

# Local 400 UNION LEADER

## Solidarity Means Success

W.Va. Kroger Members Improve Economic Standing,  
Maintain Health & Retirement Security





# Occupy Big Business



**W**hatever your opinion of the Occupy Wall Street/Occupy Washington protesters, they have succeeded brilliantly at reframing the debate about the economy and focusing attention on how the richest 1 percent of Americans are waging class warfare against those of us in the bottom 99 percent.

While no one condones violence or disorderly conduct, their activism and dedication to the cause of social justice, economic justice and equal opportunity is worthy of our admiration—and emulation.

That's because activism is an imperative for our society. Freedom of assembly and freedom of speech are not just our right—they are our *responsibility* as union members and as proud Americans.

Indeed, activism is essential if we are to start reclaiming our fair share of the prosperity our hard work generates for the top 1 percent and the big businesses hoarding it all for themselves.

In October, the Congressional Budget Office confirmed what the labor move-

ment, Occupy Wall Street and most economists have been pointing out for some time: inequality is at its highest levels since just before the Great Depression. Between 1979 and 2007, incomes for the

top 1 percent shot up by 275 percent, while incomes for those in the middle increased by just 40 percent and those in the bottom fifth rose by only 18 percent.

Since 2007, inequality has surely grown worse and the middle class is becoming an endangered species. In the last year alone, the typical worker's paycheck declined by 1.2 percent. Of course, it's even worse for the 17 percent of Americans who are unemployed, have given up looking for work, or are stuck in part-time jobs when they want to work full-time. Meanwhile, corporate profits and CEO pay are at all-time highs.

As a result, 92 countries—including Egypt, India and Iran—have less income inequality than the United States. That is shameful.

As inequality rises, upward mobility—the cornerstone of the American dream—has come to a screeching halt.

Today, the chances of improving your economic standing are higher if you live in France, Germany, Canada or Sweden than if you're an American, according to the Economic Mobility Project.

As union members, we have greater opportunity and suffer less inequality than most other workers, but we still must fight fiercely for everything we've got. After all, our employers are trying to cut our health benefits, take away our retirement security and drive down our wages, even though they're earning good profits. We saw this with our recently concluded Kroger negotiations in West Virginia and we're about to see it again in our upcoming bargaining with Giant and Safeway.

That's why I suggest borrowing a page from the protestors and launching our own movement—Occupy Big Business. We don't have to pitch tents in public parks, but we do have to show the same level of activism and then some. We must be ready to devote our time and energies and put it all on the line for the sake of our own economic standing—and for the larger cause of keeping the middle class alive.

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

**W** Activism  
*is an imperative*  
*for us.*

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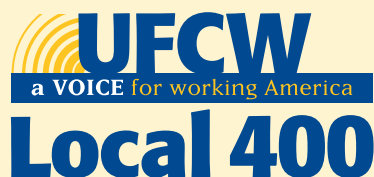
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The *Union Leader* is published by the United Food & Commercial Workers Union (UFCW) Local 400. Office of Publication: Kelly Press Inc., 1701 Cabin Branch Rd., Landover, Md. 20785. Editorial Office: Metro 400 Building, 4301 Garden City Dr., Landover, Md. 20785. Main Office: (800) 638-0800. Subscriptions to members only.

**WEB SITES:**

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# UNION LEADER

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# Victory in Ohio!

*Kasich Union-Busting Bill Overturned by Voters*

In a landmark victory for Ohio's working families, the state's voters overwhelmingly rejected the harmful, unfair and unsafe bill passed by the legislature at the urging of Gov. John Kasich (R) that would have stripped public employees of their collective bargaining rights.

Issue 2, which would have allowed Kasich's union-busting bill to become law, was defeated by a landslide margin of 61 percent to 39 percent on November 8th. It lost thanks to a remarkable campaign led by UFCW Local Unions, including Local 400, and the entire Ohio labor movement, in partnership with police officers, firefighters, teachers, nurses, pastors, small business owners and civic leaders.

"Ohio's working families stood up for the right to collective bargaining and stood up to an extremist governor out to destroy the middle class," said Local 400 President Tom McNutt. "I am very proud of the role Local 400 members in Ohio and all our UFCW brothers and sisters played in this great victory.

"This is a tremendous win for Ohio's public employees who took back their rights and regained their voice in the workplace," McNutt said. "It's a win for private sector workers whose rights would be attacked next had the Kasich bill become law. It's a win for all Ohioans whose safety would have been threatened by the cutbacks in services that would have inevitably resulted from the silencing of state workers. But it also has huge national implications.

"That's because Ohio is a classic swing state—a microcosm of America—and this vote shows that the political tide is turning against the anti-worker extremists and the forces of greed," McNutt



**UFCW members rally in Ohio to defeat Issue 2 and restore collective bargaining rights to public employees.**

said. "Voters increasingly recognize that we are part of the 99 percent of Americans who are being denied economic opportunity by a malevolent 1 percent intent on grabbing all the power and wealth they can. Equally important, they understand that collective bargaining is a fundamental right that must never be taken away and that is essential to the survival of the middle class. In the wake of our Ohio victory, those waging class warfare against working families are reeling from our collective power."

Along with the resounding defeat of the centerpiece of his governing agenda, Kasich has seen his popular support take a nose dive. Polls conducted just before the election showed that 57 percent of Ohioans disapprove of his performance as governor, with only 33 percent approving. Asked if they could vote again in the 2010 gubernatorial election, when Kasich edged incumbent Ted Strickland (D) by just 2 percentage points, Ohioans said they would instead choose Strickland by a 55 percent to 37 percent margin.

The campaign to defeat Issue 2 was a remarkable grassroots-based effort in which union members joined forces with people from all walks of life to educate their fellow citizens about the dangers of Kasich's brazen power grab. Through a

unified labor effort, volunteer activists distributed 4.1 million worksite flyers, leafleted more than 3,000 worksites, knocked on more than 1.1 million doors, and engaged 409,318 tele-town hall participants.

By contrast, supporters of Issue 2 never disclosed what shadowy, out-of-state funders bankrolled their campaign of deceit, half-truths and attacks on public employees. Apparently, they even stooped to dirty tricks, as robo calls went out to Democratic voters on election day telling them to vote the following day.

In addition to Local 400, UFCW Locals 75, 880, 1059, 17A, and RWDSU and ICWUC in Ohio helped gather the 1.3 million signatures that put Issue 2 on the ballot and then engaged in member mobilization, mailings, radio advertising, and election day get-out-the-vote efforts. Local 1059 also held a telephone town hall on the issue, which was joined by Sen. Sherrod Brown (D-Ohio), a longtime ally of working families.

"We've got fierce fights ahead on many fronts," McNutt said. "But I believe our Ohio victory moves us from defense to offense as workers seek to reclaim a fair share of the prosperity we help generate and to save the American middle class from extinction."



