

Local 400 UNION LEADER



Member Activism Works!

Activist Contract Team Spearheads
Strong Giant/Safeway Agreements

At Stake: Our Economic Future



In my last column, I discussed some of the differences between President Barack Obama (D) and former Mass. Gov. Mitt Romney (R), including the fact that Romney made his fortune at Bain Capital by laying off workers and driving companies into bankruptcy.

Now, I'd like to look ahead, comparing the candidates' visions for the future and their policy agendas for the next four years.

One thing is crystal clear: President Obama is moving our economy and our nation forward. Under his leadership, more than 4.3 million private sector jobs have been created, with 27 consecutive months of job growth. Progress has been slow at times, but that's due to how deep the hole was when he took office and to forces beyond his control like the Euro crisis. The bottom line is, he's laying the foundation for a revived economy that's built to last with an emphasis on manufacturing, improving worker skills and raising our economic standing.

Equally important, President Obama recognizes the damage that growing inequality is doing to our society, and has a second-term agenda designed to give everyone who works hard and plays by the rules a fair shot at getting ahead. He will fight to let the Bush tax cuts for the wealthy expire, enact the Buffett Rule to ensure millionaires pay their fair share, strengthen Medicare, and protect the right to collective bargaining.

By contrast, Romney's economic agenda is exactly what you'd expect from someone who's good at making lots of money but has no clue how to create jobs or improve the lives of working Americans. He wants to keep the Bush tax cuts and give away another \$264,000 annually to each of the richest 0.1 percent (those making \$1.7 million or more) on average—in other words, people just like himself!

Romney also wants to increase defense spending by \$2.1 trillion over current levels. To pay for all of this, he would slash investments in working families

and retirees, including education, law enforcement, infrastructure, research and Medicaid. Romney's plan would even deny food stamp benefits to 13 million Americans at risk of hunger.

Despite the fact that the Affordable Care Act was modeled on Romney's own health care law in Massachusetts, the Republican pledges to repeal it, a move that would keep more than 30 million Americans uninsured and force millions into medical bankruptcy. Most ominously of all, Romney would end Medicare as we know it, moving from today's guaranteed benefits to an inadequate voucher program forcing senior citizens to spend thousands more out of pocket.

Plus, Romney would undo the Wall Street reforms President Obama enacted to prevent the abuses that caused the 2008 economic crash—and he supports a national “right-to-work-for-less” law that would drive down wages even further.

Simply put, Romney would be a president of, by and for the 1 percent. President Obama is a leader of, by and for the 99 percent. If we want someone in the White House who's fighting for us, we must re-elect President Obama!

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

President Obama is moving our economy and our nation forward.

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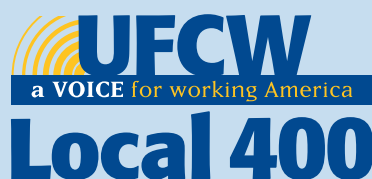
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Re-Elect President Obama

In his four years in office, President Barack Obama has fought for working families, pulled the economy back from the brink of a Great Depression, moved America forward, and earned the enthusiastic recommendation for his re-election from the United Food and Commercial Workers International Union and UFCW Local 400.

The president's record of supporting the middle class, strengthening Americans' health security, reforming Wall Street, and expanding workers' rights is impressive in its own right, but it also stands out in contrast to the stridently anti-worker policies of his opponent, former Mass. Gov. Mitt Romney.

"The choice could not be more clear," said Local 400 President Tom McNutt. "It's a choice between a president who's on our side and a challenger who's on



the side of millionaires and management. Between a president who knows what it's like to struggle to make ends meet, and a challenger who brags about his wife's two Cadillacs. Between a president who's working to fix our economy and a challenger who wants to

return it to the broken state it was in four years ago. Between a president who is creating jobs and a challenger who created wealth for himself by firing workers. Between a president who values unions and a challenger who wants to destroy the entire labor movement.

"Our economy isn't back yet to where we want it to be, but President Obama dug us out of the deep hole we were in when he took office and we're moving in the right direction," McNutt said. "We've got to keep moving forward rather than go backward to the failed policies that created this mess."

"I strongly encourage our members to join labor's efforts to re-elect the president," McNutt said. "By taking action, we have the power to make sure we have a friend in the White House for another four years and that friend is Barack Obama."

The Bain of Romney's Candidacy

Mitt Romney has made his time as head of Bain Capital the centerpiece of his argument that he has the expertise to fix the economy. But a look at his Bain record reveals that Romney's talent lies in creating wealth, not jobs. He amassed a \$250 million fortune by leaving a trail of laid-off workers and bankrupt companies in his wake. Here are four examples of the devastating impact Romney-style vulture capitalism had on middle class workers:

- **American Pad & Paper (Ampad):** Romney and his partners purchased this small but successful paper company in 1992 with \$5 million of their own money and \$35 million in loans. They laid off one-fifth of its workers, cut wages, slashed health benefits and ended the company's retirement plan. Then, they borrowed more money to acquire other companies. But the merged conglomerate could not pay off its debt. In 2000, Ampad declared bankruptcy, costing 1,500 workers their jobs. Yet Bain walked away with \$100 million in profits.
- **Dade Behring:** Bain bought this financially healthy medical technology company with borrowed money in 1994 and swiftly cut costs. In 1999, looking to cash out, Bain forced Dade to borrow hundreds of millions of dollars to buy half of its shares.

Faced with crushing debt, Dade declared bankruptcy three years later. Nearly 3,000 workers lost their jobs, while Romney and his partners made more than \$250 million.

- **GST Steel:** This Kansas City manufacturer had been making steel rods for 105 years when Romney and his partners took control in 1993. They placed the company deeply in debt and stiffed the workers' pension plan. In 2001, GST declared bankruptcy and broke its promises to cover workers' severance pay, health insurance and other benefits. The next year, the U.S. Pension Benefit Guaranty Corporation determined that GST had underfunded its pension plan by \$44 million, requiring a taxpayer bailout. Bain made \$12 million in profits.
- **Stage Stores:** In the late 1980s, Bain bought hundreds of small clothing stores and combined them into one company—Stage Stores. These purchases were financed with borrowed money. Romney and his partners then sold their shares at a huge profit. Three years later, Stage could not pay its debts and declared bankruptcy. Nearly 6,000 workers lost their jobs and 331 stores were closed, yet Bain pocketed \$170 million. For more information, visit www.romneyeconomics.com.

Obama vs. Romney on the Issues

On issue after issue, President Obama stands with working families while Romney stands with the top 1 percent:

PRESIDENT OBAMA

JOBS: President Obama's American Recovery and Reinvestment Act saved or created 3.6 million jobs and kept us from falling into a Depression. His policies have helped add more than 4.3 million private sector jobs and he saved the auto industry from collapse.

WORKERS' RIGHTS: President Obama moved aggressively to protect workers' rights, pay and workplace health and safety. He appointed strong labor advocates to the National Labor Relations Board (NLRB), which issued regulations making union representation elections more fair.

HEALTH CARE: President Obama signed the Affordable Care Act that will provide health insurance for 33 million Americans, stop insurance companies from denying coverage due to pre-existing conditions, and prevent millions of people from going bankrupt due to medical costs. Already, 54 million Americans have received preventive coverage with no out-of-pocket costs and 2.5 million more young adults have health insurance.

FEDERAL BUDGET: President Obama is working to balance the budget over the long-term through a combination of spending cuts and tax increases on the wealthiest Americans.

SOCIAL SECURITY AND MEDICARE: President Obama is working to strengthen these pillars of senior citizens' retirement and health security.

WALL STREET REFORM: President Obama led the charge for and signed the most comprehensive reform of the financial industry since the 1930s to prevent the risk-taking and abuses that caused the crash of 2008.

MITT ROMNEY

JOBS: Romney called for letting the auto industry go bankrupt, he's for job-killing spending cuts, and he wants to retain tax breaks for companies that move jobs offshore.

WORKERS' RIGHTS: Romney wants to enact a national "right-to-work-for-less" law that would drive down wages and benefits, and he called the president's NLRB appointees "labor stooges."

