I have been coddled long enough by a billionaire-friendly Congress. It's time for our government to get serious about shared sacrifice."

We need a strong, robust and efficient

government. We need Social Security to keep retirees out of poverty. We need Medicare and Medicaid so senior citizens, the disabled and the poor get health care. We need government inspectors to keep contaminated food off the shelves and make our workplaces safe. We need to rebuild our infrastructure, create jobs, retrain economically dislocated workers, help the unemployed, and protect workers' rights.

These are essential government functions—and we must demand that the wealthy and big business pay their fair share to ensure that we have a civilized, safe, fair, democratic society.

Cantor wants an America where we're on our own—where the wealthy and lucky (usually one and the same) rule the roost while the rest of us scrounge for a few spare crumbs. But as union members, we want an America that recognizes we're all in it together—that each of us is responsible not only for ourselves but for the good of the many, not just the privileged few. That's the principle the labor movement was built on—that we do better when we join together—and we must use the ballot box to make this the defining principle of our government.

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

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EDITOR

Thomas P. McNutt

ASSOCIATE EDITOR

Mark P. Federici

CHIEF PHOTOGRAPHER

Bill Burke

DESIGN AND LAYOUT

Evans Design

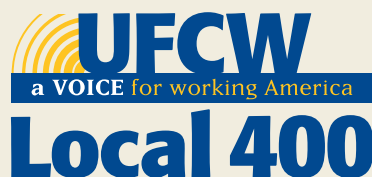
EDITORIAL CONSULTANT

Bruce Kozarsky

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Republicans Take Economy Hostage, Get Ransom

Working Families, U.S. Credit Rating, Pay the Price

In a reckless move unprecedented in U.S. history, extremist Republicans in Congress held the U.S. and global economies hostage by threatening to let the United States government default on its debt. The ransom they demanded—and received—as their price for allowing the debt ceiling to rise was massive, painful cuts to federal investments in the unemployed, working families, our infrastructure and vulnerable populations.

These spending cuts, totaling approximately \$2.5 trillion over 10 years, will result in a loss of 1.8 million jobs in 2012 alone, according to the Economic Policy Institute—at a time when the U.S. economy appears to be sinking back into another recession.

"The number one problem facing our nation is jobs," said Local 400 President Tom McNutt. "But instead of focusing on creating jobs and raising living standards for struggling working families, the extremist leadership of the U.S. House held America's ability to meet its obligations hostage, demanding job-killing spending cuts as the price for averting catastrophe."

"They used these dangerous, undemocratic tactics not to get real deficit reduction, but to enact the narrow agenda of an extremist minority to permanently prevent our government from acting on behalf of working families," McNutt charged.

"The simplest and fairest way to lower the deficit is by tackling its main causes: the Bush tax cuts, our unfunded wars, and the struggling economy," McNutt said. "But the extremists won't accept any of these obvious solutions. That's because their real agenda is to shrink the

size of government so they can preserve obscene tax cuts for the wealthy and prevent the regulation of big business. It's the middle class, working families and the poor who will pay the price for their giveaways to a privileged few.

"They got their way because the president and Senate Democratic leaders weren't willing to allow tea partiers to make the U.S. default on its debt and create another global economic crisis," McNutt said. "But by averting an outcome akin to financial bankruptcy, the result is moral bankruptcy inflicted by unscrupulous politicians doing the dirty work for greedy billionaires."

The deal enacted by Congress and signed into law on August 2nd—the date the government was scheduled to default on its payments—cuts roughly \$1 trillion over the next 10 years. Two-thirds of these cuts come from domestic discretionary spending, including areas such as unemployment insurance, education, aid to budget-strapped state and local governments, and food safety. The remaining one-third will come from the defense budget.

To make the other \$1.5 trillion in cuts required, Congress formed a "super committee" of six Republicans and six Democrats. They must put together a plan by late November, and then it will be voted on by the House and Senate. If it is disapproved, then automatic across-the-board spending cuts will be made, further burdening working families and the poor—everyone but the rich and big business.

However, the super committee could

use this opportunity to take smart, sensible, balanced moves that will help working families reeling from the struggling economy. For example, it could create an infrastructure bank that will help finance urgently needed road and bridge repairs, highway and mass transit construction, and water and sewage improvements, creating millions of jobs in the process. It could extend long-term unemployment insurance, which is currently slated to expire at the end of the year. It could end more than \$1 trillion in outrageous tax giveaways to Big Oil, corporate jet owners and hedge fund billionaires. It could also end the Bush tax cuts for the wealthy, lowering the deficit by \$700 billion.

Steps such as these have the support of the American people. Recent polling shows that 72 percent of the public support raising taxes on those making over \$250,000, 64 percent support raising taxes on hedge fund managers, and 59 percent support ending tax breaks for Big Oil.

"I urge our members to call Congress at (202) 224-3121," McNutt said, "and demand that the super committee members focus on creating jobs, spreading the sacrifice, and regaining our moral compass. Callers should also insist that Congress enact President Obama's job plan."

One harsh consequence of the debt ceiling hostage-taking was the decision by Standard & Poor's to lower the U.S. government's credit rating for the first time in history—a move aptly named by many "The Tea Party Downgrade."

(Continued on page 25)

Obama Plan Would Create Jobs, Put Money Into the Pockets of Working Families

Taking the lead in getting Americans back to work and raising living standards for working families, President Obama is urging Congress to enact the American Jobs Act, legislation that would increase and extend the payroll tax cut in place this year, invest in job-creating infrastructure projects, and take other measures to improve the struggling economy.

Speaking to a joint session of Congress, the president urged passage of this bold initiative to jump start the economy and create approximately 2 million jobs.

“President Obama is right to make creating good jobs his top priority,” said Local 400 President Tom McNutt. “The American Jobs Act takes many important steps toward reducing unemployment and strengthening the struggling middle class. Given the harsh impact of the economic downturn, passing this bill is the minimum Congress should do. Surely, this is far more important than their recent brinksmanship on budget cutting.

“Simply put, any member of Congress who opposes this bill and who fails to offer a concrete, credible plan to create as many or more jobs and increase wages clearly stands against working families and does not deserve re-election,” McNutt said.

Specifically, the American Jobs Act would:

- Invest \$140 billion in infrastructure and preventing layoffs. This includes \$50 billion for highway, transit, rail and aviation construction and repair, \$30 billion for modernizing and upgrading school and community college buildings, and \$35 billion for state and local governments to keep up to 280,000 teachers from being laid off.

- Take other measures to encourage job creation, including a \$4,000 tax credit to employers for hiring long-term unemployed workers, and a “Returning Heroes” tax credit of between \$5,600 to \$9,600 for hiring unemployed veterans.

- Cut payroll taxes in half for 160 million workers in 2012, putting an extra \$1,500 in the pockets of a typical household, while also halving the payroll taxes businesses pay on their first \$5 million in wages and entirely eliminating payroll taxes on newly-hired workers or raised salaries.

- Prevent 5 million Americans from losing their jobless benefits by extending unemployment compensation and making innovative, work-based reforms, such as providing unemployment insurance for workers whose employers choose work-sharing over layoffs.

- Enable more homeowners to avoid foreclosure by refinancing their mortgages at today’s record-low rates, saving more than \$2,000 a year for many families.

The legislation would not increase the deficit because its total cost, \$450 billion, would be fully paid for by repealing tax breaks for millionaires and billionaires and by closing loopholes and subsidies used by big businesses, oil companies, hedge fund managers and private jet owners.

“The federal government needs to do more to kick start a true economic recovery—one that brings back prosperity throughout our society rather than limit it to the ultra-rich,” McNutt said. “The American Jobs Act will help greatly in achieving this urgent goal.

“It’s essential to understand that the 2009 American Recovery and Reinvestment Act did succeed in saving and creating up to 3.5 million jobs,” McNutt explained. “But with the huge damage the Wall Street-created financial crisis did to the economy, it just didn’t go far enough. The American Jobs Act will help remedy this and get millions of workers back on their feet.

“It’s equally important that the president’s plan asks the wealthiest Americans and big business to start contributing their fair share to the country that made their prosperity possible,” McNutt said. “As billionaire investor Warren Buffett so eloquently stated, it’s an outrage that he gets taxed at a lower rate than his secretary.

“If the Republicans who control the House and hold the Senate hostage by abusing the filibuster fail to pass the American Jobs Act, it won’t be because the legislation won’t work,” McNutt said. “As President Obama noted, it includes many ideas supported by Republicans in the past. Rather, their opposition would reflect a cynical decision to let the economy fail because they believe that would enable them to defeat the president in next year’s election.

“Every political party wants to win, but to base your strategy on increasing unemployment and suffering among working families would set a new low in American politics,” McNutt charged.

“I urge our members to call Congress,” McNutt said, “and tell their representatives and senators to pass the American Jobs Act now.”

Members of Congress can be reached at the Capitol switchboard—(202) 224-3121.

Virginia Senate Control at Stake In November 8th Elections

It Must Remain a Firewall Against McDonnell's Anti-Worker Policies

Four years ago, Virginia voters elected a pro-worker majority in the state Senate for the first time in many years. This remarkable victory for Local 400 members and all working families paid important dividends over the past two years, because the Senate was a firewall against extremist Gov. Bob McDonnell's (R) anti-worker, anti-union agenda. His worst plans and proposals never became law because the Senate majority blocked them.

However, all that could change on Tuesday, November 8th, when elections for the Virginia General Assembly will be held. The Democrats' four-seat margin is in jeopardy, and with it, the opportunity to keep McDonnell's most dangerous ideas at bay.

"Elections have consequences," said Local 400 President Tom McNutt. "When our allies and supporters won control of the Virginia state Senate four years ago, we gained greater power to change state policies and budget priorities for the better, as well to stop McDonnell's attacks on workers. We cannot let this slip away. Local 400 members should fight as hard as they can to keep the Senate in the hands of pro-worker forces."

Also potentially at stake are the jobs of Local 400 members working as menhaden fishermen at Omega Protein in Reedville, Va. Every year, legislation is introduced in the Virginia General Assembly that would drastically

cut the Chesapeake Bay's menhaden harvest and destroy our members' livelihood and the Northern Neck economy. With a Senate majority, Local 400 and our allies have been able to defeat these efforts and keep our members working. Losing control of the Senate could change this next year.