# Ervin Introduces Montgomery County Big Box Community Empowerment Bill

A potential invasion of big box stores is putting Montgomery County's quality of life and economic standing in jeopardy, with two massive Walmarts in Aspen Hill and Rockville in the planning stages. Fortunately, Montgomery County Council President Valerie Ervin (D), a former UFCW organizer and longtime Local 400 ally, has crafted an innovative solution to this threat.

Her Big Box Community Empowerment Bill requires that any Montgomery County store larger than 75,000 square feet must negotiate a legally-binding community benefits agreement with neighborhood residents and community stakeholders before it is permitted to open.

"Valerie Ervin has shown great leadership and courage in introducing this bill," said Local 400 President Tom McNutt. "She is taking a bold step to empower county residents to protect their neighborhoods, preserve their quality of life and maintain their living standards, rather than let them watch helplessly as big box stores devastate their communities.

"Thanks to her, Montgomery County communities would be able to negotiate on a level playing field with big box stores and developers to address any and all issues that concern them, from traffic and workers' wages and benefits, to the health of small businesses and the environment," McNutt said. "This is exactly the kind of step every local government—including the District of Columbia—ought to take for the sake of their workers, residents and neighborhoods."

The Big Box Community Empowerment Bill enables community stakeholders to hold big box retailers and developers accountable on issues of concern. These could include road and transit improvements, the wages and benefits workers receive, local hiring and training requirements, union conduct agreements, store design and hours of operation, noise and lighting, security, aid to small businesses and local organizations, affordable housing, and environmental impact. The result would be that big box stores would have to improve—not damage—residents' quality of life before they could open.

Local 400 members are putting on a full-court press to get the Council to pass the Ervin bill. Not surprisingly, big business has launched a huge disinformation campaign against the legis-

lation, claiming that it would hurt the county's economy—despite the fact that studies show new Walmarts cause a net loss of jobs and lower wages.

"The real reason big business doesn't like the Big Box Community Empowerment Bill is because it's inconvenient to them," McNutt said. "But nothing in the legislation will prevent any retailer from making a profit. They're crying wolf, trying to create enough hysteria so gullible Council members will vote against the bill.

"What the Ervin bill is really about is expanding democracy so that residents and workers can have a say in development decisions," McNutt said. "At a time when big business and the wealthiest 1 percent have near-total control over our economic and political life, a little more democracy is something every elected official should support."

Local 400 members living or working in Montgomery County are urged to contact the Council about this vital legislation. The following Council members should be thanked for sponsoring the Big Box Community Empowerment Bill:

- **Valerie Ervin** (D-5th District)
- **Marc Elrich** (D-At-Large)
- **Hans Reimer** (D-At-Large)
- **Nancy Navarro** (D-4th District)

The following Council members should be urged to vote for the Big Box Community Empowerment Bill:

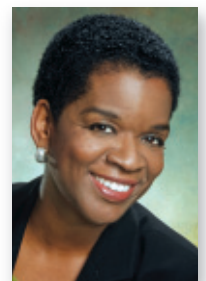
- **Nancy Floreen** (D-At-Large)
- **George Leventhal** (D-At-Large)
- **Roger Berliner** (D-1st District)
- **Craig Rice** (D-2nd District) — he co-sponsored the legislation but quickly backtracked and needs to return to his original position.
- **Phil Andrews** (D-3rd District)

**Here's how to contact these Council members:**

By telephone: (240) 777-7900.

By mail: 100 Maryland Ave., Rockville, MD 20850

By email: [county.council@montgomerycountymd.gov](mailto:county.council@montgomerycountymd.gov).



**Valerie Ervin**  
(D-5th District)

# Walmart Slashes Health Benefits

*Dumps More Employee Health Care Costs onto Taxpayers' Backs*

After many years of waging a public relations disinformation campaign trying to convince people that it actually offers decent health care coverage, Walmart showed its true colors in October when it announced it will stop offering health benefits to part-time employees who work less than 24 hours a week.

In addition, Walmart will:

- Stop providing spousal health coverage to employees who work less than 33 hours a week;
- Increase premiums by between 17 percent and 61 percent for full-time workers;
- Cut contributions to workers' health savings accounts by 50 percent; and
- Charge smokers higher premiums that could force them to pay 162 percent more for health insurance.

"Walmart's assault on the middle class continues," said Local 400 President Tom McNutt. "The world's largest retailer is continuing to drive down living standards for America's 99 percent while the company raked in \$3.8 billion in profits in the last quarter alone, suggesting its annual profits will top \$15 billion.

"It's bad enough that the average annual Walmart salary is \$15,500—guaranteeing that many of its associates are stuck in poverty—while CEO Mike Duke rakes in a whopping \$18.7 million," McNutt said. "Adding insult to injury, Walmart is throwing even more of its workers into the ranks of the uninsured, destroying their health security and increasing their risk of bankruptcy.

"Equally significant, Walmart's action is about bilking America's taxpayers at a time when the federal and state budgets are under severe strain," McNutt charged. "Many workers who lose their health coverage will qualify for Medicaid, meaning taxpayers will subsidize Walmart's obscene profits and exec-

utive salaries. In addition, when the health care reform law is implemented in 2014, most uninsured Walmart workers will qualify for federal subsidies to buy health coverage through state-based insurance exchanges, further increasing the company's drain on taxpayer dollars."

Girshriela Green, department manager at a Los Angeles Walmart store, is one of hundreds of thousands of company employees whose health insurance comes from the government, rather than the company. She earns just \$9.80 an

hour and even before Walmart slashed its benefits, she could not afford the premiums the

company charges. Because her income

is so low, she qualified for coverage from Los Angeles County—part of Walmart's hidden taxpayer subsidy.

"We end up choosing between food, bills and health insurance, which we shouldn't even have to be thinking about working for one of the largest, most profitable retailers in the world," Green said.

For associates who currently have health coverage, like Barbara Collins, who works at a Walmart in Placerville, Calif., the company's cut-

backs will be devastating. Facing a premium increase of 33.5 percent and making only \$14,956 a year, she does not know how she will budget for the increased health care costs. To make matters worse, she is working to pay off more than \$1,000 in medical bills that have accrued from an on-the-job back injury that wasn't fully covered by her Walmart plan.

"I pay \$10 every two weeks, and it's going up to \$18," Collins said in an interview on the Marketplace radio program. "My deductible is \$1,000 now, come January 1, it'll be \$5,000. I don't make that much money. I don't see how anybody thinks I can pay those bills."

"If anyone still wonders why Occupy Wall Street has tapped into public rage at the unconscionable level of inequality in our nation, just look at Walmart to understand why," McNutt said. "Walmart is waging warfare against the middle class and working class—and the only way it will stop is when its workers are allowed to empower themselves through union representation."

**"Walmart is waging warfare against the middle class and working class."**

— Local 400 President Tom McNutt

# Local 400 Member and Team Receive Two Kaiser Thrive Awards

They may not be the Oscars, however, for Local 400 health professionals working at Kaiser, the Kaiser Thrive Awards represent a pinnacle of achievement and a comparably great honor. One of the stars who has made Kaiser thrive over the years is Local 400 Executive Board member Jaki Bradley, a registered nurse who is a lieutenant colonel in the U.S. Army Reserve and commander of the U.S. Army's 7202nd Medical Support Unit. She was a member of two teams that received 2011 Kaiser Thrive Awards.