HEALTH CARE: Romney would repeal the Affordable Care Act—even though it was modeled on his own statewide health care reform bill in Massachusetts—undoing all of these benefits and protections for tens of millions of Americans. It would also increase the budget deficit by \$1.5 trillion over the next two decades.

FEDERAL BUDGET: Romney would add \$10.7 trillion to the debt over the next decade by cutting taxes for millionaires—he would cut his own already-low taxes in half—and by increasing defense spending. At the same time, he wants to slash investments in education, homeland security, food inspection, health research, transportation, food aid, veterans' health care, Medicare, Medicaid and Social Security.

SOCIAL SECURITY AND MEDICARE: Romney wants to end Medicare as we know it by converting into a voucher program that will end the guarantee of benefits and force senior citizens to pay far more out of pocket, and his budget would likely result in a 40 percent cut in Social Security benefits.

WALL STREET REFORM: Romney wants to repeal the financial industry reform law and let Wall Street run amuck again.

Tim Kaine for U.S. Senate

In his four years as governor of Virginia, Tim Kaine proved himself a fighter for working families, a supporter of the middle class, and a good friend to Local 400 members. That's why Local 400 enthusiastically recommends his election to the United States Senate.

Kaine also offers a clear choice over his Republican opponent, former Sen. George Allen (R), whose political career has been marked by stubborn opposition to the well-being of working families.

In addition to ensuring that Virginia workers have a champion on Capitol Hill, this race may prove decisive in determining which party controls the U.S. Senate—just as the 2006 election of Sen. Jim Webb (D) to this seat gave the Democrats a majority for the first time in 12 years.

"We have a long and productive relationship with Tim Kaine," said Local 400 President Tom McNutt. "He has stood up for the interests of our members from the fishermen at Omega Protein to workers at Kroger, Giant, Safeway, Shoppers and our other employers. Just as he did as governor, he'll work long and hard in the Senate to create good middle class jobs, to strengthen education, to rebuild our infrastructure, and to expand Americans' health and retirement security.

"His opponent, George Allen, offers a return to the failed policies of the past—throwing more tax cuts at the rich and big business, slashing investments in working families, letting Wall Street put our economy at risk again, denying workers their rights, and driving down our economic standing," McNutt charged.

"It's up to us—to our members—to do everything in our power to reaffirm Virginia voters' judgment six years ago that Allen does not belong in the Senate,



Former Virginia Gov. Tim Kaine (third from left) with Local 400 Secretary-Treasurer Mark Federici, Local 400 President Tom McNutt, and Local 400 Director of Political Growth Strategies Tony Perez.

and to elect Tim Kaine," McNutt said.

Kaine and Allen offer stark contrasts on most issues critical to the lives of Virginia's working families. As Kaine told the *Union Leader* in an exclusive interview last fall, "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," Kaine said. "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."

Kaine more recently said that, "The all-cuts approach of George Allen and Tea Party Republicans would double-down on the economic policies that got us into this hole in the first place, and devastate resources for key priorities like education and infrastructure. Instead, I will take a balanced approach to our fiscal challenges that makes significant cuts, but also leaves room for important investments that are fundamental to keep Virginia and the nation competitive, and continue our economic recovery."

"Our Virginia members need a senator who's looking out for the 99 percent," McNutt said, "and not just the top 1 percent, which is all George Allen's ever done. We need Tim Kaine on our side in the U.S. Senate."

DREAM Act on November Ballot in Maryland

Local 400 Recommends Approval of Legislation

When the Maryland General Assembly passed the Development, Relief, and Education for Alien Minors (DREAM) Act last year, it was an affirmation of the fundamentally American values of opportunity, fairness and justice. The legislation would allow the children of immigrants residing in Maryland to pay in-state tuition if they graduate from a Maryland high school, complete 60 hours of community college, and demonstrate that they or their parents have paid taxes for at least the last three years.

The Maryland DREAM Act also enables members of active duty military families living or stationed in Maryland and veterans who register within four years of discharge to receive in-state tuition.

However, after the Maryland DREAM Act was signed by Gov. Martin O'Malley (D), anti-immigrant groups obtained enough signatures to bring the bill before state voters for a referendum. It will not become law unless voters approve the DREAM Act on the November 2012 ballot.

"We strongly recommend that our Maryland members vote for the DREAM Act, because it provides an essential path to education and opportunity for children who deserve a shot at the American dream," said Local 400 President Tom McNutt. "They are not at fault for whatever their parents did or did not do. They did not choose to violate our nation's immigration laws, and they should not be penalized for their parents' actions. If they live and attend high school in Maryland, and their parents pay Maryland taxes, they should have the same right to in-state tuition as any other state resident.

"Equally important, the DREAM Act would ensure that those brave Americans who serve in our armed forces and find themselves in Maryland as part of their military service receive in-state tuition as well," he added.

"Many of our own members were born in other countries and not all have obtained their citizenship yet," McNutt said. "Others currently or previously served in the military. In all cases, they work for a living, they pay their taxes, and their kids should pay the same tuition as any other Marylander if they go to a state college or university.

"It's important to emphasize that the DREAM Act is not a scholarship program and involves no direct expenditures of taxpayer dollars," McNutt said. "It simply makes clear that everyone who lives in our state and gains admission to our public institu-

tions of higher education should pay the same rate of tuition.

"This should not be a partisan issue, either," McNutt noted, "because it's about fundamental fairness. Even Texas Gov. Rick Perry, an arch conservative, signed the DREAM Act into law in his state."

In addition to Texas, many other states allow the children of undocumented immigrants to receive in-state tuition, including California, Illinois, Kansas, Nebraska, New Mexico, New York, Utah, Washington and Wisconsin.

Local 400 is part of a broad-based coalition supporting the Maryland DREAM Act which includes the UFCW International Union, the Service Employees International Union, the Maryland Catholic Conference, Casa de Maryland, Progressive Maryland, Prince

George's County Public Schools, the University System of Maryland, and the Maryland State Education Association.

In addition to ensuring fair treatment of all Maryland children, the DREAM Act would:

- **Boost the state's economy** by providing often low-income children with the opportunity to receive a college degree and gain access to good careers, making them productive workers with strong purchasing power.
- **Reduce the burdens of poverty.** Today, only five to ten percent of the children of undocumented immigrants graduating from high school in Maryland go to college. Without a higher education, they—and their children—are more likely to stay mired in a cycle of poverty.
- **Improve Maryland's long-term fiscal health** because the higher future earnings college degree-holders receive will result in increased state tax revenues and lower spending on social services.
- **Keep talented students in Maryland.** By being forced to pay out-of-state tuition to attend college in Maryland, promising high school graduates in the state who are the children of undocumented immigrants have every incentive to go elsewhere for college and careers. That hurts Maryland's economy and future prospects. The DREAM Act would reverse this.

"The DREAM Act is about doing the right thing on every level—morally and economically," McNutt said. "Let's make it the law of our state this November."

*"The DREAM Act
is about doing
the right thing."*

—Local 400 President
Tom McNutt

ROUNDUP: Victories in Maryland and D.C.

In the past few months, Local 400 members have helped spearhead important legislative and electoral victories on several different fronts:

Washington, DC: McDuffie Elected to City Council

On May 15th, Ward 5 residents elected Kenyan McDuffie (D) to represent them on the District of Columbia City Council in a special election to fill the seat vacated by disgraced former Council member Harry Thomas, Jr.

Local 400 recommended McDuffie's election and members were active in his campaign. He won nearly 45 percent of the vote in a field of 11 candidates, receiving twice the votes of his closest competitor.

"We were pleased to recommend and

**Newly elected DC
City Councilman
Kenyan McDuffie
(D-Ward 5)**



work for the election of Kenyan McDuffie because we believe he will stand up to corporate interests and big money, and restore a sense of honor and integrity that has been missing from the City Council," Local 400 President Tom McNutt said. "He has given us every assurance he will fight to protect union jobs from large corporations like Walmart, to strengthen Ward 5 neighborhoods, and to raise our economic standing. We look forward to a close and fruitful working relationship with him."

A united labor movement and an all-out grassroots, door-to-door campaign propelled McDuffie to his unexpected landslide victory.