"While the attacks on Omega workers are being made under the pretense of environmentalism," McNutt said, "there is a hidden agenda here—developers may want to take over the Omega plant, which sits on prime waterfront real estate, and they are doling out money to Virginia legislators to get what they want. We cannot let them get away with it, and this election is key to stopping their greed and keeping our members employed."

One of McDonnell's most vicious assaults on Virginia workers was an effort to take the commonwealth's notorious "right-to-work-for-less" law—which forces unions to represent non-members who pay no dues and lowers wages across the state—and enshrine it in Virginia's Constitution. The Senate stopped this noxious constitutional amendment, but if Republicans regain control this fall, it could pass next year.

In addition, legislation is expected next year to allow alcohol to be sold by self-checkout—yet another attack on the jobs of Local 400 members and most other retail workers.

"The choice before us is simple—either we get out and vote for candidates

who are on our side and get our co-workers, friends and neighbors to do the same, or we put our jobs, our wages, our rights and our futures at risk," McNutt said.

In addition to the state Senate, elections will be held on November 8th for the House of Delegates. Currently, there are 59 Republicans, 39 Democrats and 2 Independents in the House, so a change of control is unlikely. Nevertheless, re-electing our supporters and defeating our opponents is critical. Narrowing the margin of control would create new opportunities for progress in that chamber, too.

"I want to emphasize that this is not just about playing defense and stopping the anti-worker extremism of McDonnell and Attorney General Ken Cuccinelli," McNutt explained. "It's also about being able to do some good. For example, earlier this year, we helped pass legislation making long-needed improvements in Virginia's worker compensation system."

"With the election coming up, it's time to walk the walk—literally," McNutt said. "We strongly encourage our members to become activists by volunteering to walk door to door, by calling voters through our phone banks, by leafleting our worksites, and by helping people get out to vote on election day. There is too much at stake to do any less."

"Every little bit makes a difference," McNutt said. "Many of these seats are in swing districts and will be decided by a handful of votes. To win statewide, we must win the close ones."

For a complete list of Virginia Senate and Delegate candidates recommended by Local 400, please see the opposite page.



VOTE TUESDAY, NOVEMBER 8TH!

Local 400 Virginia Voters Guide

HOW Candidates Are Recommended

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

Here is how the process works:

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

STATE SENATE

(Please note that for districts not listed, Local 400 has made no recommendation.)

Central Virginia

- 9 A. Donald McEachin* (D)
- 10 David Bernard (D)
- 16 Henry L. Marsh, III* (D)
- 17 R. Edward Houck* (D)
- 22 Bert Dodson (D)

Eastern Virginia

- 1 John C. Miller* (D)
- 2 Mamie E. Locke* (D)
- 5 Yvonne B. Miller* (D)
- 6 Ralph S. Northam* (D)
- 18 L. Louise Lucas* (D)

Northern Virginia

- 13 Shawn Mitchell (D)
- 29 Charles J. Colgan* (D)
- 30 Adam Ebbin (D)
- 31 Barbara A. Favola (D)
- 32 Janet D. Howell* (D)
- 33 Mark R. Herring* (D)
- 34 J. C. "Chap" Petersen* (D)
- 35 Richard L. Saslaw* (D)
- 36 Linda T. "Toddy" Puller* (D)
- 37 Dave Marsden* (D)
- 38 Phillip P. Puckett* (D)
- 39 George L. Barker* (D)

Western Virginia

- 20 W. Roscoe Reynolds* (D)
- 21 John S. Edwards* (D)
- 23 Robert Short (D)
- 25 R. Creigh Deeds* (D)
- 40 John M. Lamie (D)

HOUSE OF DELEGATES

(Please note that for districts not listed, Local 400 has made no recommendation.)

Central Virginia

- 63 Rosalyn R. Dance* (D)

- 69 Betsy Carr* (D)
- 70 Delores McQuinn* (D)
- 71 Jennifer L. McClellan* (D)
- 74 Joseph D. Morrissey* (D)
- 75 Roslyn C. Tyler* (D)

Eastern Virginia

- 21 Adrienne Bennett (D)
- 64 William K. Barlow* (D)
- 77 Lionell Spruill, Sr.* (D)
- 80 Matthew James* (D)
- 89 Kenneth C. Alexander* (D)
- 90 Algje T. Howell, Jr.* (D)
- 92 Jeion A. Ward* (D)
- 93 Robin Abbott* (D)
- 94 Gary R. West (D)
- 95 Mamye E. BaCote* (D)
- 98 Andrew Shoukas (D)

Northern Virginia

- 2 Esteban Garces (D)
- 10 David Butler (D)
- 13 Carl S. Genthner (D)
- 31 Roy Coffey (D)
- 34 Pamela B. Danner (D)
- 35 Mark Keam* (D)
- 36 Kenneth R. Plum* (D)
- 37 David L. Bulova* (D)
- 38 Kaye Kory* (D)
- 39 Vivian E. Watts* (D)
- 41 Eileen Filler-Corn* (D)
- 42 Jack Dobbyn (D)
- 43 Mark D. Sickles* (D)
- 44 Scott Surovell* (D)
- 45 David L. Englin* (D)
- 46 Charniele Herring* (D)
- 47 Patrick Hope* (D)
- 48 Robert H. Brink* (D)
- 49 Alfonso Lopez (D)
- 52 Luke Torian* (D)
- 53 James M. Scott* (D)
- 67 Eric Clingan (D)
- 87 Mike Kondratick (D)

Western Virginia

- 3 Vern Presley (D)
- 9 Ward Armstrong (D)
- 11 Onzlee Ware* (D)

- 12 Don Langrehr (D)
- 20 Laura Kleiner (D)
- 57 David J. Toscano* (D)
- 59 Connie Brennan (D)

COUNTY OFFICES

(Please note that for districts and offices not listed below, Local 400 has made no recommendation.)

Fairfax County

Sheriff: Stan Barry, Jr.
Mason District: Penny Gross
Dranesville District: John Foust
Hunter Mill District: Cathy Hudgins
Mt. Vernon District: Gerald Hyland
Braddock Rd District: Janet Oleszek
At Large Chairman: Sharon Bulova

Loudoun County

Leesburg Supervisor: Kelly Burk
Sterling Supervisor: Alfonso Nevarez
Broad Run Supervisor: Andrea C. McGimsey
Dulles Supervisor: Larry Roeder, Jr.
Algonkian Supervisor: Denise M. Pierce
Ashburn Supervisor: Valdis Ronis
Blue Ridge Supervisor: Jim Burton
At Large Chairman: Thomas Bellanca

Prince William County

Neabsco District: John Jenkins
Gainesville District: Ann Wheeler
Woodbridge District: Frank Principi
At Large Chairman: Babur Lateef
 * = incumbent

Getting American

An Interview with former Virginia Governor Tim Kaine

As governor of Virginia from 2006 to 2010, Tim Kaine (D) was a consistent supporter of the interests of Local 400 members who put the well-being of the commonwealth's working families front and center. He left a remarkable record of achievement in creating good jobs even while the economy was taking a nose dive, improving education, and strengthening Virginia's fiscal health.

Today, Kaine is running for the U.S. Senate seat currently held by Sen. Jim Webb (D-Va.) who is retiring. His likely opponent is former Gov. and Sen. George Allen (R), a divisive figure whose record was marked by doing the bidding of the wealthy and big business, embracing ideological extremism, and undermining the living standards of American workers.

Gov. Kaine recently sat down with the *Union Leader* to share his thoughts about what's at stake in next year's elections and the issues affecting Local 400 members' lives.

Q. Governor Kaine, why did you decide to run for the Senate?

A. This is a critically important moment for our country. Too many Americans are out of work, wages have stagnated for the middle class, and our infrastructure has been badly neglected. I think this is a moment where anyone who can contribute to finding solutions to our challenges has an obligation to do so. My experience as governor of Virginia during the worst recession since the Great Depression has prepared me in a unique way to work with folks from different parties and different parts of the country to find balanced solutions. America has challenges, but Virginia has answers to share with the nation.

Q. What do you see as the most pressing issues facing Virginia and the nation, and what will your priorities be as senator?

A. My first priority as senator will be to get our economy moving again and get Americans back to work. That should be the priority of every elected official. My approach to turning the economy around is simple and it is based on what I did as gov-

ernor. During a terrible economic downturn, I found ways to keep Virginia's budget balanced by making targeted spending cuts while investing in high-yield areas like education and infrastructure. My priorities in the Senate will be much the same. Our nation needs to get its financial house in order and I believe we can find a balanced approach that reduces our long term obligations while investing in key areas that will promote economic growth.

To me, a balanced approach means reducing spending in a wise, targeted fashion and generating revenue to make the needed investments to grow the economy. At this moment, when everyone is making sacrifices to make ends meet, I see no need for expensive tax breaks for the wealthy and for extremely profitable oil companies. The Bush tax cuts are a huge driver of our deficits and mostly benefit a very few number of extremely wealthy individuals. We need to let those tax breaks expire for the wealthiest Americans to ensure that we protect the middle class and make necessary investments that will create jobs.



Former
Virginia
Governor
Tim Kaine

Q. Why do you think the economy continues to struggle?

A. In many ways, this has been an economic lost decade for the middle and working class. Wages have stagnated and costs on everything from health care to college have continued to rise. If we take a balanced approach to reducing our deficits and debt through targeted cuts and increased revenues, and couple that with investments in infrastructure, education, and other areas that give us a good bang for our buck, we will see this economy move in a positive direction.

Q. If elected, your first year in office will be the year many key provisions of the health care reform law are implemented. At the same time, the law will likely be subject to continuing attacks. What's your position on implementation of the Affordable Care Act and what do you want to see it achieve?