"Jaki Bradley is a true leader and this important honor from Kaiser certainly recognizes that," said Local 400 President Tom McNutt. "I congratulate Jaki and her team members not only for their hard work and exceptional professionalism, but for showing how essential labor involvement is to the success of our employers.

"That's why I also congratulate Kaiser for treating our members as full partners," McNutt said, "involving them in the decision-making and planning process, as well as implementation. Our other employers could learn a lot by studying Kaiser's labor-management partnership and adopting many of its core principles."

One of the Kaiser Thrive Awards was for the Capitol Hill Center Project's transition team that bridged the gap between the detailed planning and delivery of the new HUB and Medical Center Operations. As a part of this team, Bradley ensured that labor was at the table when every decision was made, no matter how big or small, when developing this state-of-the-art facility.

*"Our members at Kaiser are making a tremendous positive difference in people's lives."*

— Local 400 President  
Tom McNutt

"It's a big deal being the first region in the country to open up a center of this magnitude, where all the specialties are in one facility in the District of Columbia," said Bradley. "Watching the first patient come into the building, all I could think of was, 'it's about time we got all of this in D.C.'"

The other Kaiser Thrive Award was given to the Community Ambassador Program. The team on this project, which also included Local 400 steward John Grandner, created a program that placed Kaiser nurse practitioners and physician's assistants out in the community to deliver needed health care services in under-served areas.

"You go out there into the community and impact someone's life that may not have been able to get in to see a doctor in months all because you're there," said Bradley. "That's just amazing that we as Kaiser members can make a difference not only to

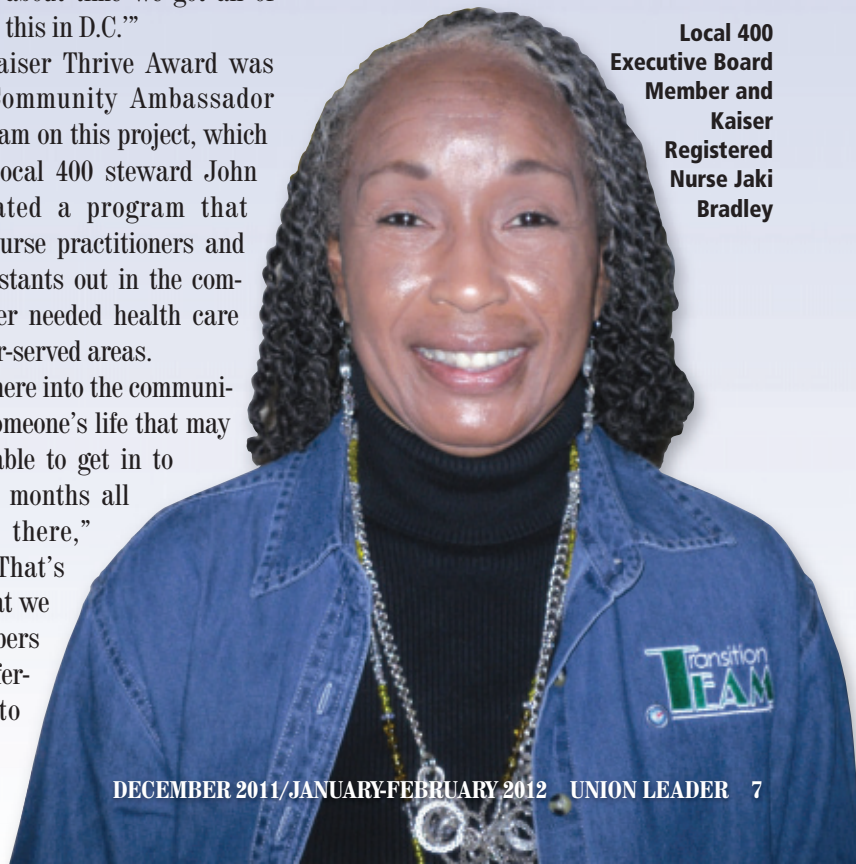
that individual who was able to come into the clinics, but also the community as a whole."

Many of the Community Ambassadors Program health care professionals were adversely affected by a 2007 corporate realignment that eliminated nurse practitioner positions, costing some their jobs and forcing others to move to registered nurse positions at lower pay. Originally, the team asked for 10 new positions, but ultimately, they received 35. Thanks to their union contract, these former nurse practitioners were the first to be hired for the Community Ambassadors Program.

"Our members at Kaiser are making a tremendous positive difference in people's lives," McNutt said. "I couldn't be more proud of their contributions on every level."

To watch a video interview with Jaki Bradley, please visit <http://vimeo.com/30373804>

**Local 400  
Executive Board  
Member and  
Kaiser  
Registered  
Nurse Jaki  
Bradley**







**Eliana  
Idrobo**  
Floral  
Safeway #2912  
Washington,  
D.C.



**Donald  
Simmons**  
Lead Person  
Boar's Head  
Jarratt, Va.







**Alex Wickham**  
Grocery  
Giant #301  
Aspen Hill, Md.

**Mary Borrelli-Carr**  
Pharm Tech  
Shoppers #2339  
New Carrollton,  
Md.



# FACES OF Local 400

**Donna Jacobs**  
Bakery  
Kroger #772  
Charleston, W.Va.

**Napoleon Davis, Jr.**  
Watches  
Bloomingdale's  
Chevy Chase,  
Md.



# Japanese Union Leaders Visit Local 400

*Share Strategies, Exchange Ideas*

In an economic era when the employers of Local 400 members are increasingly multinational corporations with operations all around the world, international labor cooperation is more critical than ever to ensuring that unions can bargain with management on a level playing field.

To further this goal, Local 400 recently hosted four leaders of the Japanese Federation of Service and Distributive Workers Union (JSD), a union that represents 218,585 members in distributive, service and allied industries. Both the JSD and the UFCW are affiliated with Union Network International (UNI), the global federation representing retail and service workers.

Two years ago, Local 400 President Tom McNutt visited JSD as part of the UFCW's global labor exchange program and the JSD visit to Landover, Md., continued the unions' ongoing exchange.

"Visiting the JSD was an enlightening experience," McNutt said. "I found that the way unions operate in Japan and other countries isn't so different from how we do it here in the United States. It was a great honor to have our JSD brothers and sisters here at Local 400 to learn about our structure and our best practices as we continue to grow and develop our partnership."