Maryland: Protecting Union Members' Confidentiality

Maryland became one of just four states to ensure that union members' confidentiality is protected when the General Assembly passed and Gov. Martin O'Malley signed legislation designating communication between members and union representatives involved in a grievance or arbitration as "privileged information."

"I want to congratulate Governor O'Malley and the General Assembly for giving internal union communications a similar level of protection as attorney-client privilege," McNutt said. "Thanks to this new law, management can no longer demand information about a member from union reps or shop stewards that could be used against him or her. Our

members can speak freely and candidly with us about their situations with the full confidence that it will not be shared with their bosses."

McNutt singled out the bill's lead sponsors—state Sen. Brian Frosh (D-Montgomery) and Del. Joseph Vallario (D-Prince George's)—for praise in introducing and pushing this bill to passage.

It takes effect on October 1, 2012.

Prince George's County: Strong Big Box Bill Passed

The Prince George's County Council recently passed a strong, effective big box bill by an overwhelming 8-1 vote. The new law bans the construction of any store larger than 85,000 square feet with 10 percent or more of its space devoted to groceries unless it goes through a tough special exception process.

"This is an outstanding bill that will protect workers' living standards, the quality of life in Prince George's County communities, and the health of small businesses," McNutt said.

"I want to offer special thanks to Council Chairwoman Andrea Harrison, Vice Chairman Eric Olson, and Members Mel Franklin, Derrick Leon Davis, Mary Lehman and Obie Patterson for sponsoring this legislation and leading the charge to enact it," McNutt said. "I'm also grateful for the hard work of our members in lobbying the Council for passage."

McDonnell, Loudoun Republicans Hold Silver Line Hostage To Anti-Union Agenda

The Washington Metro's Silver Line extension to Dulles Airport is a once-in-a-generation economic opportunity for Northern Virginia, creating jobs both for hard-hit construction workers during the next several years and for workers in other fields—including retail—over the long run.

Yet Virginia Gov. Bob McDonnell (R) and the Loudoun County Board of Supervisors, which is now controlled by extremist Republicans elected last fall, have been trying to hold the Silver Line hostage to their anti-union agenda. They were willing to prevent construction of Phase II of the rail line unless the rules were changed to throw more work to non-union contractors who are among their largest campaign contributors.

McDonnell and the Loudoun supervisors insisted they would withhold funding for Phase II unless the contract terms were changed to eliminate any preference for a Project Labor Agreement (PLA). A PLA is a tried and true way of building large, complex projects in the swiftest, safest and most cost-efficient way by using the best-trained workers available. It involves an agreement by contractors, subcontractors, communities and workers laying out the terms for seamless coordination, no labor disputes, a guaranteed supply of skilled labor, safe working conditions, fair compensation and public benefits. Phase I of the Silver Line expansion is being built with a PLA—one that includes a no-strike pledge and work rule flexibility—safely, on time, and on budget.

"This is political game-playing at its worst—cronyism combined with extreme ideology to sabotage the public interest, put good jobs at risk and threaten the economic well-being of Northern Virginia," said Local 400 President Tom McNutt. "Phase I of the Silver Line extension is a clear success thanks to its Project Labor Agreement. Of course Phase II should be built the same way. The only difference is who's in the governor's mansion in Richmond, who's controlling the Loudoun County Board of Supervisors, and who's been funding their campaigns.

"What they're really saying is they'd rather have no jobs than

union jobs," McNutt charged, "or they'd rather have low-paid, dangerous jobs than middle-class, safe jobs."

At the center of the controversy is the Metropolitan Washington Airports Authority (MWAA), the agency that operates Dulles and National Airports and is in charge of Silver Line construction. Because Phase I worked so well, the MWAA voted to approve a similar bidding process for Phase II and specifying the use of the same hiring halls used to provide workers for Phase I. McDonnell signed off on this approach.

But then, after furious lobbying by the non-union Associated Builders and Contractors (ABC), whose members are big funders for Republican candidates, McDonnell flip-flopped and threatened to withhold \$150 million promised for Phase II construction unless the MWAA dropped this requirement.

The MWAA worked out a compromise, changing the mandate into an incentive, giving contractors using Phase I hiring halls

extra points in the bidding process but not requiring their use. The MWAA understood that this compromise had McDonnell's support, but then the governor switched positions yet again. He was joined by the Loudoun County supervisors who chose to reverse commitments made by their predecessors—commitments that guided the Silver Line project's design and scope.

With a gun pointed at the Silver Line's head, the MWAA paid McDonnell's "ransom," voting to drop the PLA preference on June 6th in exchange for Virginia's \$150 million contribution to the project. At the time this article was written, it was not clear whether the Loudoun County Board of Supervisors would come through with their promised funding even though their demands were met.

"The Silver Line is a great deal for Loudoun County taxpayers," McNutt said. "But the current members of the Board of Supervisors have been ready to throw it all away, all so they can do a favor to some of their campaign contributors and stick it to union members. What a travesty."



"What they're really saying is they'd rather have no jobs than union jobs."

— Local 400 President Tom McNutt

Walmart 50th Anniversary Finds Company Reeling from Controversy

*Mexican Bribery/Cover-Up Scandal, Back-Pay Violations,
Shareholder Revolt, DC Ethical Questions Mar Celebrations*

Walmart planned a gala celebration for its 50th birthday this year. But then, the consequences of its greed-at-all-costs strategy caught up with it as the company found itself embroiled in scandal.

First, it was revealed that Walmart paid at least \$24 million in bribes to enter Mexico's retail market and take it by storm, violating U.S. and Mexican law. Walmart then tried to cover up its wrongdoing and even promoted the official who orchestrated the bribery campaign.

These revelations led the Respect DC Coalition, of which Local 400 is a member, to demand that DC Mayor Vincent Gray and the City Council immediately halt all permitting for six stores Walmart wants to build in the District of Columbia until an independent investigation is conducted into whether DC public officials are "in bed" with the company. (See below.)

The scandal also sparked a lawsuit by

the nation's largest teachers' retirement fund against 27 current and past Walmart executives and directors—and a series of resolutions put forward by large Walmart shareholders at the company's annual meeting to fire Chairman Rob Walton, CEO Mike Duke and other top officials.

Adding to Walmart's self-inflicted wounds, the U.S. Department of Labor recently ruled that it must pay \$4.8 million in back wages to thousands of employees.

"In our great country, no one—and no corporation—is above the law," said Local 400 President Tom McNutt. "Yet Walmart's entire business plan seems to be premised on the notion that it's an exception; that it is entitled to play by its own set of rules

regardless of whatever laws and regulations are in place in the countries and communities in which it operates.

"It's not just the Department of Labor's back pay order, which, coming on the heels of a \$34 million back pay order in 2007, demonstrates that Walmart is a serial violator of wage and hour laws," McNutt noted. "It's also the Mexican bribery and cover-up scandal and its lobbying campaign to weaken the very law Walmart allegedly violated. Not to mention the numerous promises it made to cities like Chicago that it subsequently broke.

"With Washington, DC, officials facing their own corruption and ethical scandals, the last thing they should be doing is rolling out the red carpet for a company eager to bend or break the law and even its own promises in its ravenous pursuit of greed," McNutt said.

DC WORKERS, RESIDENTS "CELEBRATE" BIRTHDAY

Urging Walmart to start acting like a responsible adult as it nears its 50th birthday, hundreds of store associates, community activists, and city residents and workers marched through downtown Washington to the company's DC offices in a festive parade with colorful floats, including one depicting Mayor Vincent Gray in bed with Walmart.

"The largest retailer in the world and the largest employer in America should not only follow the law—it should act ethically and morally," said Rev. Edwin Jones, pastor of the Living Faith Baptist Church and a leader of the Respect DC coalition.

"We haven't seen that yet," Rev. Jones charged. "Walmart hasn't even met with the DC community, much less negotiated an enforceable community benefits agreement. So we need to ask: Who is Walmart buying and at what cost? Who is

(Continued on page 13)



DC Mayor Vincent Gray and Walmart are depicted as being in bed together on a parade float.

Local 400 ACTS!