A. The Affordable Care Act was a critical first step in expanding access to health care, reducing costs, and improving outcomes.

s Back to Work

No one should go bankrupt in America simply because they got sick or injured. Some of the key protections from that law are already in effect: no more pre-existing conditions for children, closing the Medicare Part D donut hole, children can stay on their parents' insurance until age 26, and insurance companies are spending more on care instead of administration. I am committed to preserving these important protections, but the Affordable Care Act was the first step in what will be a long process to increase access and affordability.

Q. Please contrast your record and your positions on the issues that affect our members' lives with those of your likely opponent, former Sen. George Allen.

A. Senator Allen and I have very different visions about how to rebuild the middle class and create good paying jobs in America. His time in the Senate showed that he is a believer in growth from the top down. He voted for the Bush tax cuts which mostly benefited the very rich and produced little job growth, but when I was governor, I signed a bill to eliminate state income taxes on many low-income Virginians, putting more money in their pockets.

I also reject the notion that we have to solve our federal deficits on the backs of the vulnerable, like children and seniors. Even when forced to make unprecedented budget cuts as governor, I preserved our safety net. In the Senate, things like Social Security are seen as targets for those looking to make huge cuts. I'm a big believer in preserving the Social Security program, though I think some small changes will be needed to ensure its success. In contrast, Sen. Allen voted to put Social Security funds into private accounts. If we had Social Security monies in the stock market during the 2008 crash, seniors would have been wiped out of their retirement savings.

Q. While you're no longer governor and are running for national office, you possess a unique perspective on this November's Virginia General Assembly elections. What is at stake and why should Local 400 members in Virginia get out to the polls?

A. I'd love to have Local 400 members' support in November 2012, but this November is an absolutely critical election for Virginia. Every state legislator is up for election and control of the State Senate will be determined by the outcome. While I was governor, Democrats took control of the State Senate and served as a great legislative partner to move Virginia forward. Over the last few years, the Democratic Senate has served as an impor-

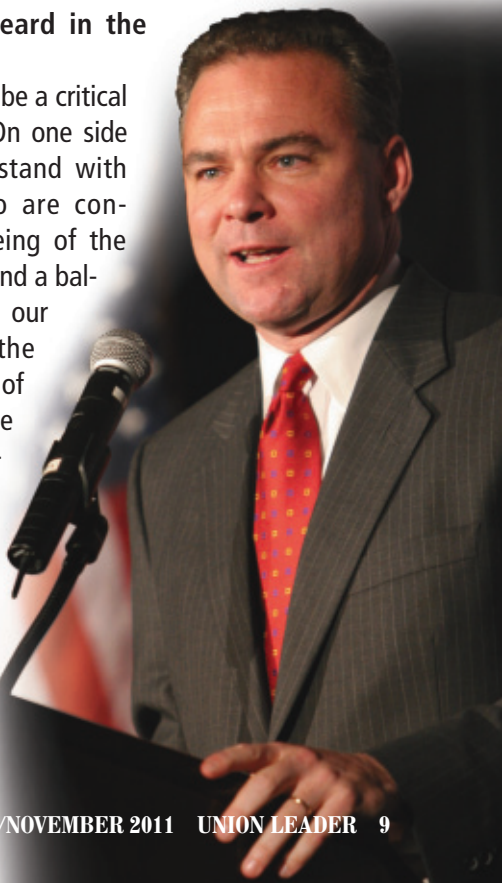
tant balance against legislation and budgets passed by the House of Delegates which would make Virginia less competitive economically. I'd encourage all of Local 400's Virginia members to find out who is running to represent them, what they stand for, and what they can do to make sure the voices of working people are heard in Richmond.

Q. When you were governor, you helped protect the jobs of our members who work at Omega Protein in Reedville. Can you explain how you will handle similar situations as a Senator?

A. I'm a person who believes we can find a balance between the regulations needed to protect our environment and health and the need to protect jobs. When I heard that proposed state regulations were going to have an adverse affect on your members at Omega's Reedville facility, I brought together both sides and forged a compromise that protected the health of the menhaden fishery and kept 275 UFCW members on the job. It was a moment which showed that protecting Virginia's environment and supporting our economy can go hand in hand. That is the kind of balance I'll seek as a senator.

Q. What should Local 400 members do to make their voices heard in the 2012 elections?

A. The 2012 elections will be a critical moment for this country. On one side will be candidates who stand with working Americans, who are concerned about the well being of the middle class, and want to find a balanced approach to solving our nation's problems. On the other side will be a slate of candidates with extreme views on the role of government, on privatization of Social Security, and ways to get our economy moving again. Take a close look at the folks who are asking to represent you and see whose values line up with yours.



NLRB Ruling Protects Workers' Right to Vote

Makes Representation Elections More Democratic

In a long overdue first step toward giving workers a more free and fair vote about whether to empower themselves through union representation, the National Labor Relations Board (NLRB) recently issued a proposed rule to expand workplace democracy and create a more level playing field.

The proposed rule would shrink or eliminate many of the obstacles currently used by most employers to stack the deck against unions by streamlining and modernizing the election process, and by giving unions more opportunities to communicate with workers.

Its key provisions would:

- **Speed up elections**, primarily by

addressing challenges on voter eligibility after the election, rather than before—today, this is a frequent management delaying tactic—and by consolidating all appeals into one post-election process.

- **Improve communications** between unions and workers by requiring employers to give unions not only the names and addresses of workers eligible to vote, but also their telephone numbers and email addresses in electronic format.

"The right to vote is central to our democracy," said Local 400 President Tom McNutt, "and the NLRB is working to restore it."

"Imagine if in our political elections, one candidate could meet with every voter as often as he or she liked, while the other candidate was only able to meet some of the voters once or twice," McNutt said. "We'd be outraged, we'd call it a rigged election, and we'd be right."

"Well, that's exactly how we should feel about today's representation election process," McNutt explained. "Employers require all workers to attend captive audience meetings, where they spread anti-union lies, and they hold as many of these as they like. Of course, the longer management delays an election, the more captive audience meetings they have. By contrast, unions cannot enter the workplace, cannot require attendance at any meeting, and have far fewer opportunities to meet and talk with workers."

"Thankfully, the NLRB is finally doing something about this travesty of justice and bringing more balance to this vital decision-making process," McNutt said.

"Justice delayed is justice denied," he added. "Today, workers who want a union have to wait months or even years to have their rights recognized and upheld. By the time they win union representation and gain a first contract, many have moved on to other jobs or even retired. This is wrong, it has to be fixed, and the NLRB rule will help do it. I urge our members to call Congress and tell them to allow this rule to go forward so that workers' rights are restored."

Senators and representatives can be reached at the U.S. Capitol switchboard—(202) 224-3121.

Tomblin Wins W.Va. Governor's Race



**West Virginia Gov.
Earl Ray Tomblin**

With backing from Local 400 and the West Virginia labor movement, Earl Ray Tomblin (D) won an October 4th special election to serve the remainder of ex-Gov. (now Sen.) Joe Manchin's term as governor.

Tomblin defeated businessman Bill Maloney (R), an anti-worker millionaire with out-of-state roots who had retired in Georgia before deciding to run for governor of West Virginia.

Since becoming acting governor last November after Manchin resigned upon his election as senator, Tomblin has compiled a strong record, keeping the state's unemployment rate below the national average and making West Virginia one of the few state governments with a budget surplus. He has worked as a consensus-builder and has enjoyed the support of both labor and business.

"Governor Tomblin's victory is good news for our members and West Virginia's working families," said Local 400 President Tom McNutt. "It means we'll continue to have a leader in the state house who is working to create good jobs, to build the middle class, and to enact policies that make life better for all."

Social Security Is Sound

Don't Be Fooled by Talk of Crisis

You've probably heard it many times before—"Social Security is going broke. It won't be there for you when you retire. It's the main cause of the deficit."

Guess what? That's wrong, wrong and wrong.

Extremist politicians, media pundits and others have been spreading many myths about Social Security, doling out false information. This matters a lot because the so-called congressional super committee that is charged with cutting the deficit by \$1.5 trillion over the next 10 years as part of the debt-ceiling deal might decide to target Social Security, even though this is not necessary to fulfill its mission.

Here are the most important facts you need to know about Social Security:

- Social Security will be able to pay benefits in full through 2037. After that point, it would pay 75 percent of current benefits if nothing is ever done. In other words, it's a problem that needs to be fixed over time, not an urgent crisis.
- The fix is simple. Today, Social Security taxes are imposed on earnings up to \$106,800. If we eliminate this cap and impose Social Security taxes on all earnings while keeping benefits for high-income retirees at current levels, that will guarantee full funding of Social Security for the foreseeable future. Only upper-income taxpayers would bear the burden for protecting Social Security benefits for all Americans. Equally important, the Social Security tax would no longer be regressive as it is today, imposing a greater burden on middle- and lower-income workers

than on those making six-figure salaries.

- Social Security is actually reducing the deficit. Over the past several decades, Social Security has brought more money in than it has paid out. The Social Security Trust Fund actually lends money to the government to help the Treasury pay its bills. This will change in coming years as the baby boom generation retires and starts drawing benefits, but even then, Social Security will not be a primary cause of future deficits.

- Social Security benefits are a foundation of your retirement income. Today, more than half of senior citizens in America rely on Social Security for the majority of their retirement income, according to the Center on Budget and Policy Priorities. This is unlikely to be the case for most Local 400 members thanks to the defined benefit pensions negotiated through collective bargaining. Nevertheless, Social Security will be important. Benefits are progressive, replacing a higher percentage of past income for lower-income retirees than those who earned more, and they rise with the cost of living. Without Social Security, 45 percent of senior citizens would be living in poverty, compared to 10 percent today.

"Right-wing Republicans opposed the creation of Social Security in the 1930s and they've never given up their dream

of weakening, privatizing or eliminating a program that has done more to lift senior citizens out of poverty than any initiative in U.S. history," said Local 400 President Tom McNutt.

"The idea of increasing the retirement age ... is especially dangerous."

— Local 400 President
Tom McNutt

"We saw that with President Bush's privatization scheme and now we're seeing it as tea partiers use a manufactured debt crisis to try to cut benefits and raise the retirement age through the back door," McNutt charged. "This would be yet another way for them to send working families on the road to poverty in

our so-called 'Golden Years.'