The JSD leaders—Vice President Masayoshi Tsuda, Central Executives Satoshi Noguchi and Hinako Moriya, and Assistant Organizing Director Shigeyuki Hirosawa—hoped to learn about Local 400's innovative programs to mobilize members as activists and to engage the community as allies and



**Front row from left to right: UFCW Director of Global Strategies Alan Spaulding, Local 400 President Tom McNutt, JSD Vice President Masayoshi Tsuda, JSD Central Executive Hinako Moriya. Back row from left to right: JSD Assistant Organizing Director Shigeyuki Hirosawa, Local 400 Member Action Coordinator Carol Wiszynski, Local 400 Representative Linnette Floyd, Local 400 Strategic Contract Campaigns Coordinator Breanne Armbrust, Local 400 Member Action Coordinator Neil Jacobs, JSD Central Executive Satoshi Noguchi.**

partners in key organizing, bargaining and political battles.

In the meeting, Local 400 Strategic Contract Communications Coordinator Breanne Armbrust explained about how the member education program, Protecting Our Workplaces, Ensuring Rights (P.O.W.E.R.), operates. "It's designed to educate our members on a variety of topics such as the grievance process, collective bargaining, and labor and employment law," she said. "Education is the foundation of Local 400."

Local 400 Executive Board Member and Kaiser registered nurse Jaki Bradley discussed the Coalition for Kaiser Unions, which ensures that labor is at the table during any and all decisions that involve Kaiser members both on a national and local level.

Bradley also described how Local 400 is building bridges among its diverse membership, making connections between grocery workers, Kaiser nurses and retail salespeople, for example. "We joined with the local's education program in September and had a mobile Kaiser van at

the shop steward seminar doing free health screenings," she said. "It's all about union helping union."

"There is so much we can learn from one another," McNutt said, "and this visit made that clear. While there are economic, cultural and political differences between our two countries, there is so much more we have in common. Whether you're in Oxon Hill or Osaka, Norfolk or Nagoya, everyone wants the same things—a voice in the workplace, respect and dignity on the job, a living wage, health and retirement security, and a better life. By working together, we strengthen our members' ability to achieve these goals."

The UFCW's global exchange program focuses on developing relationships with unions internationally. These relationships are invaluable because the parent companies of many employers that union members in the U.S. work for are based overseas. For example, Local 400 is working closely with FNV Bondgenoten, the Dutch union that represents unionized workers employed by Ahold, the Netherlands-based owner of Giant/Landover.



# Racing For Glory

The 2011 racing season has come to a close for Kris Southern, son of long-time Kroger member Gary Southern and cousin of Local 400 Executive Board member Larry Southern. Kris' Crate Late Model "K2" racecar proudly displays the Local 400 logo for all to see as he zips around the dirt tracks.



Kris, 38, is an accomplished racecar driver based in Jane Lew, W.Va. This season, he won numerous awards finishing in the top five or better. His greatest accomplishment was winning the track Championship at Elkins Speedway in the Fastrak division.

"When my other children grew up we didn't have any more baseball games or cheerleading competitions to watch," said Gary. "So when Kris took up racing eight years ago, it brought us back together as a family."

Local 400 has been one of his sponsors for the past six years, and ever since, his union brothers and sisters have been turning out in droves to support Kris at his races in Pennsylvania, Ohio, Virginia, and West Virginia. This gives him one of the largest fan bases on the circuit.

"Many fans and spectators as well as the pit crews approach Kris asking what Local 400 is," said Gary. "The response is gen-

erally positive since most places Kris races are in areas that support union workers like the coal miners in West Virginia."

When Kris isn't racing, he's working at United Hospital Center and finding junk cars with useable parts to add to his race cars, which he builds by himself.

"The Southern family is part of the Local 400 family and we are very proud to support Kris' racing career," said Local 400 President Tom McNutt. "He's a terrific driver and every time he races, word gets out about our great union and how we empower workers to improve their lives."

Currently, Kris only races on dirt tracks, but next season he plans to expand his racing program to include other tracks in order to improve his skills and gain experience. As always, Local 400 will be there supporting him and our members will be cheering him on.

## Minority Coalition Ball Benefits Faces of Our Children

The UFCW Minority Coalition recently hosted its 13th annual ball honoring UFCW Canada National President **Wayne Hanley** with the Charlie Hayes "Person of the Year" Award.

The coalition, founded by former Local 400 Vice President **Don Cash, Sr.**, works to develop a unified voice and promote diversity and inclusion within the labor movement, and to strengthen the bonds between the UFCW and community allies.

The funds raised at the ball benefited **Faces of Our Children**, the coalition's non-profit charity that raises awareness about Sickle Cell disease and leads the battle to prevent it.

Other 2011 Minority Coalition Ball award-winners included the **Retail, Wholesale & Department Store Union** (Local Union of the Year); **Angela Johnson** of Local 1000 (Addie Wyatt Award); California Walmart Worker **Girshriela Green** (Spirit Award); and **Reverend Earl Trent** of the Florida Baptist Church (Roland B. Scott Award).

**Rev. Earl Trent (second from left) receives the Roland B. Scott Award from the UFCW Minority Coalition, accompanied by (from left to right) Imam Johari Abdul-Malik, executive director of Faces of Our Children; Dr. Sohail Rana, M.D.; Don Cash, Sr.; and Local 400 President Tom McNutt.**



# Community Services Agency Meets Union Members' Needs

## *Local 400 Encourages Holiday Giving*

Lynette Burton didn't know what to do or where to turn. A member of Teamsters Local 639, she was on strike against Daycon last year. The company cut off her health insurance the day she walked out and her five-year-old son needed expensive medication.

Fortunately, the Community Services Agency (CSA) of the Metropolitan Washington Council AFL-CIO was there for her. "Thankfully, CSA paid for his pills or I'm not sure what we would have done," she said.

"Joan" (her name is changed to protect her privacy) is a member of AFGE Local 12 who works for the U.S. Department of Labor. She had a series of health problems, exhausted her leave and eventually found herself homeless, living out of her car yet still going to work every day. CSA was there for her, too, helping her find housing and assisting with her first month's rent and security deposit.

For Lynette, Joan and other DC area union members on strike, in financial difficulty, or facing emergency hardship, CSA is there, providing support, assistance, counseling and a variety of other essential services to help them get back on their feet.

CSA is one of the great untold stories of the labor movement, an agency of, by and for union members and working families. It is the only labor-sponsored United Way social services agency in the Washington, DC, area.

"Our members have benefited greatly from the Community Services Agency and we have made support for CSA a major

priority," said Local 400 President Tom McNutt. "At its core, CSA is one of the finest expressions of labor Solidarity—of union members looking out for our brothers and sisters. It is an outstanding organization making a profound difference in people's lives.

"That's why I can't think of a better charity for our members to support during



**Local 400 members and staff teamed up to participate in the Community Services Agency's 2011 Bowling for Gold fundraiser, which benefited the Emergency Assistance Fund.**

the holiday season, as well as year-round through the United Way," McNutt said.

Among its many services, CSA:

- Assists workers on strike;
- Helps working families avoid evictions and utility cut-offs;
- Trains unemployed workers for new jobs with good wages;
- Enables laid off workers to keep food on the table; and
- Connects working families with area safety net programs.

In addition, CSA provides a six-week pre-apprenticeship training program for low-income individuals and ex-offenders in construction work; 70 percent of participants either get a job in the industry or enter a registered union apprenticeship program.

