



## U.S. & Dutch Workers tell Ahold: Respect Our Rights in Va, Pa, Netherlands, and Around World



*Giant Food worker and UFCW Local 400 member Kayla Mock (red pants), along with workers from Ahold's distribution center and FNV Bondgenoten union members, took part in a consumer awareness campaign in Amsterdam last week, to educate Dutch consumers about the company's blatant disregard for workers' rights at its Giant/Martin's stores in Virginia and Pennsylvania.*

Last week, workers at the Ahold distribution center in the Netherlands organized a week of actions at Ahold-owned Albert Heijn stores in the Amsterdam area to let Dutch consumers know that Albert Heijn's parent company, Royal Ahold, is not living up to its commitments to respect workers' rights both at home and abroad.

UFCW Local 400 member and Ahold worker Kayla Mock traveled to Amsterdam to participate in the week of action. "What I witnessed this past week is international worker solidarity at its best," Mock said. "If we want to change the behavior of multinational companies like Ahold, it is important for workers to support each other beyond national boundaries."

At Ahold's Giant/Martin's stores in Richmond, VA, workers say the company has cultivated an anti-union culture that restrains workers' right to organize at its non-union stores. And,

workers at Ahold's Albert Heijn distribution centers endure working conditions that many believe to be unsafe.

During the week of action, workers from both countries called on the company to live up to the commitments it made in its corporate responsibility program to respect workers' rights both in the Netherlands and abroad. Workers also spoke directly to Albert Heijn customers about Ahold's broken promises.

Ahold's distribution center workers are members of FNV Bondgenoten, the largest trade union in the Netherlands with over 470,000 members in the retail, services, industrial, metal, agricultural, technique, and transport industries.

As part of their consumer outreach campaign, workers are asking Ahold customers to fill out delft tiles, which will be delivered to the company. Hand-painted delft tiles are popular in Dutch culture and usually offered as gifts during special occasions. UFCW members can visit [www.twofacesofahold.com.greenhost.nl/](http://www.twofacesofahold.com.greenhost.nl/) to fill out their own tile. **OP**

## OUR Walmart Members Take Part in Op/Ed Workshop Designed to Get their Voices Heard



*OUR Walmart members Vivian Sherman, Carlton Smith and Barbara Collins.*

Last Saturday, OUR Walmart members met with prominent retail academics; *Washington Post* columnist Harold Meyerson; and Director of the University of California Santa Barbara Center for the Study of Work, Labor, and Democracy Nelson Lichtenstein; to share their challenges of working at Walmart and why OUR Walmart is making a difference in their jobs. The meeting was part of an op/ed workshop designed to train Walmart workers on how to tell their stories effectively in the media. **OP**



UFCW has joined the 99% Spring! From April 9-15 we will gather across America, 100,000 strong, to join together in the work of reclaiming our country. Stay tuned to OnPoint for details and upcoming trainings, or visit [www. http://the99spring.com](http://the99spring.com).

## Employers Must Post Notice of Employees' Right to Join Union


A federal judge ruled Friday that the National Labor Relations Board (NLRB) can require most private businesses to put up posters telling workers they have a legal right to form a union.

As of April 30, 2012, most private sector employers will be required to post a notice advising employees of their rights under the National Labor Relations Act (NLRA). The notice must be posted in a conspicuous place, where other notifications of workplace rights and employer rules and policies are posted. Employers also should publish a link to the notice on an internal or external website if other personnel policies or workplace notices are posted there.

In the ruling, the judge said the board was reasonable in concluding that many workers — including recent immigrants, high school students and other employees in non-union workplaces — are unaware of their legal right to form unions or engage in collective bargaining. "The notice-posting rule is a reasonable means of promoting awareness," the judge said.

Local unions should inform their members about the rule, and members (or supporters in a non-union facility) should let their union reps know if, after April 30, the employer hasn't posted the notice. The judge struck down the enforcement mechanism part of the rule that would have authorized the NLRB to find that a failure to post is a ULP. However, local unions may still want to advise the NLRB Regional Office of employer refusals to post and/or publicize the employer's refusal.

For further information about the posting, including a detailed discussion of which employers are covered by the NLRA, or to find translations of the poster in 26 commonly used languages, please visit [www.nrlb.gov](http://www.nrlb.gov). **OP**



### Employee Rights

Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity or to have been engaged in any of the above activities. Employees covered by the NLRA are protected from certain types of employer and union misconduct. This notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board (NLRB) if you have any questions about specific rights that may apply in your particular workplace.

**Under the NLRA, you have the right to:**

- Organize a union to represent you with your employer concerning your wages, hours, and other terms and conditions of employment.
- Choose, join or assist a union.
- Designate collectively through representatives of employees own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers.
- Refuse to work on or refuse to assist in the repair of your working conditions by, among other means, stopping working-related tasks.
- Complain directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, according to the purposes or interests of the union or the bargaining.

