

In Retail, a Union Contract Gives Workers a Voice in Scheduling, Hours, and Pay at Holiday Time



Many retail employers have moved up Black Friday hours to Thanksgiving day.

This holiday season, many non-union retailers like Walmart are moving up Black Friday opening times to 10 p.m. on Thanksgiving without giving workers a voice in their scheduling. Many retail workers will be missing Thanksgiving traditions and time spent with family.

There's no doubt that holiday schedules for grocery and retail workers can be grueling, but there are important differences between union and non-union retailers:

- Retail workers with a union voice on the job have more control over their schedules because their union contracts guide fair scheduling and increased holiday pay.
- At union retailers like Macy's, many workers choose to work extra hours around the holidays for premium pay. That's much different than workers at Walmart, who are forced to work undesirable hours during the holiday season without earning anything extra.
- The best way for workers to have a voice in their schedules, pay, benefits, and working conditions this holiday and every day is by sticking together as a union.

Making Change at Walmart is challenging the company to give workers a voice on the job this holiday and every day through an online petition. Please support retail workers who are sticking together through the Organization United for Respect at Walmart (OUR Walmart) by visiting <http://makingchangeatwalmart.org/>. **OP**

OSHA Urges Retailers to Protect Workers at Holiday Sales Events

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) is encouraging retail employers to take precautions to prevent worker injuries during Black Friday and other major sales events.

Under the OSHA Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA has prepared guidelines to help employers and store owners avoid injuries during the holiday shopping season and recommends that employers planning large shopping events adopt a plan that includes the following elements:

- Crowd management planning in advance of events that are likely to draw large crowds, including on site trained security or crowd management personnel;
- Pre-event setup, including barricades and rope lines for customers; and
- Emergency management, including designating a worker to contact local emergency responders, if necessary.

Crowd-related injuries during special retail sales and promotional events have increased during recent years. In 2008, a Walmart employee was trampled to death at the opening of a Black Friday sale.

For more information about OSHA's crowd management safety guidelines for retailers, please visit http://www.osha.gov/OshDoc/data_General_Facts/Crowd_Control.html. **OP**

Workers at Teleflex Medical in Lumberton, N.J. Say Union Yes with Local 152

On November 16, a majority of the 96 employees at Teleflex Medical in Lumberton, N.J., voted for a voice on the job with UFCW Local 152. The workers were united in their concern that various personnel issues, such as paid time off, were not being addressed by the company and about rumors that one line of the plant was going to shut down.

Teleflex Medical is a private company that manufactures surgical and medical instruments. The company was formerly owned by Arrow International, Inc. **OP**

Walmart Workers Hold Occupy Teach-ins to Protest Cuts to Health Benefits

Last week, current and former Walmart associates held teach-ins at Occupy Wall Street encampments in New York City, Washington, D.C., Seattle, Oakland, Miami and Dallas/Ft. Worth to highlight the disparity between the extraordinary fortunes of the Walton family in relation to the low-wage incomes of Walmart's workers. The teach-ins coincided with the Walton family and Walmart's donation to the Crystal Bridges Museum of American Art in Bentonville, Ark., and the company's recent decision to cut employee health care benefits.

"This is another outrageous example of the one percent-

-the Walton family-making decisions that negatively affect the rest of us," said Sandy Carpenter, a former Walmart department manager who led the teach-in in New York City. "The company claims it can't afford to provide decent health care coverage, but the family who has made their fortune from the work of Walmart employees spends huge sums of money on things like the Crystal Bridges museum. It's incredibly disrespectful."

Walmart recently announced that all new part-time employees who work less than 24 hours per week would be ineligible for health care coverage. Part-time employees who work enough hours to qualify will be required to wait at least a year before being able to join the plan. At the same time, employees currently covered were informed that their premiums will rise by as much as 60 percent. Given that many Walmart employees are struggling to survive due to low wages paid by the company, the cuts in health care are simply devastating.

Making Change at Walmart seeks to promote the American values of equality, dignity and respect in the workplace. The campaign is making change by working directly with Walmart associates to claim the respect on the job they deserve, holding Walmart corporate managers accountable to hourly employees and the public for their practices, and joining with community leaders in major cities across America to make sure that any new jobs offered by Walmart meet strong standards for healthy, growing communities. **OP**



Sandy Carpenter, a former Walmart department manager, led the teach-in at the Occupy Wall Street encampment in Zuccotti Park in New York City.

UFCW GEAR FOR THE HOLIDAYS

UFCW gear is available for purchase this holiday season at <http://www.shopufcw.com/>