CSA also provides information and workshops on a variety of topics including budgeting and financial management, retirement planning, preparing for layoffs and job loss, helping co-workers with substance abuse problems, finding care for aging parents, and other subjects of interest to workers.

However, CSA is not funded through union dues. The agency relies on donations and grants by individuals and organizations to fund its vital work.

Local 400 members who wish to make a holiday donation to CSA can go online at [www.dclabor.org](http://www.dclabor.org) (click on "Community Services") or mail a check to the **Community Services Agency of the Metro Washington Council AFL-CIO, 888 16th Street NW, Suite 520, Washington, DC 20006.**

For members who have worksite giving programs, CSA is a campaign participant in **United Way** of the National Capital Area and the **DC One Fund**. Please consider designating your worksite charitable contribution to CSA by selecting **designation number 8253.**

As a CWA member who was on strike at Verizon this fall said, "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!"



# Members Ratify Kroger Contract

Local 400 members working at Kroger listen as their new collective bargaining agreement is explained at the ratification meeting in Clarksburg, W.Va.

*Three-Year Agreement Covers Workers in W.Va., Ohio, Ky.*

*Increases Compensation, Maintains Health & Retirement Security*

On November 7th, Local 400 members working at Kroger in West Virginia, Ohio and Kentucky ratified a new, three-year collective bargaining agreement that maintains their health and retirement security and increases their total compensation by an average of \$3.10/hour over the life of the contract.

“Our members took an important step forward by ratifying this agreement,” said Local 400 President Tom McNutt. “At a time of economic difficulty, skyrocketing health care costs and pension funding challenges, our members at Kroger were able to maintain and improve their economic standing, health care coverage, retirement benefits and job security. In addition, this is the first Kroger contract with a UFCW Local Union that does not have a bonus instead of across-the-board pay increases—and that will benefit our members far into the future.

“This is a solid agreement that once again proves how vital union representation is to keeping middle class jobs alive in the retail sector of the economy,” McNutt said.

Negotiations were challenging with many difficult issues to resolve. But both sides bargained in good faith and the result is a



win-win contract that helps our Kroger membership while ensuring that the supermarket chain remains profitable and is well-positioned to expand its share of the market.

“It’s our members’ unparalleled productivity and quality service that makes Kroger profitable and I am pleased that our agreement recognizes this essential fact,” McNutt said. “I am equally pleased with the strong Solidarity our members showed throughout the negoti-

ations—it was absolutely essential to our success at the bargaining table.”

Rather than making the concessions the company originally wanted, Local 400 members won a commitment from Kroger to make monthly contributions to their health and retirement funds in amounts the funds’ trustees determine are necessary to maintain existing benefits.

“Most experts project that retail is one sector of the economy expected to experience some of the greatest job growth in the years to come,” McNutt said. “That makes it all the more critical that retail jobs provide middle class compensation. Our agreement with Kroger shows how we can achieve this critical goal.”

To view the video scan below:



Get the free mobile app at <http://gettag.mobi>

# Nothing Succeeds Like Solidarity



**A**s our cover and the accompanying story on page 13 make clear, our recent collective bargaining agreement with Kroger is a tremendous step forward. It raises our members' standard of living, protects their health and retirement security, and empowers them to continue improving their lives.

The mere existence of such a good contract in these tough economic times—and in a market like West Virginia's with such a large Walmart presence—is remarkable. In fact, ours is the only agreement Kroger has negotiated anywhere this year that provides across-the-board pay increases rather than a one-time bonus.

That is testimony to our Kroger members' Solidarity—and it offers great lessons for our upcoming negotiations in the Washington, DC, and Baltimore areas with Giant and Safeway.

The fact is this—what Tom McNutt, our great staff and our bargaining team can do at the table only goes so far unless our members are strong, united, active and ready to put it all on the line for a

better contract. That's exactly what they did in West Virginia.

They formed an outstanding bargaining committee—among the best we've ever worked with during my 21 years with Local 400.

When they were at the bargaining table—and more importantly, in their dealings with managers in their own stores—our members looked Kroger offi-

cials in the eye and said, "Make my day." Not literally, of course, but they politely and respectfully made clear that they were ready to do whatever it took to secure a good contract. A contract that rewarded them a fair share of the earnings their hard work generates for the company.

That got management's attention. In fact, I can tell you with certainty that Kroger understood Local 400 members would do whatever it took to improve their economic standing.

Looking ahead, Local 400 members employed by Giant and Safeway must recreate this successful dynamic starting right now.

While the specific circumstances will

not be the same, given the differing markets and companies involved, nothing will matter more at the bargaining table than the activism of Local 400 members. Their strength and Solidarity can determine the outcome of negotiations just as it did in West Virginia.

Safeway and Giant must know that Local 400 members will do whatever it takes to secure a new contract that protects their retirement security, protects medical hospitalization benefits, and improves their economic standing.

Equally important is that every member understands bargaining is not a spectator sport, where a small group of negotiators advocates for thousands of workers watching passively on the sidelines; rather, it's a participatory process that can only be successful when union members get down on the field and into the game. Like a lot of things in life, what you get out of bargaining depends on what you put into it. The more Giant and Safeway members stay informed, speak out, engage customers, involve their neighbors and support one another, the more we'll gain in financial, health, retirement and job security at the bargaining table.

Mark P. Federici  
Secretary-Treasurer

**Bargaining**  
*is not a spectator*  
*sport.*



# Ring in the New Year wit

*Wide Range of Benefits Available to Help Lower Your Expenses, Improve Your Life*

**T**he benefits of being a Local 400 member stretch far beyond collective bargaining, good wages, health and retirement security, a safe workplace, strong representation and a powerful voice on the job. They also include a wide range of special savings and customized services available only to union members through Union Plus.

The advent of the New Year provides a good opportunity for members to inform themselves about the 40 Union Plus discounts and services, and start taking advantage of as many as possible.

Who can benefit from these programs? All dues-paying Local 400 members and retirees in good standing. You must be a member to receive these savings and services.

"At the bargaining table, Local 400 always has your back," said Local 400 President Tom McNutt. "But we know you need the benefits of Solidarity when you're at the kitchen table, too. That's why we provide you with more than 40 Union Plus benefits to help you save money when you're off the clock. These are your benefits, so I encourage members to take a look at them and start using every one you find helpful."

Here are some of the ways your Local 400 membership can help you make a strong start this New Year.

## Improve Your Connections

Thinking about upgrading to a new smartphone like the iPhone4S or the Galaxy S II to keep in touch with your loved ones? Save on cell phones, service and accessories with Union Plus. And not only will you be saving—you'll be supporting some 40,000 fellow union members at AT&T, the only unionized wireless provider.

- **AT&T Wireless**—Receive 15 percent off the regular monthly rate for all AT&T wireless individual or family plans and tap into the unique member advocacy program if you ever need help with AT&T customer service. Typically, families save \$71.88 a year based on 15 percent savings on a \$39.99 plan. Higher minute plans save even more.