"The idea of increasing the retirement age, often mentioned by politicians who are out of touch with the realities of life for working people, is especially dangerous," McNutt said. "Let's face it—if you work at a desk in a nice white collar job, maybe you'll want to put off retirement until you're 70 or older. But if your job involves hard physical labor, like Local 400 members working at supermarkets, food processing plants and health care facilities, you may need to retire much earlier. You might not have a choice. But you would be the ones paying the price, not CEOs or millionaires.

"That's why I urge you to call your representatives and senators," McNutt said. "Tell them not to cut Social Security in any way. Tell them to repeal the cap on Social Security taxes instead, to protect retirement security in a fair and just way."

Members of Congress can be reached at (202) 224-3121.



**Daniel
O. Weber**
Produce
Kroger #772
Charleston,
W.Va.



**Carla
Bernal**
Customer
Service
Giant #301
Aspen Hill,
Md.

FACES OF Local 400





**Aklog
Aseffa**
RN/Lead Nurse
Kaiser Prince
George's
Medical Center
Hyattsville, Md.



**Kevin
Belle**
Mechanic
Boar's Head
Petersburg, Va.



**Dave
Herron**
Meat Manager
Shoppers #2366
College Park,
Md.

**Estelle
O'Shields**
Cashier
Safeway #2661
Waldorf,
Md.



Let's Keep Our Firewall

Guest Column by Virginia AFL-CIO President Doris Crouse-Mays

On behalf of the Virginia AFL-CIO, I want to thank the leadership and members of UFCW Local 400 for the work you do every day. You work tirelessly to serve your members and the community and I want to thank you for your commitment to making their lives better and fighting the good fight day after day.

Twenty-eleven has been quite the year to date.

We've experienced unprecedented attacks on our unions, on our members, and on the very things that working people depend on and care about.

The things we all thought were a given, the things that keep our country strong and fair—these are the things they seem the most intent on destroying: workers' rights and protections, job training programs, Social Security, Medicare, Medicaid, OSHA, the Fair Labor Standards Act, and our country's public education system and infrastructure.

At the same time, they are trying to orchestrate a scheme that Robin Hood's evil twin would come up with: transferring wealth from working people and handing it directly over to the rich. Congressman Paul Ryan's budget is but one example—it would slash programs working families rely on and hand the savings over in the form of tax cuts to millionaires, billionaires, and massive corporations.

Honestly, it's pretty surreal.

Their plan is to weaken the voice of millions of working and middle class families.

It is a dark vision that flies in the face of what we believe this country is about. We belong to the labor movement because we believe in fairness and justice.

We believe that people who work for a living deserve to have safe and fair workplaces, family sustaining wages, days off for



"We must elect leaders who stand up for working people."

vacation, the ability to go to a doctor and to one day retire with dignity.

We believe that people should be able to work hard at one job (not two or three) and be able to make it in this country.

Despite the struggles of the last year, we accomplished a lot. We helped strengthen Virginia's workers compensation system for the first time in 20 years, and UFCW Local 400 got a strong and comprehensive Big Box bill passed in Loudoun County.

In Virginia we have an election every year. This November, we must hold on to the Virginia State Senate.

Quite simply, the Democrats in the Senate have been our firewall. They've protected us from a lot of disastrous legislation that would have weakened workers' rights and protections. If we were to lose the Senate, the opposition will win their attacks on workers.

Elections matter and these races are often decided by dozens of votes. Eileen Filler Corn is in the House of Delegates because she won 37 more votes than her opponent, while our brother Bobby Matheison is not in the House of

Delegates because he lost by 14 votes to his opponent.

Now more than ever, we must elect leaders who stand up for working people and who care about the survival of the middle class.

The Virginia AFL-CIO has a labor program that consists of worksite leaflets, phone banking, local union mail, and labor to labor walks. Everyone should know that what a member does to volunteer for the program matters. For example, in a walk packet you can reach 30 households, an hour of phone banking enables you to reach 40 or more union voters, and 60 minutes of leafleting your worksite ensures that you reach all your co-workers.

So the Labor 2011 program will work and we will hold on to the Senate, but we have to be on the front line.

Southern California Grocery Workers Avert Strike, Win Bargaining Victory

After 10 months of talks and on the verge of going on strike, members of UFCW Locals 8GS, 135, 324, 770, 1167, 1428 and 1442 working at Ralphs (a Kroger banner), Vons (a Safeway banner) and Albertsons (a Supervalu banner) in Southern California reached agreement on a strong new contract.

Negotiations were so heated and contentious that the members voted to authorize a strike and on September 16th, they gave their employers 72 hours notice of their intent to walk out. The contract agreement was reached on September 19th just as the strike was about to start. This victory for 62,000 workers—the largest UFCW bargaining unit nationally—was a tribute to their involvement, activism and unity.

“I want to congratulate our sisters and brothers in Southern California for their Solidarity, their strength, their courage and their tenacity in winning first-class agreements that will improve their lives in the years to come,” said Local 400 President Tom McNutt.

“Facing a difficult environment and management attacks, they stood firm,



Members of
UFCW Local 770
march for a fair contract on September 9th.

emphasized how their hard work makes their employers profitable, demanded a fair share of the wealth they create—and they won,” McNutt said.

The Southern California bargaining battle was marked by an aggressive online and social media campaign waged by the workers, with thousands of messages sent by union members, customers and community supporters via email and Facebook to the grocery companies.

These efforts paid off with a three-year contract that increases wages and protects health care and pension benefits.

“This battle was about more than the living standards and futures of 62,000 Southern California workers—it was

about the very survival of the American middle class,” McNutt explained. “They showed how jobs in the growing retail sector of our economy can support a family, provide health and retirement security, and give workers the purchasing power to create a lasting recovery from the Great Recession.

“Their experiences will be invaluable to Local 400 as we prepare for our next round of bargaining this coming spring with Giant and Safeway,” McNutt said. “Be assured, we will have the same Solidarity and spirit as we demand that these profitable, growing companies do right by our members, whose hard work and extraordinary productivity makes their success possible.”

UFCW LOCAL 23 MEMBERS RATIFY KROGER CONTRACT

More than 1,100 members of Local 23 who work at more than a dozen Kroger stores in Ohio and West Virginia overwhelmingly ratified a new contract that includes pay increases and continued health care and pension protections.

As in Southern California, these negotiations were also long and difficult. Over months of bargaining, Local 23 members stood together, taking dozens of actions to garner public support and send a message to management. These included

a Facebook “flash mob” and many demonstrations.

“In today’s toxic economic and political climate, nothing comes to workers without a fight,” said Local 400 President Tom McNutt. “Our brothers and sisters in Local 23 took the fight to management and won. In our bargaining with Kroger this fall and Giant and Safeway next spring, we will seize the offensive, set the terms and take the lead. It’s our turn to make a stand, and that we will.”

Stewards ACT to Pro

Activist Contract Teams Mobilizing Members

Pledging to mobilize members through Activist Contract Teams (ACTs) organized in each store, Giant and Safeway stewards recently met to prepare for what will likely be a tough and contentious round of bargaining in the spring of 2012.

"We must get off the defensive and take the offensive," Local 400 President Tom McNutt told the stewards, "because we will not be dictated to by management, we will not tolerate their usual tricks, we will not be lectured about how our employers somehow can't compete, and we will not accept the notion that retail workers don't belong in the middle class.

"We are going to be firm, we're going to stand in Solidarity, and at the end of the day, brothers and sisters, we are going to win!" McNutt said.

At the seminar, held at the National Labor College, stewards heard presentations on Ahold's attacks on Virginia workers through its non-union Martin's banner, the new contract won by Southern California grocery workers (see page 15), the battle to protect members' benefits, and the truth about Giant's and Safeway's finances.

"Here's what we need to know first and foremost," McNutt said. "This is not about keeping Giant and Safeway profitable. They're doing just fine. And they'll still be doing fine under the contract we want to negotiate."

Safeway is Profitable

McNutt noted that in 2010, Safeway's total sales were \$41.5 billion, up from \$40.85 billion in 2009, and its operating profits totaled nearly \$1.2 billion.

In the first quarter of 2011, Safeway's total sales rose 4.8 percent to \$9.8 billion, compared to \$9.3 billion in the same quarter of 2010. In the second quarter, sales hit the \$10.2 billion mark—a 7.1 percent increase over the previous year's quarter.

Notably, Safeway CEO Steve Burd received nearly \$11 million in total compensation last year.

"Just think about that," McNutt commented. "He's making

Stewards respond
to the call to action.



McNutt with Local 400 member activists
(from left to right) Larry Cease, Michelle
Redmond and Jeremiah Garner, who
discussed why they are forming Activist
Contract Teams (ACTs) in their stores.



the equivalent of \$5,286 an hour. In a single work day, he earns \$42,285—more than many of our members make in an entire year. So if he comes and tells us to accept lower wages or fewer health benefits or to pay more for our

retirement, we're going to remind him of this fact—Safeway is profitable because Local 400 members make Safeway profitable!"

Giant-Landover is Ahold's Profit Center

In the case of Giant-Landover, owned by the Netherlands-based multinational corporation Royal Ahold NV, it's the company's unionized U.S. operations that are the conglomerate's profit centers, accounting for more than half of its volume and net income.

In its 2010 Annual Report, Ahold reported 29.5 billion Euros in total sales, but Ahold USA accounted for 17.8 billion Euros—60 percent. This reflected an increase of 5.1 percent in the U.S., while sales in Europe declined by 3.5 percent.

In the first quarter of 2011, Ahold continued to thrive overall, but with its unionized American operations leading the way.

Prepare for Bargaining



Overall sales were up 5.9 percent over the first quarter of 2010, but the increase was 7.4 percent in the U.S.

Of Ahold's 213,000 grocery workers employed worldwide, Giant-Landover and Stop & Shop in New England employ 86,000 workers—most of them members of Local 400, Local 27 and the UFCW's New England locals.

What complicates matters is the fact that its Giant-Martin's banner is trying to deny its 30,000 workers the same right to

union representation enjoyed by the company's other employees in the U.S. and around the world. Ahold is deploying union-busting tactics against its Martin's workers that are similar to those used by chains like Walmart and Wegman's.