Members Making a Difference

Local 400's greatest strength lies with our 40,000 members—hard-working men and women of great talent, intelligence and dedication who are making a difference on the job and in our communities. Here are three members who stand out because of their activism, their special talents and skills, and the unique stories they have to tell. Like so many of their brothers and sisters, they are making our world a better place.

Daryl Graham **Empowered to Act**

Daryl Graham got an earful. It was January and he was attending his first collective bargaining session as a member of the Local 400 Giant & Safeway Advisory Committee.

"After we introduced ourselves, there was a lot of back and forth, to put it mildly," he said. "Shouting, name-calling, four-letter words. It really opened my eyes.

"You get to look management in the eye and see how they look at you," he explained. "Their perception is, you're more like a commodity than a true hands-on employee. They see you as a cost, but I feel like I earned my pay and benefits. I've worked very hard for the company for nearly 32 years."

Daryl Graham expresses his support for the new collective bargaining agreement at the Safeway ratification meeting.



A deli manager at Safeway #2713 in Bowie, Md., Daryl not only works hard but generates lots of business and customer loyalty. "I've had people come into the store and say, 'I remember you from Kentucky Avenue' or 'I remember you from Hechinger Mall,'" he recalled.

"I've waited on judges, celebrities, even my former teachers and principals. I used to make up lunch platters for a group of teachers at Eastern and after I was moved to a different store, they kept ordering them from me even though I was much farther away. This is why management cannot kick us to the curb."

The experience of serving on the Advisory Committee motivated Daryl to become a steward and a dedicated activist. "I waited 30-some years to get involved," he said. "I just wish I had done it much sooner. I learned a whole lot in that short period."

Daryl was pleased with the collective bargaining agreement ratified on April 3rd and feels that member activism was key to victory—a lesson just as important to his brothers and sisters at Shoppers who are in the
(Continued on next page)

Local 400 ACTS

Continued from page 11

midst of their own difficult bargaining battle. "Stick together, work together and never waver," he said. "That's how you show the companies we're strong and we cannot be defeated. The more members who get involved, the more voices we have, the better.

"Activism teaches us what's going on and what to expect,"

Natalie Bolling Mentor, Role Model, Mobilizer

After more than two decades of working for Safeway, Natalie Bolling saw a trend that concerned her deeply. A lot of young adults had been hired at her store—Safeway #1276 at Piney Branch and Georgia Avenues in Washington, DC—and they weren't receiving the respect they deserved. "I didn't like how management spoke to them," she recalled. "To me, store supervisors weren't creating a role model atmosphere. We're supposed to be the mentors, they're supposed to be next generation of Safeway workers, but that wasn't happening. For many of them, this was their first job and they were getting discouraged.

"I decided that I wanted to change the environment," she said. "I took a lot of them under my wing and tried to show them how to do things—how to be respectful to your co-workers and especially with the customers, how to dress, how to act."

Natalie's efforts to mentor her younger brothers and sisters caught a lot of people's attention and in 2010, she was asked to become a shop steward. "At first, I was petrified about being a steward because I was comfortable doing my work behind the scenes and nervous about being in the spotlight," she said. "But when I got involved and went to meetings, I knew this was something I wanted to do."

A food clerk and cashier, Natalie served on the Giant/Safeway Bargaining Advisory Committee this winter and spring. "It was really eye-opening," she said. "I really didn't know that the company I've worked so hard for over the last 25 years thought so little of us. To hear their proposals to take

Daryl added. "As one of my old teachers used to say, you learn more by listening and observing than by talking. If we listen and stay informed about what is going on around us—not only in our community but nationally—we'll be ready for the challenges that await us."

A lifelong resident of Washington, DC, Daryl is grateful for all his union has provided. "I pray every night and I'm thankful I've got a job—a middle class job. I never take this for granted."

away all that we've earned made me mad. But I decided to take my anger and channel it into something positive."

She did that by mobilizing her co-workers and customers. "I let people know exactly how Safeway feels," Natalie said. "The power of our voice was overwhelming because I didn't know how many customers I would affect. It was very enlightening.

"I found out that a lot of my customers are also union members," she said. "Teachers, metro employees, government workers and so many others. So when my co-workers and I passed out cards and talked with our customers, it was like a chain reaction. I'd never seen anything like this in previous contract negotiations. I'm extremely proud of everyone I work with and all the people who shop here."

When the tentative collective bargaining agreement was reached, Natalie was impressed. "To go from where we were in the negotiations I attended to where we wound up—and for it to happen so fast—made me so proud of our union," she explained. "It's all about Solidarity and strength in numbers. We have to stick together to get a fair contract, and that's exactly what we must do over the next 19 months."

Natalie believes these lessons are equally critical to the Shoppers bargaining underway. "Solidarity is the main thing," she said. "Come together and support one another. Talk to your customers. Make sure you have that relationship, and let them know exactly what's going on. People will be sympathetic and they'll support you."

Natalie lives in the Northwest DC neighborhood where her store is located and is active in community affairs, as well. She has two children and two grandchildren.

"The experience of the past few months has been overwhelming," Natalie said. "It happened so fast. I've experienced so many different things, and it's been wonderful. I'm going to keep doing as much as I can for our union and our members."

*"It's all about
Solidarity and
strength in
numbers."*

—Natalie Bolling

Jose Canjura

A Better Life Through Union Activism

"I say thank you for our union every day." With these words, Jose Canjura expresses exactly how he feels about being a Local 400 shop steward and activist.

Jose feels deeply about this because he knows what it's like to not have a union on your side. For six years, he worked at American Market, a non-union store, earning just \$6/hour.

An immigrant from El Salvador, he was locked into this exploitive job because his employer was the sponsor of his green card. "It was so hard," he said. "You can't do anything about it because you need the job."

But in 2006, Jose got a new job at El Primero Mercado, a Latino supermarket in Manassas owned by Shoppers Food & Pharmacy. All of a sudden, he more than doubled his pay and started receiving health and retirement benefits thanks to Local 400's contract with Shoppers.

"It's our union that makes it possible to support my family and for us to become citizens. I am very grateful."

—Jose Canjura

Shortly after starting work there, he became a shop steward, too, because, as he said, "I like to take care of the people, protect the people and fight for the people."

Now at Shoppers #16 in Burke, Va., Jose is a member of the Shoppers Bargaining Advisory Committee, and he takes the time to keep his brothers and sisters informed about the negotiations and to prepare them for any mobilization that may become necessary.

"Everybody will be happy if the new contract keeps what we have now," he said. "We don't want to go backward. We know the economy is bad, but we work hard and expect fair pay and benefits in return."

Jose and his wife, Julia, became American citizens on May 31, 2012. They live in Annandale, Va., with their three children, who are age 9, 10 and 16.

"It's our union that makes it possible to support my family and for us to become citizens," Jose said. "I am very grateful, and I want to do everything I can to help our union do the same for so many other workers."

DC "CELEBRATES" BIRTHDAY

Continued from page 10

it luring to bed? Especially when our mayor and City Council are embroiled in their own ethical scandals.

"Conduct an independent investigation and hold everyone accountable—Walmart, its developers and our public officials," Rev. Jones said. "Then and only then, let's decide whether Walmart would benefit our neighbors and DC workers, or



Walmart associates, Local 400 members, community allies and DC residents parade through Chinatown on their way to a rally in front of Walmart's DC office.

whether we need to take a different path to raising the standard of living and quality of life in the District of Columbia."

Local Walmart Associate Sharon Ramirez shared her horrific tale of corporate neglect and harassment as Walmart ignored and obstructed her efforts to get treatment for malignant brain cancer. "Where's the loyalty?" Ramirez asked. "Walmart did it again, selling me cheesy, substandard health insurance" and pushing out full-time workers in favor of even less expensive part-timers.

Local 400 President Tom McNutt discussed the struggle of Walmart associates for fair treatment. "They experience first-hand the lack of respect management shows its associates," he said. "They suffer from Walmart's broken promises on profit-sharing, benefits, scheduling and staffing. They see Walmart shareholders raking in billions of dollars thanks to their hard work, while they're left relying on food stamps to feed their families and Medicaid for their health care.

"But the past and present need not predict the future," McNutt said. "That's why we are doing everything in our power to reform and reshape Walmart so that its next 50 years are far greater than its first 50—and why we are uniting with OUR Walmart to lift up all retail workers into the middle class again."