## Manage Your Money

During the holidays, your finances can get overextended as purchases add up. These programs from Union Plus can help you take a look at where you are financially and how you can move forward.

- **Credit Counseling**—Get free credit counseling and budget advice from professionals carefully chosen to protect the interests of union workers.



# h UFCW Member Savings

- **Union Plus Credit Card**—Receive special financial hardship protections, including a disaster relief fund and grants for laid-off, striking and disabled members. All calls are answered in the USA. A low-fee Secured Card is also available to help you build or rebuild your credit.
- **Mortgage**—Planning on buying a new home or refinancing to take advantage of today's record-low interest rates? If so, Union Plus Mortgages for union members, their parents and children offer competitive rates, a cap on fees and a built-in Mortgage Assistance Program, which has provided \$8 million in assistance to homeowners facing hardship due to disability, disaster, lockout, layoff and strike.



**Alan Busch of Brookhaven, Penna., a 37-year UFCW Local 1776 member, received mortgage assistance when he was resolving a grievance at work. "The Union Plus Mortgage Assistance Program was a godsend for me," he said. "It helped me out so much and took all the stress off during a very difficult time."**

## Shape up Your Body and Mind

- New Year's is the best time to get on the right track—or treadmill—find a new interest, or plan that vacation to get away from it all.
- **Health Club Discounts**—Shed holiday pounds and high rates with union discounts at hundreds of health clubs in DC, Maryland, Virginia and West Virginia, including Washington Sports Clubs, Bally's Total Fitness, Curves and other top fitness centers. Thousands more are available nationwide.
  - **Healthy-Living Programs**—Get discounts on Nutri-System, health coaching and a convenient, guided smoking cessation program.
  - **Entertainment Savings**—Take a break from work AND high entertainment costs with discounts on movie and theater tickets, sporting events and movie rentals. You can even get cheaper tickets to the Port Discovery Children's Museum, the Baltimore Zoo, Medieval Times and more.

- **Car Rental Discounts**—Plan your next vacation and save up to 25 percent on daily or weekly car rentals. Choose from six different car rental companies: Alamo, Avis, Budget, Enterprise, Hertz and National.

## Get Ahead of the Pack

Invest in your future and your children's futures with scholarships and test preparation from Union Plus. If you're going back to school or sending your children to college, Union Plus can help.

- **Union Plus Scholarships**—Submit your application by January 31st to apply for scholarships from \$500 to \$4,000 each. Union members, their spouses and dependent children can apply for post-secondary education at a university, college, trade, technical or graduate school.



**Halima Karim of Takoma Park, Md., daughter of Local 400 member Abdool Karim, received a Union Plus college scholarship in 2010.**

- **College Test Prep Discounts**—Save 15 percent to 60 percent on The Princeton Review's college test preparation courses for you or your family. Classroom, online or one-on-one courses give you the edge on the SAT®, GMAT®, GRE®, LSAT® or MCAT®. Higher scores are guaranteed or your money back.
- **National Labor College Scholarships**—Finish your degree online and at your own pace at the National Labor College in Silver Spring, Md. Call the enrollment advisors at 1-888-427-0300 and ask about the Union Plus Scholarships.

## Start Saving Now

Take advantage of these programs and many more, including discounts on motor clubs, auto buying, health savings, Goodyear Tires, flowers and gifts.

To learn more, visit [www.UnionPlus.org](http://www.UnionPlus.org).

To take advantage of your Union Plus benefits, contact Local 400. In the Washington, DC, area, call **301-459-3400**. Elsewhere, call us toll-free at **1-800-638-0800**. Ask for the Member Action Department.

It pays to be a member of Local 400 and Union Plus proves it every day.



# STEWARDS Spotlight

## Lena Thompson

**Front End**

*Kroger #399, Hardy, Va.*



*"Our union means we have someone to say we won't take it any more."*

**Years in Union:** 2

**Years as Steward:** 2

**Family:** Married with one son

**Enjoys Most about Job:** Meeting new people

**Enjoys Most about Being a Steward:** Learning how I can change things

**Hobbies:** Scrapbooking, reading, beading, horse playing, hanging out

## Phillip Contee

**Dairy Clerk**

*Safeway #872, Oxon Hill, Md.*

**Years in Union:** 28

**Years as Steward:** 5

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

**Hobbies:** Fishing, swimming and movies

**Future plans:** Keep working

**Favorite Place on Earth:** The beach



*"Our union provides job security, competitive wages and health care."*

## Janelle Chambers

**Cashier**

*Giant #752, Alexandria, Va.*



*"Our union addresses our issues and hopes, and helps us solve problems."*

**Years in Union:** 5

**Years as Steward:** 1

**Enjoys Most about Job:** Friendly customers

**Enjoys Most about Being a Steward:** Helping out and being a leader

**Future plans:** To be here for my three-year-old son and watch him grow

**Favorite Place on Earth:** Anyplace sunny as long as I'm with my son

## Roger Dorsey

**Head Night Clerk**

*Kroger #669, Smithers, W.Va.*

**Years in Union:** 35

**Years as Steward:** 26

**Family:** Married with two kids

**Enjoys Most about Job:**

Talking to people

**Enjoys Most about Being a**

**Steward:** Helping others

**Hobbies:** Hunting and spending time with grandkids



*"Our union gives us job protection."*

## Melissa Lambert

**Food Clerk**

*Safeway #1565, Cloverly, Md.*



*"Our union gives us the right to spread the word and help others know about it."*

**Years in Union:** 1

**Years as Steward:** 1

**Family:** Married with children

**Enjoys Most about Job:** The people and the customers

**Enjoys Most about Being a**

**Steward:** Being involved and helping employees

**Hobbies:** Soccer, holidays, spending time with family and friends

## Bryan Resnick

**Bakery Second Person**

*Giant #320, Gaithersburg, Md.*

**Years in Union:** 31

**Years as Steward:** 2

**Family:** Married with two kids

**Enjoys Most about Being a**

**Steward:** The challenge

**Hobbies:** Working on cars

**Favorite Place on Earth:**

The beach



*"Our union enables us to help people."*



# October Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	1,037,761
2	RECEIPTS (from all sources):	
	DUES	1,528,504
	MISCELLANEOUS	6,251
3	TOTAL RECEIPTS	1,534,754
4	TOTAL OF LINES 1 AND 3	2,572,515
5	DISBURSEMENTS for current months	1,500,563
6	CASH ACCOUNT BALANCE at the end of current month	1,071,952
7	BALANCE AT END OF MONTH as shown on Bank Statement	1,201,616
8	DEPOSIT IN TRANSIT	0
9	TOTAL OF LINES 7 AND 8	1,201,616
10	LESS: Checks included in item 5 not returned with bank statement	129,664
11	BALANCE (Should agree with Line 6)	1,071,952
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,383,976
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	833,172
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	599,136
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,006,254
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	3,882,732