Not coincidentally, Giant-Martin's is losing money. Ahold reported a loss of \$11 million late last year from its purchase of the Ukrop's chain in Richmond, now operating on a non-union basis as Martin's. This caused Ahold's net earnings to drop by 8.6 percent, and Ahold USA's operating income to plummet by 16.2 percent in the third quarter of 2010.

"It's the USA that's keeping Ahold in the black," McNutt said, "it's Giant-Landover and Stop & Shop that are keeping Ahold USA profitable, and it's time for our members to receive more of the wealth their hard work is generating!"

Taking ACTION

McNutt emphasized to the stewards that in these negotiations, Local 400 will seize the initiative. "We've accepted their arguments about how hard it is to compete against non-union groceries," he said. "We've made sacrifices in exchange for hollow promises about future growth. Worst of all, we allowed them to divide us one from another.

"We're done playing defense," McNutt said "We take offense at their attacks—and we are going on the offensive.

"We are launching a powerful contract campaign," he explained. "One that's proactive, that fires first, that shapes the debate, that reaches out to the community, that mobilizes our members, and that sets the stage for success.

"We're going to build a grassroots army throughout the DC area," McNutt said. "An army of members fighting for their future, joined by community allies fighting for a better quality of life and a stronger local economy."

The framework for this grassroots army will be Activist Contract Teams set up in each Safeway and Giant store. Local 400 ACTs will recruit volunteers among members and community supporters, participate in actions, and make the case for a strong contract not only to the company, but to customers and the public at large.

"With our Activist Contract Teams as our front line troops, we'll be going on the offensive," McNutt said. "We'll be staging powerful actions in advance to define the terms of the debate, to get the public and opinion leaders behind us, and to put management on the defensive.

"We will send them a message that we're prepared," he said, "that we're unified, and that we will bargain hard for what our members have rightfully earned.

"We will leave no stone unturned, and with the involvement and activism of our members, we will get the best contract possible," McNutt said.

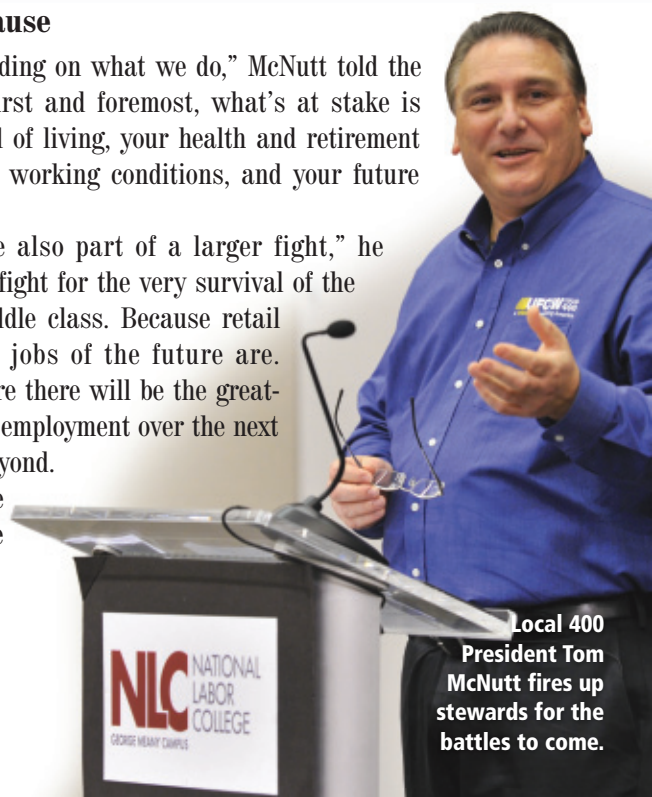
A Larger Cause

"A lot is riding on what we do," McNutt told the stewards. "First and foremost, what's at stake is your standard of living, your health and retirement security, your working conditions, and your future prospects.

"But we're also part of a larger fight," he explained. "A fight for the very survival of the American middle class. Because retail is where the jobs of the future are. Retail is where there will be the greatest growth in employment over the next decade and beyond.

"We are here to prove

(Continued on page 25)



Local 400 President Tom McNutt fires up stewards for the battles to come.

Flash Mob Takes Over Laurel Walmart

Demands Respect for DC, Respect for Workers

Singing, “All we’re asking is for Respect (Prove you mean it),” more than 100 DC residents and members of the Living Wages, Healthy Communities Coalition held a flash mob at the Laurel, Md., Walmart. Accompanied by a brass band and chorus, they took over the store to colorfully demonstrate the depth of support for an enforceable community benefits agreement before the world’s largest retailer is allowed to enter the nation’s capital.

The event left a powerful—and positive—impression on all who witnessed it.

“When I saw the large crowd, heard the band and the words, I couldn’t believe it,” said Alan Barber, an associate at the Laurel Walmart. “But then to listen to their words—that associates should be respected, too—that really touched me, because we don’t get the respect we deserve at work. Management overworks and underpays us, and then makes things worse by creating a climate of fear so most associates are too afraid to demand better treatment.”

Shoppers were also surprised as the flash mob took over the store, especially once they heard the coalition’s message: Walmart must guarantee, in writing, that

it will treat its employees and DC communities with respect by paying a living wage, and improving the quality of life in surrounding neighborhoods.

“Respect is what it’s all about,” said Local 400 President Tom McNutt. “It’s what every worker deserves, it’s what every union member receives, and it’s what Walmart utterly fails to provide its associates and the communities it serves. I am very pleased that the broad-based Living Wages, Healthy Communities

Coalition is spreading the message that Walmart should respect DC or stay out. This flash mob was a brilliantly creative way to expand support for an enforceable community benefits agreement and to let the world’s largest retailer know that workers and community residents will not be ignored.”



Flash mob members sing for respect at the Laurel Walmart.

This flash mob marked another step in growing grassroots-based pressure on the world’s largest retailer after a DC rally the previous month where 200 people demanded that the community have a seat at the table in negotiations between

Walmart and Mayor Gray.

“Respect isn’t shown by making one-time contributions to buy off the support of DC politicians and others,” said Mackenzie Baris, lead organizer at DC Jobs With Justice. “It’s shown by always paying your workers enough to lift them out of poverty and by supporting the community and small businesses every day your store is open. We want fair treatment, and that is a binding commitment to do right by DC.”

Walmart Job Training Deal Shows Company Can’t Be Trusted

Walmart’s disrespectful approach to the Washington, DC, community—buy people off with one-time donations but make no commitments to act as a force for good in the future—was on full display recently.

Walmart announced it will help fund a “Retail Academy” at the Community College of the District of Columbia to train DC residents for careers in the industry—while at the same time refusing to guarantee that graduates would receive any hiring preference at its DC stores. In addition, it

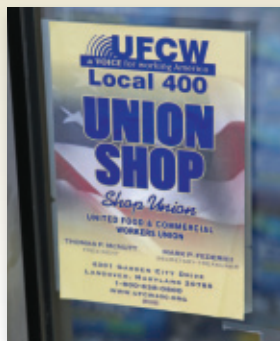
refused to consult with or even notify the DC Jobs Council and other organizations working to end unemployment in the city.

“Under the Respect DC agreement, Walmart would be required to train and hire DC residents, and to pay them a living wage,” said Local 400 President Tom McNutt. “This hollow, cynical gesture by the company provides further proof that Walmart will neither make nor keep any promises without an enforceable community benefits agreement.”

Local 400 Members Ratify Fresh & Green's Contract, Keep Jobs and Membership After SuperFresh Closes

Natural Foods Supermarket First in U.S. to Be Unionized

For SuperFresh employees in Washington, DC, their membership in Local 400 enabled them to avoid the fate of so many other workers when the chain's owner, A&P, declared bankruptcy and went out of business. After their store at 4330 48th Street, NW, was purchased by Natural Market Restaurants Corporation of Toronto, Canada, and reopened as the first Fresh & Green's in the nation's capital, they not only kept their jobs—they also negotiated and ratified a contract making them the company's first U.S. facility to operate as a union shop.



As the front door decal makes clear, Fresh & Green's is a union shop!

continue to be empowered through union representation," said Local 400 President Tom McNutt.

Fresh & Green's is operating as a natural foods supermarket and its unique structure will enable many members to gain new skills and career opportunities.

"I urge residents of Northwest DC and elsewhere in the metro area to shop at Fresh & Green's," McNutt said. "Our members provide unparalleled customer service and I believe shoppers will find Fresh & Green's far superior to non-union competitors like Whole Foods. In addition, their purchases will support the kind of quality

retail jobs Washington, DC, needs, which in turn will give the city's economy a boost.

"This win-win agreement demonstrates that Washington, DC, remains a union supermarket city," McNutt said. "We will keep fighting for our members and for all retail workers who have the right to a voice in the workplace, a family-supporting job, health and retirement security, and career opportunities in their field."

"I couldn't be more pleased that our members will stay employed, keep their health benefits, maintain their retirement security, and

Local 400 President Tom McNutt explains the Fresh & Green's contract to members.



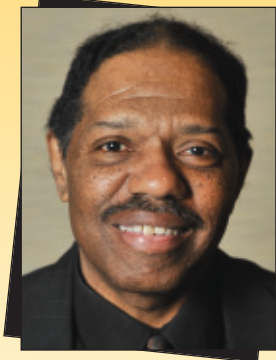
After the ballots were cast, Local 400 members tallied the votes, determining that the contract was overwhelmingly ratified.

STEWARDS Spotlight

Donald Jackson

Seafood Clerk

Safeway #1177, Washington, D.C.



"Our union provides protection from random firings and guaranteed pay raises."

Years in Union: 4

Years as Steward: 1 1/2

Enjoys Most about Job: Helping people who need it

Hobbies: Writing poems and studying the Bible

Future Plans: To be a part-time writer

Favorite Place on Earth: The zoo

Heather Willis

Customer Service

Kroger #401, Roanoke, Va.