ACT! for Safety

The health and safety of members is a top Local 400 priority, which is why the *Union Leader* is launching a new series informing members about how to protect themselves in the workplace—ACT! for Safety.

“Our employers must provide safe working conditions for our members,” said Local 400 President Tom McNutt. “That’s why we insist that all of our collective bargaining agreements provide strong safety and health protections.

“Still, member vigilance is essential to ensuring that management upholds its promises,” McNutt said. “That’s why one of my first acts upon taking office as president was to establish a full-time Health and Safety Department. It has two responsibilities: To hold our employers accountable for providing a safe working environment, and to make sure that our members, stewards and representatives are fully educated and aware of what they must do to maintain the highest levels of health and safety.”

McNutt appointed two U.S. Occupational Safety and Health Administration (OSHA) certified trainers—Jim Hepner and Chuck Miller—to lead the Department. Hepner advises the member action department on health and safety issues in Maryland, Washington, DC, and Northern and Central Virginia, while

Miller advises Southwest Virginia, West Virginia, Ohio, Tennessee and Kentucky.

In the past year alone, Local 400 staff, stewards and members have worked with company management and safety personnel to resurface floors, and replace entry doors and oven doors. They have fixed machines, slicers, wrappers, and even case windows. They have unclogged back rooms, unblocked fire doors and in some extreme cases, removed chains and locks from fire doors. It is unacceptable for store management to be more concerned about preventing theft than protecting workers’ lives in the event of a fire.

Efforts have also included conducting inspections and filing safety grievances and OSHA complaints. While some people don’t think that you could receive a life-altering injury or even lose your life while working in a grocery store, health care facility or department store, you **CAN!**

There is a huge difference in the way companies, certain states and unions look at worker health and safety. Companies and certain states’ legislation

typically try to blame the employee. If the worker did anything wrong, management points the finger and stops there. By contrast, Local 400 looks for the root cause of the accident.

For example, if an employee cuts her finger while cleaning a slicer and management determines she did not use her personal protective equipment—in this case, a cut protection glove—it decides it was her fault. Case closed, right? **WRONG!**

The union doesn’t dispute that the employee should have been wearing her glove, but upon further investigation, determines that the slicer did not properly zero out, leaving the blade exposed. The slicer should have been deemed unsafe to use and taken out of service until maintenance was called in to adjust the slicer and make it safe again.

In the coming months, Local 400 will continue to expand education and training efforts and mobilize members to be health and safety activists in every workplace. In the meantime, if a piece of equipment you are working with does not operate properly or if you see any unsafe situation, notify management to fix it—and if they don’t act immediately, tell your representative or steward right away!

FIVE THINGS YOU SHOULD KNOW ABOUT HEALTH AND SAFETY

1. Under OSHA law, it is **the company’s obligation** to furnish employees with a safe work environment.
2. Employees should NOT be assigned to operate any equipment without **safety training** and **instructions** about the equipment.
3. Certain equipment, such as power jacks and fork lifts, require an employee to be **certified** to operate. The certification requires a **test**, and being observed in action by a person who is already certified.
4. Employees **under the age of 18** should NOT operate any motorized equipment or use a knife.
5. Be sure to report any accidents or incidents not only to management but **to your steward and union representative** as well.

Shoppers Members Mobilize for Fair Contract

Activism, Unity Marks Contract Campaign • Launch SaveOurShoppers.org Website

Declaring that workers will not pay the price for corporate mismanagement, Local 400 members working at Shoppers Food & Pharmacy have formed an Activist Contract Team (ACT!), launched a new website—<http://SaveOurShoppers.org>—and are mobilizing for a challenging contract campaign.

Coming off a contentious but successful round of bargaining with Giant and Safeway marked by unprecedented worker activism, Local 400 members from all employers are rallying around Shoppers workers in demanding justice and fairness in a new contract to replace the one that expires on July 7, 2012. (Please note: This article was written several weeks before the contract expiration date. For the latest information on the status of Shoppers Bargaining, please visit <http://SaveOurShoppers.org>.)

Shoppers is a banner of the troubled Supervalu chain, which has struggled for the past three years under the leadership of CEO Craig Herkert, who was named “the worst chief executive in the business” by *Food World* magazine last year.

“We will not let Shoppers/Supervalu dump its financial problems on our members’ backs,” said Local 400 President Tom McNutt. “Workers are Shoppers’ greatest asset and the solution to the company’s problems, which lie exclusively in the executive suites. We are emphatically making the case that investing in Shoppers’ workers is the best and only way for the company to start growing and profiting again.”

“We are standing together, standing strong and standing tough,” said Kevin Freeman, a Shoppers worker who is one of 20 Local 400 members serving on the Bargaining Advisory Committee and participating in negotiations. “We are commit-

ted to doing whatever it takes to get a contract that recognizes the enormous value we bring to Shoppers.”

“We’re sending out the SOS to save our Shoppers,” said Marylee Butts, who also serves on the Advisory Committee. “We’re ready to turn things around when we’re empowered with a strong new collective bargaining agreement.”

“We don’t want to go backward,” said Local 400 shop steward and Advisory Committee member Jose Canjura, who works at Shoppers #16 in Burke, Va. “We work hard and expect fair pay and benefits in return.”

Local 400 activists involved in the recently-concluded Giant and Safeway bargaining are assisting Shoppers workers in their campaign to win a fair contract, providing advice and support gained in their long and difficult negotiations.

“Our Shoppers’ members should stick together, work together and never waver,” said Daryl Graham who

works at Safeway #2713 in Bowie, Md. “That’s how you show the companies we’re strong and we cannot be defeated. The more members who get involved, the more voices we have, the better.”

“Solidarity is the main thing,” said Natalie Bolling, a Local 400 shop steward who works at Safeway #1276 in Washington, DC. “The more Shoppers members stay together and talk to their customers, the more support we’ll have and the stronger we’ll be.”

One significant issue likely to arise in bargaining is Supervalu’s operation of a non-union banner, Save-A-Lot, which has stores in many of the same markets and communities as Supervalu union banners. “Cannibalizing yourself has never ranked as a sound business strategy,” McNutt said, “and Save-A-Lots are losing money. Rather than eat itself alive, Supervalu needs to invest in its union workers and banners so it can start eating the competition.”



Members Overwhelmingly Ratify

Increases Wages, Strengthens Health & Retirement Security

Strong Agreement Due to Member Activism

Local 400 members working at Giant and Safeway overwhelmingly ratified a new collective bargaining agreement on April 3rd that provides for significant wage increases, improved health benefits and strengthened retirement security.

After lengthy and difficult negotiations in which management proposed dozens of givebacks and Local 400 members reached out to customers and the community, the contract contains no concessions affecting current or future members of the bargaining unit.

"Our members' activism and solidarity is why they won one of the best collective bargaining agreements in the supermarket industry," said Local 400 President Tom McNutt. "Whenever management tried to push us into making more sacrifices, our members made clear on the floors of the stores and everywhere else they were willing to do whatever it took to get a fair deal. They stood back to back, shoulder to shoulder more than I've ever seen, and that is why this contract improves their economic standing and health and retirement security."

"It's especially impressive that we were able to obtain

one of the only contracts in the country with a Maintenance of Benefits provision requiring Giant and Safeway to contribute to our health and welfare plan to pay all health benefits," McNutt said. "No matter what, our members will receive comprehensive health coverage without having to pay a penny more out of pocket."

The bargaining sessions were attended by more than 20 Local 400 members, all of whom urged their sisters and brothers to ratify the contract. "I sat across the table from management, I asked the company for a fair contract, and I told them I would do anything to get it," said Satheria Duvernay, an advisory committee member who works at Giant #773 in Herndon, Va. "I protested the companies' hiring 'replacement' workers, handed out buttons and got pledge cards signed. Now we've got a good contract that gets us the fruit of our labors. It took an army of activists to get this done."

Advisory committee member Sam Abed, who works at Safeway #945, said, "I'm happy with the outcome of this contract. It's fair and we are glad to have our union team on our side."

