

Bob's Discount Furniture Workers in Yonkers, N.Y. Choose a Union Voice on the Job with Local 888



The employee bargaining committee from Bob's Discount Furniture store worked together for better wages and affordable health care.

Employees at another Bob's Discount Furniture store have voted to join the UFCW. The workers' latest victory came last month when an overwhelming majority of workers at the Bob's store in Yonkers, N.Y., voted for a voice on the job with UFCW Local 888. The Yonkers store is the ninth store to join the UFCW in the 40-store chain, joining their co-workers in Manchester, Orange and Stamford, Conn.; Manchester, N.H.; Freeport, Glendale and Farmingdale, N.Y.; and North Plainfield N.J. who joined UFCW Locals 888, 919 and 1445.

Workers are working together to set priorities in their negotiations with the company, including improving commission rates, hourly rates, and securing affordable health care. **OP**

Making Change at Walmart Hits the Road as Retail Giant Turns 50

As part of the Walmart at 50 project, Walmart associates, community activists and other stakeholders are traveling the country and projecting images and sharing stories from the new website, www.WalmartAt50.org, on the sides of Walmart stores, churches, and other public spaces. The tour is highlighting stories about the impact that Walmart has had on the lives of its associates, customers, small business owners and community activists as the retail giant prepares to celebrate its 50th anniversary.

Throughout April and May, Walmart associates and other stakeholders worked with several coalitions to broadcast

the stories of Walmart workers on the sides of prominent buildings across the country. The road trip will hit several more cities before concluding in Bentonville, Ark., on June 1, when Walmart holds its shareholder meeting.



Walmart associates and other stakeholders are traveling around the country to share stories about Walmart's impact on their lives as the retail giant prepares to celebrate its 50th anniversary.

The tour comes on the heels of the Walmart bribery and cover-up scandal. *The New York Times* recently reported a widespread pattern of Walmart executives bribing government officials to secure permits to build stores in Mexico, followed by a cover-up led by corporate leaders, including Walmart Chair Rob Walton and CEO Mike Duke. To read the stories and to share your own, please go to www.WalmartAt50.org. **OP**

NLRB Releases Guidelines for Determining Election Locations

The NLRB General Counsel recently issued new guidelines that regional directors must use in determining the location of rerun elections when petitioners want an election away from the employer's premises. This guidance is useful for pursuing offsite locations for both rerun and initial elections. The National Labor Relations Act does not require an election to be held on the employer's worksite. When the union objects to holding the vote at a location owned or controlled by the employer, the regional director must determine the location and consider the location's impact on all parties.

The new guidelines establish that: 1) location of an election can have an impact on the election; 2) a petitioning union's request for an offsite election must be taken seriously; and 3) the regional director must consider several factors in deciding where to hold the election.

The regional director must consider four factors in deciding whether to hold an offsite election. First, the regional director



must consider the location preferences of all parties and reasons for supporting those preferences. Second, the regional director must examine the impact that an employer's prior unlawful and/or objectionable conduct may have on inhibiting its employees' ability to exercise their free choice, and determine whether the unlawful and/or objectionable conduct was an isolated incident or is ongoing.

Third, the regional director must consider if the employer has any advantages available over the other parties if the election is conducted on employer-owned or controlled premises. Lastly, the regional director must consider available alternate sites for the rerun election, including sites proposed by the petitioner. Some factors that are important in evaluating an alternate site are: accessibility to employee-voters; the Board's ability to properly conduct and supervise an election at the site; whether all parties have equal access to and control over the site; and the cost of conducting the election at the site.

The guidelines recognize the Board's obligation to insure that no party gains an advantage over the other and that holding an election without the consent of all parties where such unfair advantage exists is inconsistent with the Board's obligation to run fair elections. **OP**

UFCW President Joe Hansen Supports President Obama's Stance on Marriage Equality

UFCW International President Joe Hansen released the following statement last week in response to President Obama's statement of support for marriage equality.

"I commend President Obama for his support of marriage equality, and I'm proud to support him as he takes this historic stand. Marriage equality is an economic justice issue, and a social justice issue – and that makes it a union issue. In the UFCW, we have a long, proud history of standing up for fair and equal treatment for all workers – regardless of what they look like, where they come from, what language they speak, or who they love. These values are heartfelt. We work every day to fight discrimination and unfair treatment against LGBT people on the job.

That's why our union is a strong supporter of the Employment Non-Discrimination Act (ENDA) which would ensure justice in the workplace for LGBT workers. UFCW members have been negotiating equal health care coverage for same-sex couples into their union contracts all over the country for years. It's the right thing to do, and the fair thing to do. I'm proud that the UFCW's advocacy on behalf of families includes all families."

For information and resources pertaining to local union members, including model contract language addressing domestic partner benefits, FMLA clauses, inclusive sick leave, inclusive bereavement leave, non-discrimination and anti-harassment clauses, and more, please visit Pride at Work at www.prideatwork.org. **OP**

Judge Strikes Down NLRB's Streamlined Union Election Rule

A federal judge has struck down a recently enacted National Labor Relations Board (NLRB) rule to update and streamline union elections. The judge ruled that the labor board did not have enough members when two commissioners approved the rule in December.

UFCW International President Joe Hansen decried the decision, saying, "this wrongheaded decision is based solely on technical grounds related to the NLRB's internal procedures and not the merits of the rule, which remain sound. The rule seeks only to protect workers' right to a fair and timely election. I call on the NLRB to take the steps necessary to remove this procedural roadblock and restore the rule as soon as possible." **OP**