Years in Union: 2

Years as Steward: 1

Family: Daughter

Enjoys Most about Being a Steward: Recruiting employees and helping with any problems they have

Hobbies: Music, art, interior design, the outdoors (hiking, fishing, snowboarding)

Future Plans: Graduate from Hollins University, go to medical school and join Doctors without Borders



"Our union means we have a strong organization that will back me up."

Steve Epperly

Produce Clerk

Giant #127, Olney, Md.



"Our union gives us representation."

Years in Union: 18

Years as Steward: 1

Family: Five children

Enjoys Most about Being a Steward: Helping others

Hobbies: Music, hiking, fishing, and just about anything outdoors

Future Plans: Open a coffee shop

Geraldine Porter

Deli Clerk

Giant #793, Fredericksburg, Va.

Years in Union: 34

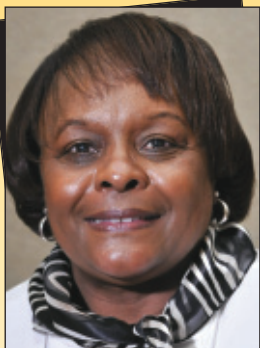
Years as Steward: 4

Family: Three daughters

Enjoys Most about Job: Meeting people

Enjoys Most about Being a Steward: Telling people about good things

Hobbies: Reading, shopping and cooking



"Our union makes sure people are treated right."

Richard Lasky

Produce Associate

Kroger #501, Richmond, Va.



"Our union keeps us organized in the store and on top of work issues."

Years in Union: 4

Years as Steward: 3

Enjoys Most about Job: Interacting with customers

Enjoys Most about Being a Steward: People person

Hobbies: Civil war relics—history, NFL football, golfing, family!

Future Plans: Retirement and spend time with grandkids

Sharon Glaser

Food Clerk

Safeway #1956, Gaithersburg, Md.

Years in Union: 26

Years as Steward: 1

Enjoys Most about Job: Helping employees and seeing our great customers

Enjoys Most about Being a Steward: Helping employees learn about our union

Hobbies: Going to the beach, traveling, spending time with my family

Future Plans: Working at Safeway as long as I can and looking forward to retirement



"Our union negotiates good benefits for us."

EIGHT FELRA SCHOLARSHIP WINNERS ANNOUNCED

Eight children of Local 400 members were awarded FELRA Scholarships to help fund their higher education for the 2011-12 school year.

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

"The scholarship winners are a fine group of young men and women who do our union proud," said Local 400 President Tom McNutt. "I am especially pleased for their parents, because their membership in Local 400 has helped them help their children achieve their dreams. That's what unions are all about."

THE 2011-12 FELRA & UFCW HEALTH AND WELFARE SCHOLARSHIP WINNERS ARE:

Ngoc Duong of Fairfax, Va. A 2011 graduate of Chantilly High School, Ngoc served as president of the National Honor Society and vice president of DECA, an association of marketing students. In competitions sponsored by DECA, she won first place in Virginia and finished in the top 10 nationally. She is attending the University of Pennsylvania's Wharton School of Business in Philadelphia this fall, where she expects to major in economics, with the idea of possibly pursuing a career as a management consultant. Her father, Phuong Duong, works at Giant #758. "I was really excited to receive the scholarship," Ngoc said. "It meant a lot because it's coming from the union and they've supported my parents so much."



Kelly Jones

Kelly Jones of Shady Side, Md. Kelly graduated from Southern High School in Harwood, Md., this past spring, where she played tennis, and was a member of the Student Government Association and the Interact club. Showing a diversity of talents, she was chosen Homecoming Queen and Class Clown as her senior superlative. Kelly is attending Salisbury University this fall

and plans to major in psychology, with an eye toward eventually seeking a masters or doctoral degree in the field. Her mother, Susan Jones, works at Safeway #1129. "I was shocked at first because I'm sure there were so many other entries, and I couldn't believe that I was a scholarship winner," she said.



Kirill Korsak

Kirill Korsak of Leesburg, Va. Kirill attended Heritage High School in Leesburg, where he graduated last spring in the top 5 percent of his class. Today, he is a first-year student at James Madison University in Harrisonburg, Va., though he is actually a sophomore due to the number of advanced placement credits he received and dual enrollment courses

he took. The recipient of a physics merit scholarship, Kirill plans to major in the subject and has a special interest in the sub-fields of electronics and acoustics. He is teaching himself to play the piano and to produce electronic music, and is considering becoming a researcher or engineer in these areas. His mother,

Tatyana Korsak, works at Giant #799. "WOW," he said of receiving the FELRA scholarship. "It's more than what I thought I would get."



Amber Lee

Amber Lee of Centreville, Va. A June 2011 graduate of Thomas Jefferson High School for Science and Technology in Alexandria, Amber was president of the Assistive Technology club, which uses technology to create videos, books, and powerpoint presentations tailored to the needs of children in special education classes. She also helped

conduct research on childhood asthma at the Children's National Medical Center, co-authoring several research papers, and volunteered extensively to help children with disabilities. Amber is also an accomplished pianist, having played since age four, and won a competition enabling her to perform at the Kennedy Center's Millennium Stage. She is now attending Harvard College in Cambridge, Mass., and is considering a career in the medical field as a surgeon and/or researcher. Her mother, Sung Lee, works at Safeway #0002. "I was thankful to my mother who has provided me the resources to perform well at school and the chance to apply for this scholarship," Amber said. "I was also thankful to the union for recognizing me among other deserving applicants and providing my family with financial help for my education. I hope to reach a position where I can provide the same type of help to future students."



Jennifer Lu

Jennifer Lu of Derwood, Md. Jennifer graduated from Col. Zadok Magruder High School in Rockville this past May. There, she participated in the Math and Chemathon Teams, and was a member of the Spanish, Science, Math, and National Honor Societies. She won many honors, including the AP Scholar with Distinction Award for completing seven advanced placement tests in

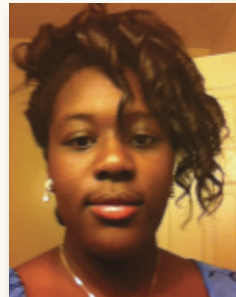
2010, the National Center for Women & Information Technology Award for Aspirations in Computing, and the Harvard Book Award. Today, Jennifer is a freshman at Johns Hopkins University in Baltimore, where she plans to major in chemical and biomolecular engineering with a possible minor in computer science. Her father, Chien Jung Lu, works at Giant #301. "I was glad to receive this scholarship," she said, "because it will provide great support towards my educational career."



Raymond Ng

Raymond Ng of Rockville, Md. A 2011 graduate of Rockville High School, Raymond had straight A's all four years there and received the highest grade point average of his graduating class. He also played on the volleyball team. He now attends the University of Maryland at College Park and expects to major in biology. His father, Tak Lee Ng, works at Giant

#127. "I was very happy and grateful to receive the scholarship," Raymond said, "because it will help me pay for college and that will help me later on in life."



Mariam Sankoh

Mariam Sankoh of Woodbridge, Va. Mariam graduated from Garfield Senior High School in June 2011, where she received an International Baccalaureate Diploma and was a peer diversity trainer and member of the National Honor Society. Mariam is now a freshman at Virginia Commonwealth University in Richmond. She is interested in the sciences and exploring the possibility of

becoming a medical research scientist. Her father, Idriss Sankoh, works at Shoppers #2358. "I was surprised to hear I received this scholarship and overjoyed that I would be able to go through college without putting a financial burden on my dad," she said. "I also thought about the help my mom (who recently passed away May 17th of breast cancer) provided in getting the information so that I could apply for this scholarship."



Wilson Tang

Wilson Tang of Alexandria, Va. Wilson graduated from Thomas A. Edison High School in Alexandria last fall. He participated in Science Olympiad, Key Club and National Honor Society, and won the Science Department and Math Department Awards. He is currently a freshman at the University of California at Berkeley, where he plans to major in electrical engineering and computer sci-

ence with a minor in physics and mechanical engineering. Wilson would like to eventually pursue a doctorate in aerospace engineering and to work in the aviation industry. His mother, Jenny Tu-Tang, works at Giant #748. "This scholarship will certainly help me along my path," he said.

FIVE LOCAL 400 SCHOLARSHIPS AWARDED

As a central part of its commitment to help members improve their families' lives, Local 400 awards \$1,000 scholarships to five deserving members or their children annually. For the 2011-2012 school year, one member and four children of members are receiving this assistance from their union to help defray the cost of college.

"This is about family," said Local 400 President Tom McNutt. "We're here to help our members' families, but equally important, our union is one big family. We do what we can for one another and we help provide for everyone's future. I am especially proud of this year's Local 400 Scholarship winners—they are an impressive group of young men and women with big things ahead."

THE 2011-12 LOCAL 400 SCHOLARSHIP WINNERS ARE:



Rachel F. Davis

Rachel F. Davis of Alexandria, Va. A June 2011 graduate of West Potomac High School in Alexandria, Rachel was football manager, and a member of the Marching Band, the Young Democrats and a women's leadership program. She currently attends Northern Virginia Community College and plans to transfer to Longwood University in the fall of 2012 after she receives her associate's degree. There, Rachel will work towards a doctorate in Psychology with the goal of becoming a clinical psychologist who helps returning soldiers suffering from Post Traumatic Stress Disorder. "I have grown up in an age of terrorists and war, snipers and elevated terror alerts," she said. "I want to use my education to help heal." Her mother, Emily Franks Davis, is a food clerk at Safeway #1019. "I was thrilled when I received the letter about winning the scholarship," Rachel said. "I asked my mom to read it also to make sure I was reading it correctly! There are so many costs associated with college. Finances shouldn't be a deterrent to anyone's continuing education. This will help a lot!"



Thomas Doggett

Thomas Doggett of Fredericksburg, Va. A 2008 graduate of Stafford Senior High School in Falmouth, Va., Thomas went on to receive an associate's degree of arts & sciences and a general education certificate from Germanna Community College, where he made Academic Honors and the Dean's List, and received an Academic Award in the Spring of 2011. This year, he is attending James Madison University as a junior. He plans to graduate with a B.B.A. in finance and pursue either an M.B.A. or a J.D., with the goal of ultimately starting his own company. His mother, Vicki Lynn Pritchett, is an assistant front end manager at Giant #243. "When I got news of the scholarship, I got a feeling of accomplishment, like what I was doing was actually starting to pay off," Thomas said. "Paying for college is very expensive and every bit of help is fully appreciated. My family is a typical middle class family who are suffering from the down economy. This scholarship will help cover tuition and give me the motivation to keep working hard... One day I would like to be in a

position to give back to the scholarship programs and educational foundations which have been instrumental in helping me to obtain my educational goals."