Under the NLRA, it is illegal for your employer to:

- Threaten you from taking action or assisting for a union during non-work time, such as before or after work or during break time, or from working your business during non-work time, in non-work areas, such as parking lots or break rooms.
- Coerce you either your union support or activities to change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection.
- Retaliate against you for any such activity.
- Threaten to close your workplace if workers choose a union to represent them.
- Promise or grant promises, pay raises, or other benefits to discourage or encourage union support.
- Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace under special circumstances.
- Stop or retaliate against union activities and organizing or concerted activity.

**Under the NLRA, it is illegal for a union or for the union that represents you to:**

- Threaten or coerce you in order to join or assist for the union.
- Refuse to provide a grievance procedure you have agreed to provide or otherwise you are not a member of the union.
- Engage in discriminatory, abusive or prohibited practices in making you withdraw from a bargaining unit.
- Coerce or attempt to coerce an employer to discriminate against you because of your union membership.
- Take adverse action against you because you have not joined or do not support the union.

**If you and your co-workers decide to act as your collective bargaining representative, your employer and the union are required to bargain in good faith for a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.**

**Major contract will not be permitted.** If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights. Generally, within 60 days of the alleged activity, the NLRB may hear possible violations without your employer or anyone else being informed of the matter. Charges may be filed by any person and need not be filed by the employees directly affected by the violation. The NLRB may order an employer to reinstate an employee in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's Web site: [www.nrlb.gov](http://www.nrlb.gov).

You can also contact the NLRB by calling toll-free: 1-866-657-NLRB (6272) or (TTY) 1-866-215-NLRB (1-866-215-6272) for hearing requests.

If you do not speak or understand English well, you may obtain a translation of this notice from the NLRB's Web site by clicking the link below.

This is an official Government Notice and must not be altered by anyone.

To read the notice, visit [www.nrlb.gov](http://www.nrlb.gov)

## UFCW Local 1 Members Feed the Hungry in Syracuse and Buffalo



Members and reps from UFCW Local 1 unloaded 30,000 pounds of ham off the Smithfield truck and into the Food Bank of Western New York.

Members of UFCW Local 1 in Syracuse and Buffalo, N.Y. partnered with Smithfield Foods to donate 60,000 pounds of protein to two food banks last week — The Food Bank of Central New York and the Food Bank of Western New York.

The donation was part of the Feeding the Hungry tour, a commitment by Smithfield Foods and the UFCW to deliver 20 million servings of protein over three years to food assistance organizations across the country.

The UFCW and Smithfield were joined by Tops Markets who donated more than \$190,000 to the Food Banks. **OP**

## New Report Shows Walmart Fails to Deliver on Sustainability

Stacy Mitchell, a senior researcher at the Institute for Local Self-Reliance and author of a Grist series about Walmart's greenwashing, released a report this week detailing Walmart's "green" initiatives as not much more than a public relations move.

The report examines all aspects

**Walmart's Greenwash**  
How the company's much-publicized sustainability campaign falls short, while its relentless growth devastates the environment.

Stacy Mitchell  
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ILSR INSTITUTE FOR  
Local Self-Reliance



of the company's environmental impact, determining that "Walmart's sustainability campaign has helped improve its public image, enabling the company to grow bigger and faster. That growth, ironically, has dramatically increased the retailer's environmental footprint, and hurt local economies and the U.S. job market along the way."

The report also investigates Walmart's takeover and transformation of our food system, and makes the connection between good jobs and sustainability, saying, "As it has grown, Walmart has undercut key pillars of the middle class, notably unionized jobs in manufacturing and grocery retailing . . . to make ends meet, the company's 1.4 million U.S. employees each require an average of \$943 a year in food stamps, Medicaid, and other public assistance."

The conclusion? Walmart's sustainability campaign has done more to improve the company's image than to help the environment.

To download a copy of the report, or to link to it from your local union's website, visit [www.makingchangeatwalmart.org](http://www.makingchangeatwalmart.org) and click on the Walmart Watch tab. **OP**

## UFCW SCHOLARSHIP PROGRAM

**Your union is about more than your paycheck and benefits.**

That's why each year the UFCW awards several SCHOLARSHIPS of up to \$8,000 each to UFCW members or their unmarried dependents.

The application will be available online from January 16 - April 16, 2012.

For more information, and to find out if you're eligible, please visit:

[www.ufcw.org/scholarship](http://www.ufcw.org/scholarship)

## Kroger Stewards Conference Unites Workers at Six Locals

Nearly 1,000 Kroger stewards from UFCW Locals 75, 227, 700, 876, 951 and 1059 left last week's Kroger Stewards Unity Seminar in Dayton feeling united and ready to work together to raise standards for pay, pensions, and working conditions at Kroger and in the grocery industry.

Brandon Priddy is the Chief Steward at Kroger L-743 in Louisville, Ky., and member of UFCW Local 227. "It was an honor to be involved in this seminar along with 900 fellow UFCW members. We all go through the same issues and challenges, and it's good to feel united in our goals."

Jeff Cutlip, a member of UFCW 1059 who works at Kroger 575 in Portsmouth, Ohio said, "The presentations on our pension funds were clear and easy to understand. I'm glad so many stewards came together for this conference." **OP**