"Our president did something different this year," said Michele Hepner, an



advisory committee member who works at Giant #243 in Stafford, Va. "He invited rank and file members to attend negotiations. I sat across from Giant's lawyer. Our president stood strong and he protected us. We kept our pension, we kept our premium pay on Sundays and we got our raise. It took a lot of hard work by union members. I think it's a wonderful contract."



Ratify Giant, Safeway Contract



Local 400 members listen as the contract provisions are explained.



Local 400 President Tom McNutt discusses the collective bargaining agreement with members at the ratification meeting.



"This is a fantastic contract," said Chris Bell of Giant #243 in Stafford, Va. "We went to the community, local politicians, church groups and talked right to the customers, explained what was going on. We asked for their support and everyone rallied around us and their support made this happen."

"It felt great to be involved," said Lester Price, who works at Giant #147 in

Fort Washington, Md. "I stood up for a part of something I've been sitting down for. I was thinking about retirement but getting active like this, I told 'em I think I'll hang around a little while to make

sure the shop steward I have coming up now will be aggressive enough to take care of the problems. Somebody's gotta carry the torch."

"It was really amazing to see how much support there was for us," said Stan Hart of Giant #310 in Bowie. "We're not done here; it's not just about this contract, but about getting other workers
(Continued on page 19)

Ahold Workers Take Battle Fair Treatment To Amsterdam

Speak out at Shareholders' Meeting

For the second year in a row, three Ahold workers from Virginia traveled to Amsterdam to share their stories at the company's annual shareholders' meeting about how Royal Ahold is failing to live up to its own high standards in the United States.

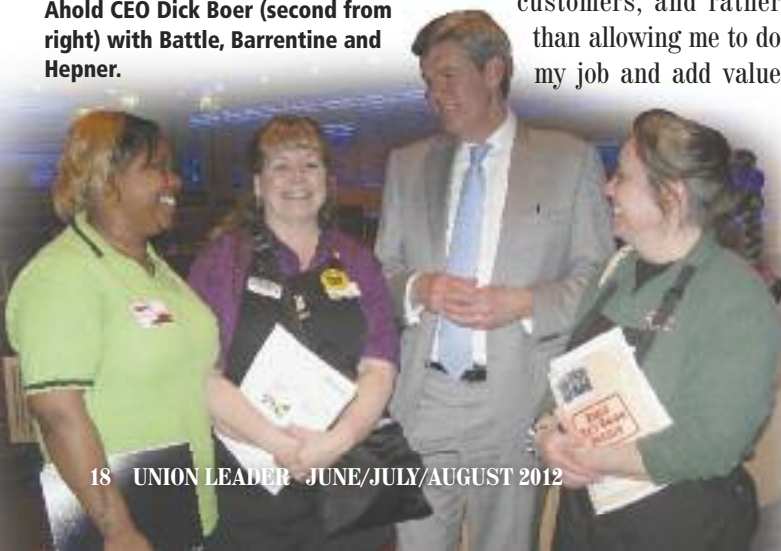
Local 400 member and Giant worker Michele Hepner, Martin's worker Tracy Barrentine, and Martin's worker Shaquana Battle told shareholders about how the supermarket conglomerate too often leaves its values behind when it crosses the Atlantic, mistreating the very workers Ahold claims it respects and appreciates.

"Our Ahold members and the many Martin's workers who want to empower themselves through union representation are 'thinking locally, acting globally,' to turn the old phrase on its head," said Local 400 President Tom McNutt. "When the decisions affecting workers' lives are made 4,000 miles away, that's where we've got to go to achieve the change we need. We know from our presence both last year and this year that many Ahold shareholders are shocked and appalled to learn how the company treats its Martin's workers, and we're encouraging them to let management know exactly how they feel."

At the shareholders' meeting, Barrentine directly addressed Ahold Chairman Rene Dahan, CEO Dick Boer and the rest of the company's supervisory board about her dismay at Ahold's anti-union campaign against her and the other workers in her store.

"I was working hard in our bakery," Barrentine said. "Our store manager distracted me from doing my work and serving customers, and rather than allowing me to do my job and add value

Ahold CEO Dick Boer (second from right) with Battle, Barrentine and Hepner.



Local 400 member and Giant worker Michele Hepner took the microphone at the Ahold meeting to share her experiences when she visited her Ahold coworkers in Richmond, Va.

to shareholders, he insisted I look at a letter from Rick Herring, president of Giant Carlisle [the Ahold division that includes Martin's]. Have you seen his letter about the alleged evils of unions? It's a shameful letter. I'm appalled that our money and time are being misused to send intimidating letters filled with lies about unions. It's wrong. He said we could lose our jobs because of the union.

"Mr. Chairman, do you think we should lose our jobs because we support the union?" Barrentine asked.

Dahan responded harshly, refused to answer her question, and tried to challenge the validity of her experience.

For Shaquana Battle, this is personal. As a Martin's worker, she receives anti-union letters at work and at her home, instilling fear not only in her co-workers, but in her grandmother, as well.

"My grandmother works for Giant Carlisle, too, and has worked there for over 10 years," Battle told the shareholder's meeting. "I'm her first grandchild and we have a very close relationship, but she will not talk to me about the union. She is afraid her manager will cut her hours, transfer her to another store or even fire her if she shows any support for the union."

"That's the kind of environment Giant Carlisle managers have created and it's harmful to our company," Battle said.

Despite this heartfelt testimony, Dahan continued to rudely respond to workers' statements and "reject any accusations" that Martin's and other Giant Carlisle employees are being harassed or intimidated.

For am

Approximately 70,000 Ahold workers in the United States—about 65 percent of the company's U.S. workforce—have exercised their right to form a union and chose representation with the United Food and Commercial Workers at Giant Landover and Stop & Shop in New England. But for the 30,000 workers under the company's Martin's/Giant Carlisle banner, they face an employer pulling every

trick in the book to prevent them from exercising the same fundamental rights that most of their U.S. and Dutch counterparts enjoy.

Hepner has worked for Giant Landover for 37 years and when she traveled from northern Virginia to Richmond to talk with her fellow Ahold employees, she experienced Giant Carlisle management's harassment first-hand.

"I wanted to have a calm, rational discussion with my co-workers about their workplace rights, but instead I was treated like a criminal," Hepner told the Ahold shareholders and board. "One manager told me that I wasn't an employee; that I was an actress pretending to be a Giant worker."

While the three Ahold workers were speaking up inside the shareholders' meeting, outside, Dutch grocery employees from Ahold's Albert Heijn banner displayed a photo exhibition that included 16 workers' photos from various company banners and stores. On the giant 5' x 5' photos, a quote from each worker

Shaquana Battle, Tracey Barrentine and Michele Hepner outside the headquarters of the Dutch union, FNV Bondgenoten, in Utrecht, Netherlands.



revealed how he or she felt intimidated and harassed by the managers in their workplaces.

Workers reminded shareholders that Royal Ahold has pledged to implement the United Nations Global Compact throughout its operations. This requires management to respect workers' right to freedom of association and collective bargaining without interference. Martin's workers charge that the company's union-busting tactics brazenly violate international labor standards.

"We just ask Ahold to live up to its promises," said Barrentine. "After all, a deal is a deal."

The Amsterdam trip also helped strengthen ties between Local 400 members, Martin's workers and FNV Bondgenoten, the largest trade union in the Netherlands, which represents Ahold workers there.

Giant, Safeway Contract

Continued from page 17

into the union, like those at Martin's, who also want a union."

Key contract provisions include:

- Across-the-board wage increases for employees at the top of their pay scale effective April 1, 2012, that exceed increases in the cost of living for most members. This is one of the few contracts in the supermarket industry where all pay increases are provided in higher hourly wages rather than a one-time bonus.
- Full funding of health benefits with no increase in members' out-of-pocket costs and improved coverage in areas such as HPV vaccinations and endodontic care (root canals).
- Continued retirement security with all current pension benefits maintained



and new steps to resolve funding issues for at least the next 10 years.

Concessions demanded

by Giant and Safeway that were defeated by Local 400 included creation of a new wage tier for new hires, an increase in health care co-payments, an end to health care Maintenance of Benefits, and treatment of Sunday as part of the regular work week.