## 2012 AREA MEETINGS SCHEDULE \*

<b>Monday, Feb. 6 CHARLOTTESVILLE</b> <i>Holiday Inn 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</i>	<b>Tuesday, March 6 DANVILLE</b> <i>Holiday Inn Express 2121 Riverside Dr Danville, VA 24540 (434) 793-4000</i>	<b>Wednesday, May 2 BLUEFIELD</b> <i>Quality Hotel &amp; Conference Center Route 460 Bypass 3350 Big Laurel Hwy Bluefield, WV 24701 (304) 325-6170</i>	<b>Tuesday, Sept. 4 CHARLOTTESVILLE</b> <i>Holiday Inn 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</i>
<b>Thursday, Feb. 23 PARKERSBURG</b> <i>Comfort Suites 167 Elizabeth Pike Mineral Wells, WV 26150 (304) 489-9600</i>	<b>Monday, March 19 CLARKSBURG</b> <i>Best Western 100 Lodgeville Road Bridgeport, WV 26330 (304) 842-5411</i>	<b>Thursday, May 3 BRISTOL</b> <i>International Brotherhood of Electrical Workers 4640 Highway 11 West Blountville, TN 37617 (423) 323-5411</i>	<b>Monday, Sept 10 BECKLEY</b> <i>Holiday Inn 114 Dry Hill Road Beckley, WV 25801 (304) 252-2250</i>
<b>Monday, Feb. 27 BLUEFIELD</b> <i>Quality Hotel &amp; Conference Center Route 460 Bypass 3350 Big Laurel Hwy Bluefield, WV 24701 (304) 325-6170</i>	<b>Tuesday, April 10 CHARLOTTESVILLE</b> <i>Holiday Inn 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700</i>	<b>Tuesday, May 8 DANVILLE</b> <i>Holiday Inn Express 2121 Riverside Dr Danville, VA 24540 (434) 793-4000</i>	<b>Thursday, Sept. 13 DANVILLE</b> <i>Holiday Inn Express 2121 Riverside Dr Danville, VA 24540 (434) 793-4000</i>
<b>Thursday, March 1 BRISTOL</b> <i>International Brotherhood of Electrical Workers 4640 Highway 11 West Blountville, TN 37617 (423) 323-5411</i>	<b>Wednesday, April 11 BECKLEY</b> <i>Holiday Inn 114 Dry Hill Road Beckley, WV 25801 (304) 252-2250</i>	<b>Thursday, May 10 HUNTINGTON</b> <i>Hampton Inn 3442 US Route 60 East Barboursville, WV (304) 733-5004</i>	<b>Wednesday, Sept. 19 HUNTINGTON</b> <i>Hampton Inn 3442 US Route 60 East Barboursville, WV (304) 733-5004</i>

\* All meetings are at 6 p.m.

## 2012 QUARTERLY MEETINGS SCHEDULE \*

<b>Wednesday, Feb. 1 NORFOLK</b> <i>Norfolk Office 3620 Tidewater Drive Norfolk, VA 23509</i>	<b>Tuesday, March 20 LANDOVER</b> <i>Local 400 Headquarters 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</i>	<b>Wednesday, May 9 CHARLESTON</b> <i>Holiday Inn - Civic Center 100 Civic Center Charleston, WV 25301 (304) 345-0600</i>	<b>Thursday, Sept. 6 NORFOLK</b> <i>Norfolk Office 3620 Tidewater Drive Norfolk, VA 23509</i>
<b>Thursday, Feb. 2 RICHMOND</b> <i>Holiday Inn-Central 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</i>	<b>Wednesday, April 4 RICHMOND</b> <i>Holiday Inn-Central 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</i>	<b>Tuesday, June 19 LANDOVER</b> <i>Local 400 Headquarters 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</i>	<b>Wednesday, Sept. 12 ROANOKE</b> <i>Central Labor Council 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561</i>
<b>Thursday, Feb. 16 CHARLESTON</b> <i>Holiday Inn - Civic Center 100 Civic Center Charleston, WV 25301 (304) 345-0600</i>	<b>Thursday, April 5 NORFOLK</b> <i>Norfolk Office 3620 Tidewater Drive Norfolk, VA 23509</i>	<b>Wednesday, August 1 CHARLESTON</b> <i>Holiday Inn - Civic Center 100 Civic Center Charleston, WV 25301 (304) 345-0600</i>	<b>Tuesday, Sept. 18 LANDOVER</b> <i>Local 400 Headquarters 4301 Garden City Drive Landover, MD 20785 (301) 459-3400</i>
<b>Monday, March 5 ROANOKE</b> <i>Central Labor Council 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561</i>	<b>Monday, May 7 ROANOKE</b> <i>Labor Council 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561</i>	<b>Wednesday, Sept. 5 RICHMOND</b> <i>Holiday Inn-Central 3207 North Boulevard Richmond, VA 23230 (804) 359-9441</i>	<b>Thursday, Nov. 1 NORFOLK</b> <i>Norfolk Office 3620 Tidewater Drive Norfolk, VA 23509</i>

\* All meetings are at 6 p.m.

## ALL IN THE FAMILY Condolences

**Paul Waddy, UFCW Local 400, loss of cousin  
Family of Ralph "Pete" Templeton, Giant 740**

**Helen Murphy, Giant 315, loss of husband  
Alice Chartak, Giant 753, loss of daughter**

# 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



# Union Plus Scholarships

**NEW** online application now available!

*"For me it is not a matter of if I can make change, but when I will make change. The union spirit has been an amazing inspiration to me."*

Holly LaCount

**Now  
Apply  
Online!**



**Holly LaCount**

of Eureka, CA. Daughter of a NALC Branch 348 member. Holly is a three-time Union Plus scholarship recipient.

**N**early 2,100 students in union families have received money for college through the Union Plus Scholarship. **The new application is now available entirely online!** You can complete the application in stages and save your answers before you submit.

#### **Who can apply:**

Current and retired participating union members, their spouses and their children.

#### **What kind of school is eligible:**

The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/trade school. Students attending undergraduate or graduate schools are eligible.

#### **Scholarship amounts:**

Recipients will receive \$500 to \$4,000.