Alexandra Fox

Alexandra Fox of Huntingtown, Md. A Local 400 member, Alexandra worked as a cashier at Safeway #1731 from 2009 through this year, while attending Huntingtown High School, where she graduated this past June. Despite working 20 to 25 hours a week at Safeway during the school year and longer hours during the holidays, she was still able to

participate in the Future Business Leaders of America, complete the Academy of Finance program, and win the AP Scholar Award last year. She succeeded by managing her time effectively and because Safeway was supportive of her education, letting her leave early from work when she had to study for exams. Alexandra currently attends Salisbury University, where she plans to major in accounting, but is also considering history, her favorite subject. "I want to have a career that allows me to help people," she said. "I am very passionate and want to be able to make a positive difference in someone's life." She recalls being "absolutely shocked" when she learned of receiving the scholarship. "I am so thankful!"



Garrett Grubb

Garrett Grubb of Germantown, Md. Garrett graduated this spring from Northwest High School in Germantown, where he was a member of the National Science Honor Society, the Academy of Biotechnology, and Students for Change in Darfur. He is now a freshman at Towson University and is already involved in the rock climbing club, volleyball and other activities. His mother, Dee Grubb, is a front end clerk at Giant #320. "I was very happy to hear I won this scholarship," he said. "It will be extremely useful to me by helping me to afford my education."



Paul Ryan Stephens

Paul Ryan Stephens of Bristow, Va. His father, Paul Eric Stephens, is assistant manager at Safeway #1801. Efforts to reach him were unsuccessful.

Republicans Take Economy Hostage

Continued from page 4

In explaining its move, S&P wrote, "The political brinksmanship of recent months highlights what we see as America's governance and policymaking becoming less stable, less effective, and less predictable than what we previously believed. The statutory debt ceiling and the threat of default have become political bargaining chips in the debate over fiscal policy." The company noted the Republicans' obstinate refusal to raise taxes or revenues of any kind as another reason for the downgrade.

While the impact of the ratings downgrade is unclear at this point, one likely outcome is higher interest rates, which would further burden the economy.

"What this low point in American political history demonstrates is the urgent need to stop negotiating with hostage-takers and to make the voices of America's working families so loud that we drown out the cries of big business, the wealthy, and the extremists desperately trying to get even more," McNutt said. "We must speak out more forcefully to demand every American's right to a good job, living wages, health and retirement security and respect in the workplace. We must hold politicians accountable for their actions. Ultimately, our activism is the only way out of this morass."

Stewards ACT *(Continued from page 17)*

that you can work in retail, own a home and support a family," McNutt said. "We're here to prove that you can work in retail and retire in dignity, have a voice on the job, be treated with respect, and have your health and safety protected. We're here to prove that you can work in retail, live the American dream, and provide a better future for your kids and grandkids."

Stewards left the seminar with a clear plan in place to build ACTs store by store and to have them ready to mobilize for action whenever needed. From their participation in workshops that were part of the seminar and in their questions and statements, they made clear that they are dedicated to Solidarity and energized for action.

Workers Helping Workers – You Make a Difference

Reach Out

to local working families in need

Workers helping workers in their own communities – that's what The Community Services Agency is all about.



To contribute through
the United Way,
use designation number
8253.



THE
COMMUNITY
SERVICES
AGENCY

of the Metropolitan Washington Council, AFL-CIO

"It's wonderful to know
that people can be there for
each other when someone is in
need. Your kindness in getting me
and my family through this rough
time will always be appreciated
and remembered in our home.
Thank you for caring!"

Union member
from Verizon

Your donation will:

- Help laid-off or striking workers and families in financial crisis buy groceries, avoid utility cutoffs, evictions and other emergencies.
 - Provide holiday baskets of food, clothes and gifts to families that would otherwise go without.
 - Educate youth about careers with good wages and benefits, and help adults needing job training.
- And so much more!

To find out more:

www.dclabor.org • 202.974-8220 • Email: kmckirch@dclabor.org



**Attention: Employees
of Giant & Safeway**

2012 Annual Scholarship Awards

If you work for a company listed above, under the provisions of your employer's bargaining contract, you and your dependents may be eligible to apply for a scholarship from the UFCW and FELRA Scholarship Fund.

Entry Deadline: December 31, 2011

Just fill out the preliminary application below and mail it to the Fund office postmarked by December 31, 2011. In January of 2012, eligible applicants will be sent additional information from the Fund.



Cut and mail 

PRELIMINARY SCHOLARSHIP APPLICATION

SCHOLARSHIP FUND

The Scholarship Fund expects to be awarding scholarships to a select number of eligible participants and their dependents who will be attending college or a university as full-time students in the fall of 2012. Participants and their dependents are eligible to apply for a scholarship award if the participant completes at **least one uninterrupted year of Service as of December 31, 2011** and is **actively employed as of that date**. In addition, dependent applicants must be under the age of **24 on December 31, 2011**.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be **mailed the full application form in early January 2012**.

IMPORTANT: If your dependent does not have medical coverage through the Fund office, please include a copy of a marriage certificate (if spouse), or birth certificate or custody order (if child) with the preliminary application.

Employee Information

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

Applicant's Information

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

**PRELIMINARY
APPLICATIONS
MUST BE POSTMARKED
BY DECEMBER 31, 2011.**

Mail applications to:
**UFCW & FELRA
Scholarship Program**
911 Ridgebrook Road
Sparks, MD 21152-9451

July Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	705,183
2	RECEIPTS (from all sources):	
	DUES	1,625,270
	MISCELLANEOUS	54,698
3	TOTAL RECEIPTS	1,679,968
4	TOTAL OF LINES 1 AND 3	2,385,151
5	DISBURSEMENTS for current months	1,501,058
6	CASH ACCOUNT BALANCE at the end of current month	884,093
7	BALANCE AT END OF MONTH as shown on Bank Statement	920,604
8	DEPOSIT IN TRANSIT	0
9	TOTAL OF LINES 7 AND 8	920,604
10	LESS: Checks included in item 5 not returned with bank statement	36,510
11	BALANCE (Should agree with Line 6)	884,093
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,383,315
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	817,741
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	931,689
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,029,706
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	3,987,883

2011 AREA MEETINGS SCHEDULE *

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 6 p.m.

2011 QUARTERLY MEETINGS SCHEDULE *

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 6 p.m.

ALL IN THE FAMILY

Condolences

Zoe Jones, *Giant 798, Loss of husband*
Sandra Besecky, *Giant 791, Loss of granddaughter*
Jackie Denholm, *Giant 775, Loss of aunt*
Family of Richard Camirand, *Giant 251*
Mark Underwood, *Giant 788, Loss of mother*
Family of Odys Price, *Safeway 1702 & UFCW*
Local 400 Executive Board Member

Robert & Henry McCain, *DanChem, Loss of Brother*
Family of Earl L Smith Sr, *Omega Protein*
Banks Stamps, *DanChem, Loss of mother*

Congratulations

Margaret G Levitan, *Safeway 1089, Birth of Grandson*

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.



**Attention: Employees of
Shoppers Food Warehouse**

2012 Annual Scholarship Awards

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Employee Information

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

Applicant's Information

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

**PRELIMINARY
APPLICATIONS
MUST BE POSTMARKED
BY DECEMBER 31, 2011.**

Mail applications to:

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

LOCAL 400 RETIREES

AM Briggs

Stacey Richardson, *Cheverly, Md.*, 13 years

James R Stewart, *Lanham, Md.*, 6 years

Boars Head Provision

Paulette W Harrison, *Capron, Va.*, 22 years

Commodore Homes

Dennis A Jones, *Danville, Va.*, 21 years

Giant Food

Richard G Aquilino, *Greenbelt, Md.*, 39 years

Kenneth J Ayers, *New Market, Md.*, 39 years

Charles L Beale, *Landover, Md.*, 33 years

Deborah A Bland, *Forestville, Md.*, 31 years

Michael W Carter, *Locust Grove, Va.*, 27 years

David K Denniston, *Madison Heights, Va.*,
33 years

Mary L Divver, *Owings, Md.*, 29 years

Sharon L Doores, *Warrenton, Va.*, 34 years

Frank A Dubas, *Huntingtown, Md.*, 10 years

Charles P Facini, *Waldorf, Md.*, 32 years

Jean A Fario, *Ashburn, Va.*, 6 years

Kathleen L Goodman, *Herndon, Va.*, 23 years

Kathleen L Goodman, *Herndon, Va.*, 8 years

Phyllis A Hailstock, *Washington, D.C.*, 22 years

Horace A Hall, *Mitchellville, Md.*, 38 years

Mildred L Hyman, *Clinton, Md.*, 30 years

Brian J Kapuscinski, *Silver Spring, Md.*,
11 years

Robert J Keeler, *Nokesville, Md.*, 32 years

Charles E Kretzing, *King George, Va.*, 41 years

Eveline Y Li, *Centreville, Va.*, 20 years

Franklin G Marsh, *Gaithersburg, Md.*, 9 years

Michael D McLain, *Washington, D.C.*, 36 years

Sharon Morningstar, *Kensington, Md.*, 32 years

Milton A Mosley, *Clinton, Md.*, 11 years

Roberta A Nichols, *Alexandria, Va.*, 31 years

Glenn A Northrop, *Woodbridge, Va.*, 38 years

Paul G Ostrowski, *Burke, Va.*, 15 years

James H Pennington Jr, *King George, Va.*,
31 years

Carol E Pollak, *McMinnville, Ore.*, 32 years

Jon F Roth, *Fredericksburg, Va.*, 28 years

Glen A Savoy, *Capitol Heights, Md.*, 31 years

Jackie R Stover, *Rockville, Md.*, 23 years

Fitz A Thomas, *Silver Spring, Md.*, 11 years

Shuja U Warraich, *Germantown, Md.*, 23 years

Betty L Williams, *Woodbridge, Va.*, 34 years

Carol A Woods, *Reston, Va.*, 25 years

William E Wuyek, *Ruther Glen, Va.*, 32 years

Sheilah M Wyatt, *Laurel, Md.*, 30 years

Kroger

Annie M Bates, *Richmond, Va.*, 5 years

Richard E Towe, *Portsmouth, Va.*, 6 years

Safeway

Mohbub Ali, *Winchester, Va.*, 9 years

Lynette G Briggs, *Waldorf, Md.*, 10 years

Jean A Fario, *Ashburn, Va.*, 24 years

Deborah L Lancaster, *Arlington, Va.*, 30 years

Ronald D Latham, *La Plata, Md.*, 30 years

Heloise G Makel, *Rockville, Md.*, 24 years

Clarence A Purcell, *Woodbridge, Va.*, 15 years

Christopher L Seubert, *Gaithersburg, Md.*,
30 years

Ilene L Tillman, *Capitol Heights, Md.*, 13 years

Hilda J Tucker, *Galax, Va.*, 22 years

Shoppers Food & Pharmacy

Priscilla A Adams, *Dumfries, Va.*, 26 years

Donna A Arnold, *Gaithersburg, Md.*, 31 years

Deborah J Atkinson, *Huntingtown, Md.*,
35 years

Patricia A Beavers, *Clinton, Md.*, 25 years

Cherri L Benjamin, *Rockville, Md.*, 37 years

Wilma A Bentley, *Purcellville, Va.*, 19 years

David E Blackett, *Ruther Glen, Va.*, 37 years

Robert L Bogie, *Linden, Va.*, 39 years

Virginia M Buckley, *Finksburg, Md.*, 26 years

Carl E Bumbry Jr, *Adelphi, Md.*, 24 years

Gary E Burkhammer, *Wheaton, Md.*, 11 years

Vernell O Carter, *Lorton, Va.*, 6 years

Judith A Catlin, *Grasonville, Md.*, 35 years

Ida R Colvin, *Broad Run, Va.*, 23 years

Larry F Comer, *Manassas, Va.*, 15 years

Paul Coulliette, *Stephens City, Va.*, 23 years

Vernita M Coulliette, *Stephens City, Va.*,
27 years

William F Cunningham, *Nokesville, Md.*,
11 years

Jensoma S Darego, *Upper Marlboro, Md.*,
18 years

James A Davis, *Odenton, Md.*, 23 years

Paul E Deleon, *Hanover, Md.*, 42 years

Brian P Fallon, *Olney, Md.*, 28 years

John W Fewell, *Spotsylvania, Va.*, 13 years

Esperanza G Goico, *Lorton, Va.*, 21 years

Rose M Goldston-Coehins, *Capitol Heights, Md.*, 18 years

Evelyn D Hampton, *Alexandria, Va.*, 25 years

Lynne M Hardesty, *Mechanicsville, Md.*,
18 years

Patricia A Hayes, *Mechanicsville, Md.*, 9 years

Evelyn L Hearn, *Stafford, Va.*, 24 years

Travis A Henderson, *Fredericksburg, Va.*,
20 years

Jorge Herrera, *Annamdale, Va.*, 11 years

Dennis M Houser, *Bealeton, Va.*, 12 years

Sonja E Humphrey, *Takoma Park, Md.*, 13 years

St Clair Hunter, *Ft Washington, Md.*, 12 years

Ni T Huynh, *Chantilly, Va.*, 19 years

Sue A Keller, *Greencastle, Pa.*, 23 years

Minh N Le, *Gaithersburg, Md.*, 16 years

Mary E Leissler, *Germantown, Md.*, 16 years

Rafael A Mantilla, *Alexandria, Va.*, 11 years

John J McDermott, *Charles Town, W.Va.*,
22 years

Calvin L McGuire, *St Stephens Church, Va.*,
15 years

Josie S McKenzie, *Silver Spring, Md.*, 26 years

Dennis W Moore, *Washington, D.C.*, 40 years

James Moore, *Capitol Heights, Md.*, 18 years

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

Bai V Nguyen, *McLean, Va.*, 17 years

Luy V Nguyen, *Alexandria, Va.*, 16 years

Joseph L Peebles, *Brookeville, Md.*, 22 years

Thomas J Ping, *Woodstock, Va.*, 28 years

Judith L Powell, *Dumfries, Va.*, 26 years

Ronald W Pugh, *Stafford, Va.*, 11 years

Cecil A Pullen, *Flint Hill, Va.*, 16 years

Elizabeth L Riggs, *Front Royal, Va.*, 25 years

Ronnie L Shumaker, *Bluemont, Va.*, 29 years

Curtis L Simpson, *Frederick, Md.*, 20 years

Mary J Smith, *Fredericksburg, Va.*, 12 years

Richard A Sutton Jr, *Forestville, Md.*, 12 years

Stillman D Terry, *Stafford, Va.*, 26 years

Oscar G Vidal, *Annamdale, Va.*, 19 years

James B Zello, *Silver Spring, Md.*, 20 years

Super Fresh

William F Fitzpatrick Jr, *La Plata, Md.*, 45 years

Genevieve M Holt, *Landover, Md.*, 40 years

What Happened To Respect For the Law?



Since when has following the law—and enforcing it—been controversial?

Only since tea party extremists took control of the U.S. House—and only when that law protects the rights of working Americans.

The case I'm talking about is the National Labor Relations Board (NLRB) ruling against Boeing's planned move of a 787 production line from its unionized Washington state facilities to a non-union operation in "right-to-work-for-less" South Carolina.

The NLRB alleges that Boeing acted to retaliate against its workers' union for past strikes against the company. Without being reversed by the NLRB, Boeing would be undermining its workers' right to strike—a right enshrined in the law.

There is ample evidence supporting the NLRB's decision. In 2009, Boeing Chairman and CEO Jim McInerney told a quarterly earnings conference call that the South Carolina move was due to "strikes happening every three to four years in Puget Sound." The NLRB also

cited four other instances in which Boeing officials made clear that the threat of strikes in Washington state was their prime motivation for the company's actions, which the NLRB charged were "inherently destructive of the rights guaranteed employees" under the law.

Seems like it ought to be an open and shut case, right? A corporation violates the law and it must suffer the consequences.

Not according to tea partiers, members of Congress trying to get into their good graces, and the recipients of Boeing's campaign largesse.

They have introduced legislation that would forbid the NLRB from ever again enforcing the law by ordering a company to reverse outsourcing plans, to reinstate work in existing operations, or to require investment in a plant where work was taken away due to union retaliation.

In other words, they want to make the law meaningless, and let violators like Boeing get off scot-free.

There's nothing conservative about having such a cavalier attitude toward the

law. It's radical. Extremist. Perhaps even treasonous.

Anti-worker senators are even trying to block the confirmation of NLRB General Counsel Lafe Solomon, a career public servant whose only agenda is to follow the law.

Not surprisingly, Boeing is a major donor to congressional Republicans. Evidently, they not only bought politicians' votes on bills before Congress; they also bought the corporate equivalent of a get-out-of-jail-free card.

It's bad enough that there are two economies in America—one for corporations and the rich that is producing unprecedented levels of wealth, and another for the rest of us that is in the worst shape since the Great Depression. It seems there are two political and legal systems, too. The wealthy and big business get to spend what they want and do what they want, while the rest of us get the shaft from politicians and fewer protections under the law.

Our best chance—indeed, our only chance—to undo this dire threat to our democracy is to fight back in Solidarity through our union and the labor movement.

Mark P. Federici
Secretary-Treasurer

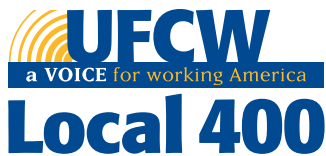
There are two political and legal systems in America.

**United Food and Commercial
Workers Local 400**

4301 Garden City Drive
Landover, MD 20785



Change Service Requested



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U.S. Postage
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Hyattsville, MD
Permit No. 4084

BARGAINING UPDATE BY W. CHRISTIAN SAUTER

A.M. Briggs

40 employees; contract expired
8/31/2011; Negotiations in
progress/contract extended

Andrews Air Force Base Barber Shop

12 employees; contract expires
2/16/2012; Negotiations in progress

Andrews Air Force Base Beauty Shop

5 employees; contract expires
2/16/2012; Negotiations in progress

Belpre Police

13 employees; contract expired
9/17/2011; Negotiations in
progress/contract extended

Bestway

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

Bethesda Co-Op

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

Boar's Head Jarratt

431 employees; contract expires
2/22/2011; Ratified 3 year agreement

Clearon Corporation

70 employees; contract expires
12/1/2011; Negotiations in progress

Clearon Corp. Lab Techs

4 employees; contract expires
12/1/2011

Clinton Nursing & Rehabilitation

435 employees; contract expired
4/30/2011; Ratified 3 year agreement

Commodore

97 employees; contract expired 1/31/11
Ratified 3 year agreement

Dr. Pepper/7-UP

35 employees; contract expired
5/14/2011; Ratified 3 year agreement

E.M.D. Sales

New Employer; Negotiations in Progress

Gino Morena Enterprises

(Aberdeen Proving Ground)
12 employees; contract expired 6/4/10
Contract extended
(Ft. Meade Barber)
6 employees; contract expired 2/16/09
Negotiations in progress/contract
extended

Healthcare Services Group

(Elizabeth Adam Crump Manor)
20 employees; contract expired 6/15/10
Ratified 3 year agreement

Kroger Farmville/ Appomattox

140 employees; contract expired
10/22/2011; Negotiations in progress

Kroger West Virginia

3,500 employees; contract expired
10/15/2011; Negotiations in progress

Omega Protein

90 employees; contract expired
4/17/2011; Ratified 3 year agreement

Randy Wright Printing

5 employees; contract expired 7/31/10

Takoma Park Police

25 employees; contract expired
6/30/2011; Ratified 3 year agreement

Todd Enterprises

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