The collective bargaining agreement



took effect on April 1, 2012, and ends on October 31, 2013. Its 19-month duration is due to the uncertainty around implementation of the Affordable Care Act and its impact on the health and welfare plan covering Giant and Safeway workers. By the fall of 2013, most unanswered questions about the new law should be resolved.

"Pleased as we are with the agreement our members enthusiastically ratified, we view it as a foundation for further improvements in the next round of bargaining," McNutt said. "We're going to sustain and build our member activism over the next 19 months, we're going to organize tenaciously and work to unite grocery workers throughout our region, and we're going to enter negotiations stronger than ever."



Aldrin Karpaiya
Produce
Manager
Shoppers
#2366
College Park,
Md.



Lisa Stemcosky
Home
Department
Bloomingdale's
Chevy Chase,
Md.



Pat Busby
Head Checker
Kroger #778
Charleston,
W.Va.





**Titus
Wyche**
Mixer Op.
Boar's Head
Jarratt, Va.



FACES OF *Local 400*



**Sonya
Sabath**
Cashier
Giant #315
Lanham, Md.



**John Mike
Perry**
Meat Manager
Kroger #228
Waynesboro, Va.

SIX FELRA SC WINNERS AN

Six students in the Local 400 family were awarded FELRA Scholarships to help fund their college education in the 2012-2013 school year.

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

"It is a great source of pride for me that these fine young adults are able to fulfill their dream of a college education thanks, in part, to their parents' membership in our union," said Local 400 President Tom McNutt. "Local 400 is all about empowering our members to build a better future for themselves and their families."

THE 2012 FELRA AND UFCW SCHOLARSHIP WINNERS ARE:

Affan Ahmad of Germantown, Md. Affan graduated in June from Northwest High School in Germantown, where he played on the basketball team, ranked among the top 25 students in his class, performed more than 250 hours of community service, and received the Rosetta Award. This fall, he will attend the University of Wisconsin at Madison. He plans to major in chemical engineering and minor in business, with an eye toward serving as a chemical engineer or running a company. His father, Mohammad Akhtar, works at Safeway. "I was very happy to receive the award because it's a pretty big scholarship," he said.



Joshua Kim

Joshua Kim of Centreville, Va. Joshua recently graduated from Centreville High School, where he played in the marching band, a huge time commitment that did not prevent him from excelling academically. This fall, he will attend Virginia Tech, where he was awarded the Presidential Scholarship Initiative and is enrolled in its Honors Program. He expects to major in biochemistry and hopes eventually to either become a dentist, or a researcher or engineer in prosthetic limb development. His father, Terry Kim, works at Shoppers Food & Pharmacy. "I was at first incredulous," Joshua said of receiving the scholarship, "because I had feared that there would be too much competition, but as I slowly came to accept the fact that I had won, I became excited and pleased, knowing my hard work had paid off."

SCHOLARSHIP ANNOUNCED



Kathy Anne Nguyen

Kathy Anne Nguyen of Chantilly, Va. Kathy recently completed her freshman year at the University of Virginia, where she is pursuing a double major in biology and psychology and enjoying all that U.Va. has to offer. On a pre-med track, she will also serve as a research assistant in a U.Va. Medical School lab this summer and fall. Kathy graduated from Chantilly High School in 2011,

where she received the AP Scholar Award and was a member of the National Science and Math Honor Societies. Her mother, Lisa Huynh, works at Giant. "I was very excited and honored to receive this award," Kathy said, "and it will help me move forward with my college education."



Suhas Patel

Suhas Patel of Centreville, Va. A rising sophomore at Virginia Tech, Suhas plans to major in computer science and minor in engineering. So far, he has found college a great experience and he is a member of the Society of Asian Scientists and Engineers, which celebrates ethnic diversity while preparing students for the global business world.

Suhas hopes to pursue a career that

centers on devising ways to put computers to new and different uses, and to develop breakthrough technologies. Suhas graduated from Thomas Jefferson High School last year, where he was a member of the TJHSST FIRST Robotics team and a sub-team leader for Science Olympiad. His father, Jagdish Patel, works at Giant. "I was very excited to hear that I had received this scholarship, as it meant I could continue learning at college without being much of a financial burden on my parents," Suhas said. "I hope to be able to make the most of this scholarship offer, and learn as much as I can to be successful in my career."



Melanie Sov

Melanie Sov of Fairfax, Va. A member of Oakton High School's class of 2012, Melanie played violin in the school orchestra all four years. She was a member of the National Honor Society, tutored other students in a variety of subjects, read to elementary school students, and volunteered on blood drives and other projects. She also works as a camp counselor at

Lifetime Fitness Gym. This fall, Melanie heads to the University of Virginia, where she will continue to play the violin and is considering majoring in biochemistry. She would like to pursue a career in medicine, perhaps as a pediatrician or a dentist. Her father, Ryan Te, works at Giant. "I was very excited," Melanie said of receiving the scholarship. "This will go towards my tuition and getting ready for college. It's a nice way to help my parents out."



Ryan Stephens

Ryan Stephens of Bristow, Va. Ryan just completed his freshman year at Bridgewater College in Bridgewater, Va., where he's a linebacker on the football team. He will take business classes this fall and is thinking about a career in management or accounting. He finds that succeeding in college is a matter of "time management, getting your work done, and being more in

depth in each subject," he said. Ryan graduated from Brentsville District High School in Nokesville, Va., last year, where he also played football, in addition to one year on the basketball and lacrosse teams. His father, Paul Eric Stephens, works at Safeway. "It was nice to receive the scholarship," Ryan said, "because it will help me pay some expenses and I'll be able to worry less about spending money."

The Baysox logo is written in a stylized, cursive font with a thick outline, set against a dark oval background.

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Enjoy FIREWORKS every
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June 13 Legends of Wrestling
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schedule, log on to our
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**Please note, a \$1.50 per service fee is added to each ticket purchased online.
Tickets must be purchased online no less than 4 hours in advance of the chosen game.
Discount NOT valid at Box Office.)

The logo for UFCW Local 400, featuring the text "UFCW" in large blue letters, "a VOICE for working America" in smaller blue letters, and "Local 400" in large blue letters.

To Purchase Your DISCOUNTED Bowie Baysox Game
Tickets, log on to the Baysox website at
www.baysox.com, go to purchase single game tickets and
enter promo code **LOCAL400** (all capital letters)

UFCW LOCAL 400 ANTHEM MUSIC VIDEO!

Local 400 premiered its first music video before Giant and Safeway members at their contract ratification meeting on April 3rd at the DC Armory.

This is the first video of its kind for the Local. Vance "Head-Roc" Levy, a DC-based hip-hop artist, wrote and produced this

original song for the members with the help of his music mentor, Dwayne Lee. Head-Roc's songs bring awareness to community issues that expand further than just his beloved hometown.

"We hope this music video will draw the attention of the younger membership in a fun and innovative way while at the same time teaching them about the labor movement's history and what being in a union is all about," said Local 400 president Tom McNutt.

The video stars Local 400 members from West Virginia, Maryland, DC, and Virginia and their families, who joined together to share their passion and enthusiasm for Local 400 and the labor movement through song and dance.

To watch the music video, go to <http://vimeo.com/ufcw400>.



UFCW Local 400 Anthem Lyrics

Hook (X3)

This side say: UFCW!

That side you say: 400!

Verse 1:

*We all want the American Dream
An honest day's pay working on a good team
Respect for the time that we give
Dignity and pride in the way that we live
Whether you lace boots up or slip on dress shoes
On the clock, the job shouldn't stress you
Remember who will come to the rescue—LABOR!
This understanding is what we need to get to!
Back in the day before labor laws
We used to suffer at the hands of the boss
They made the rules, used us like mules
Tried to play us like fools while they wore the jewels
Until we organized; through the struggle realized
Together as ONE we all could rise!
Many lost their lives on the picket front line
You overworked and tired? Then maybe it's time to join!*

Hook (X4):

UFCW!

400!