#### **Deadline to apply:**

Tuesday, January 31, 2012  
(11:59 pm Eastern Time)

#### **Scholarship recipients announced:**

Thursday, May 31, 2012

#### **Details and online application available at:**

**UnionPlus.org/Scholarships**



**UnionPlus.org/Scholarships**



**Attention: Employees of  
Shoppers Food Warehouse**

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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

### Giant Food

**Kenneth J Ayers**, *New Market, Md.*, 39 years  
**Kathryn L Bailor**, *Ijamsville, Md.*, 5 years  
**Gail L Barr**, *Woodbridge, Va.*, 22 years  
**Andrea M Batson**, *Upper Marlboro, Md.*, 23 years  
**Larry K Bradshaw**, *Front Royal, Va.*, 41 years  
**Alphonso C Burwell**, *Washington, D.C.*, 11 years  
**Rick E Crawford**, *Warrenton, Va.*, 10 years  
**David K Denniston**, *Madison Heights, Va.*, 33 years  
**Sharon L Doores**, *Warrenton, Va.*, 34 years  
**Janice F Fletcher**, *Montross, Va.*, 29 years  
**Sarah B Green**, *Washington, D.C.*, 10 years  
**Laurie A Howard**, *Dumfries, Va.*, 25 years  
**Deborah K Jamerson**, *Owings, Md.*, 22 years  
**Barbara H Lewis**, *Wilmington, N.C.*, 31 years  
**Edith K Meade**, *Arlington, Va.*, 16 years  
**Milton A Mosley**, *Clinton, Md.*, 11 years  
**Roberta A Nichols**, *Alexandria, Va.*, 31 years  
**Georgia H Shelton**, *Welcome, Md.*, 13 years  
**Elisha Terry Jr**, *Upper Marlboro, Md.*, 34 years  
**Dorothy E Tibbs**, *Middleburg, Va.*, 12 years  
**Betty L Williams**, *Woodbridge, Va.*, 34 years  
**Michael G Young**, *Arlington, Va.*, 24 years

### Kroger

**Robert P Storey**, *Colonial Heights, Va.*, 6 years

### Safeway

**Jean A Fario**, *Ashburn, Va.*, 24 years  
**Harold C Schramm**, *Alexandria, Va.*, 10 years

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

### Shoppers Food & Pharmacy

**Jorge C Arce**, *Centreville, Va.*, 17 years  
**Deborah J Atkinson**, *Huntingtown, Md.*, 6 years  
**Cherri L Benjamin**, *Rockville, Md.*, 7 years  
**David E Blackett**, *Ruther Glen, Va.*, 12 years  
**Richard A Cain**, *Imwood, W.Va.*, 13 years  
**Larry F Comer Sr**, *Manassas, Va.*, 21 years  
**Robert W Cregar**, *Sterling, Va.*, 14 years  
**Bryan Do**, *Herndon, Va.*, 17 years  
**Virginia C Evans**, *Baltimore, Md.*, 22 years  
**John W Fewell**, *Spotsylvania, Va.*, 23 years  
**Charlotte A Fraber**, *Woodbridge, Va.*, 11 years  
**John Gleeson**, *Edgewater, Md.*, 16 years  
**Mark E Graninger**, *Indian Head, Md.*, 32 years  
**John J Griffin Jr**, *Spotsylvania, Va.*, 9 years  
**Maria R Guerrero**, *Centreville, Va.*, 18 years  
**Manuel H Guevara**, *Germantown, Md.*, 15 years  
**Syvilla I Harrison**, *Woodbridge, Va.*, 27 years  
**Julia A Heggenstalle**, *Woodbridge, Va.*, 24 years  
**Muoi Howard**, *Springfield, Va.*, 18 years  
**Jesse E Hunt**, *Alexandria, Va.*, 12 years  
**Felicia M Kuyateh**, *Silver Spring, Md.*, 34 years  
**Aubrey J Lamberth**, *Forestville, Md.*, 12 years  
**Muhammad Latif**, *Burke, Va.*, 11 years

**Michael K Linck Jr**, *Herndon, Va.*, 6 years  
**Gregory R Little**, *Spotsylvania, Va.*, 16 years  
**Wayne R Logie**, *Springfield, Va.*, 31 years  
**Joann Long**, *Bowie, Md.*, 18 years  
**Tai Ly**, *Springfield, Va.*, 12 years  
**Elnora J Marshall**, *Oxon Hill, Md.*, 9 years  
**Mary E Martin**, *Woodbridge, Va.*, 25 years  
**Jerry McBride**, *Bladensburg, Md.*, 15 years  
**Norma C McLeish**, *Riverdale, Md.*, 20 years  
**Billy R Medley**, *Springfield, Va.*, 21 years  
**Dennis W Moore**, *Washington, D.C.*, 14 years  
**Cynthia J Naylor**, *Lee, Fla.*, 17 years  
**John Pan**, *Fairfax, Va.*, 19 years  
**Dorothy D Proctor**, *Waldorf, Md.*, 23 years  
**Victoria E Rosenbloom**, *Clinton, Md.*, 24 years  
**Donald C Scranage**, *Oxon Hill, Md.*, 7 years  
**Cassie B Smith**, *Capitol Heights, Md.*, 23 years  
**Malvina E Smith**, *Suitland, Md.*, 18 years  
**Tennie M Waller**, *Upper Marlboro, Md.*, 24 years  
**Kenneth R Williams**, *Manassas, Va.*, 27 years

### Super Fresh

**Bennett J Benton**, *Huntingtown, Md.*, 38 years  
**William F Fitzpatrick Jr**, *La Plata, Md.*, 45 years  
**Genevieve M Holt**, *Landover, Md.*, 40 years  
**Ronald D Latham**, *La Plata, Md.*, 30 years

### Syms

**Jorge A Flores**, *Adelphi, Md.*, 18 years

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

Please fill in the information below.

NAME \_\_\_\_\_

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

CITY \_\_\_\_\_

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

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

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

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

Por favor llene la información a continuación.

NOMBRE \_\_\_\_\_

NUEVA DIRECCIÓN \_\_\_\_\_

CIUDAD \_\_\_\_\_

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

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

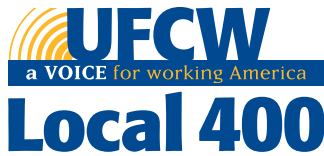
Envíe esta información a: UFCW Local 400, 4301 Garden City Drive, Landover, Md. 20785.

**United Food and Commercial  
Workers Local 400**

4301 Garden City Drive  
Landover, MD 20785



Change Service Requested



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

## BARGAINING UPDATE BY W. CHRISTIAN SAUTER

### **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; Ratified 3 year agreement

### **Clearon Corporation**

70 employees, contract expired  
12/1/2011; Negotiations in progress

### **Clearon Corp. Lab Techs**

4 employees, contract expired  
12/1/2011;  
Negotiations in progress

### **Clearon Tablet Plant**

65 employees, contract expires  
3/1/2012; Negotiations in progress

### **E.M.D. Sales**

New Employer; Negotiations in Progress

### **Ft. Belvoir Beauty Shop**

6 employees, contract expires  
3/31/2012; Negotiations in progress

### **Giant Food, Inc.**

13, 000 employees, contract expires  
3/31/2012; Negotiations in progress

### **Giant Food, Inc. Lexington Park**

75 employees, contract expires  
3/31/2012; Negotiations in progress

### **Giant Food, Inc. Valley Stores**

200 employees, contract expires  
3/31/2012; 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

### **Kroger Farmville/Appomattox**

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

### **Kroger West Virginia**

3,500 employees, contract expired  
10/15/2011; Ratified 3 year agreement

### **Montgomery General Elderly Care**

35 employees, contract expires  
4/30/2012; Negotiations in progress

### **Safeway**

7,000 employees, contract expires  
3/31/2012; Negotiations in progress

### **Smithsonian**

2 employees, contract expires  
12/31/2011; Negotiations in progress

### **Todd Enterprises**

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