Verse 2:

*United Food and Commercial Workers
Arms locked on the job so the boss can't hurt us*

*United we stand; divided we don't stand a chance
Welcome aboard, we can help with your circumstance.
When over worked under paid is the norm
In every work place a union should form
We have the knowledge and are ready to assist you
To get the boss to the table on the issues
Collective Bargaining: Power to the People
We want the company to simply treat us all equal
Fair pay plus health benefits
The right to enjoy from our labor's profits
Job security in a safe workspace
The way it really should be in the first place.
You on the job and they trying do you wrong?
Give us a call! Get your game on.*

Chorus:

*Come on and fight for the side that's right
Workers Unite: JOIN US!
We're in the struggle don't take it light
Workers Unite: JOIN US!
Fight for the side that's right
Grocery Workers Unite: JOIN US!
Fight for the side that's right
U.S. Labor Unite: JOIN US!*

Hook (X4):

UFCW!

400!

Local 400, Alan Jackson Team Up to Feed the Hungry

Local 400, Smithfield Foods and the UFCW International Union recently teamed up with country music star Alan Jackson to help feed the hungry in Mineral, Va., epicenter of the 5.8 magnitude earthquake that hit the region in August 2011.

Local 400 member Belinda Morris, who works at Kroger #359, announced the donation of hams to the Feed More Food Bank in the middle of the concert. The more than 6,000 fans in attendance gave her a huge round of applause.

"We like to say we are the union that puts food on America's tables," Morris told the crowd. "That's what the *Feeding the Hungry* campaign is all about."

The donation was part of *Feeding the Hungry*, a joint program of the UFCW and Smithfield to donate and help deliver 20 million servings of protein over three years to food banks around the country. The partnership is designed to bring much-needed assistance to the growing number of people facing hunger and food insecurity in our communities.

The Jackson concert, "Music for Mineral: The Aftershock of Hope," was held to benefit the hard-hit area. Overall, it raised \$152,500 to help rebuild Louisa County schools damaged in the earthquake.

From left to right, Russ Fenner, David Morris, Dennis Pitman of Smithfield, Belinda Morris, Christine Fenner and Heith Fenner at the concert.



Alan Jackson in concert.

Right, Local 400 member Belinda Morris announces the donation before 6,000 fans.



Evergreen Supermarket Workers Receive Back Wages After Weeks Without Pay

Workers Ask for and Receive Assistance from Local 400

After working for as long as six weeks without being paid, workers at Evergreen Supermarket in Hillcrest Heights, Md., finally received their back wages after enlisting the help of Local 400 and threatening to walk out.

Though workers at the store are not organized, they were aided by Local 400. "We are the union for all retail workers," said Local 400 President Tom McNutt, "and we are the one place where all grocery workers can unite for fair treatment, dignity on the job, and an opportunity to join the middle class. While I'm pleased we were able to help the Evergreen

**"We are the
union for all retail
workers."**

— Local 400 President
Tom McNutt

workers, they deserve all the credit. It was their courage in standing up to management that got them the pay they were due."

"We didn't know where to turn or what to do," said Evergreen worker Jonathan Trejo. "We learned that by sticking together we can demand what is right. We are thankful to Local 400 for their help."

"I hope that retail workers everywhere in Maryland, Washington, DC, Virginia and West Virginia let us know whenever their employers mistreat them, deny them their rights, or engage in unethical or unlawful behavior," McNutt said. "We stand ready to do whatever it takes to lift up not only our own members, but all workers in our industry."



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April Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	357,987
2	RECEIPTS (from all sources): DUES MISCELLANEOUS	1,360,455 31,157
3	TOTAL RECEIPTS	1,391,612
4	TOTAL OF LINES 1 AND 3	1,749,599
5	DISBURSEMENTS for current months	1,334,722
6	CASH ACCOUNT BALANCE at the end of current month	414,877
7	BALANCE AT END OF MONTH as shown on Bank Statement	578,590
8	DEPOSIT IN TRANSIT	00
9	TOTAL OF LINES 7 AND 8	578,590
10	LESS: Checks included in item 5 not returned with bank statement	163,713
11	BALANCE (Should agree with Line 6)	414,877
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,387,098
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	694,268
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	716,202
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,152,337
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	3,060,858

2012 AREA MEETINGS SCHEDULE *

**Tuesday, Sept. 4
CHARLOTTESVILLE**
Holiday Inn
1901 Emmett Street
Charlottesville, VA 22901
(434) 977-7700

**Monday, Sept 10
BECKLEY**
Holiday Inn
114 Dry Hill Road
Beckley, WV 25801
(304) 252-2250

**Thursday, Sept. 13
DANVILLE**
Holiday Inn Express
2121 Riverside Dr
Danville, VA 24540
(434) 793-4000

**Wednesday, Sept. 19
HUNTINGTON**
Hampton Inn
3442 US Route 60 East
Barboursville, WV
(304) 733-5004

**Monday, October 1
BRISTOL**
*International Brotherhood of
Electrical Workers*
4640 Highway 11 West
Blountville, TN 37617
(423) 323-5411

**Wednesday, October 3
PARKERSBURG**
Comfort Suites
167 Elizabeth Pike
Mineral Wells, WV 26150
(304) 489-9600

**Monday, October 22
CLARKSBURG**
Best Western
100 Lodgeville Road
Bridgeport, WV
26330
(304) 842-5411

**Wednesday, Nov. 7
CHARLOTTESVILLE**
Holiday Inn
1901 Emmett Street
Charlottesville, VA 22901
(434) 977-7700

* All meetings are at 6 p.m.

2012 QUARTERLY MEETINGS SCHEDULE *

**Wednesday, August 1
CHARLESTON**
*Holiday Inn –
Civic Center*
100 Civic Center
Charleston, WV 25301
(304) 345-0600

**Wednesday, Sept. 5
RICHMOND**
*Holiday Inn –
Central*
3207 North Boulevard
Richmond, VA 23230
(804) 359-9441

**Thursday, Sept. 6
NORFOLK**
Norfolk Office
3620 Tidewater Drive
Norfolk, VA 23509

**Wednesday, Sept. 12
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Tuesday, Sept. 18
LANDOVER**
Local 400 Headquarters
4301 Garden City Drive
Landover, MD 20785
(301) 459-3400

**Thursday, Nov. 1
NORFOLK**
Norfolk Office
3620 Tidewater Drive
Norfolk, VA 23509

**Monday, Nov. 5
RICHMOND**
Holiday Inn-Central
3207 North Boulevard
Richmond, VA 23230
(804) 359-9441

**Monday, Nov. 12
CHARLESTON**
Holiday Inn – Civic Center
100 Civic Center
Charleston, WV 25301
(304) 345-0600

**Thursday, Nov. 29
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Tuesday, Dec. 18
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

Robert Lemenajer, *Safeway 1950, Loss of wife*
Carol Wiszynski, *Local 400 Staff, Loss of uncle*
Diettra Lucas, *Local 400 Staff, Loss of
Step-Father*

Breanne Armbrust, *Local 400 Staff, Loss of
Grandmother*

Mike Hammett, *Local 400 Staff, Loss of Mother*

Congratulations

Mike Boyle, *Local 400 Staff, Birth of Grandson*

UFCW LOCAL 400 APPRECIATION DAYS

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LOCAL 400 RETIREES

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Edward Louallen, *Washington, D.C.*, 20 years

Giant

Derrick C Beck, *Manassas, Va.*, 32 years

Charles W Beck, *Chesapeake Beach, Md.*, 29 years

Venetia J Bobbitt, *Culpeper, Va.*, 10 years

Kathleen L Castle, *Bowie, Md.*, 30 years

Deborah A Cato, *Greencastle, Pa.*, 37 years

Grace P Coates, *Oxon Hill, Md.*, 32 years

Joseph M Crisafulli, *Gaithersburg, Md.*, 38 years

Jerome O Doye, *Montgomery Village, Md.*, 25 years

James G Fellows, *Silver Spring, Md.*, 37 years

Frank M Fletcher III, *Upper Marlboro, Md.*, 44 years

Cynthia K Foley, *Laurel, Md.*, 34 years

John S Fries, *Haymarket, Va.*, 41 years

Hung Ho, *Springfield, Va.*, 11 years

Alfred S Jones, *Mechanicsville, Md.*, 20 years

Abdool S Karim, *Takoma Park, Md.*, 23 years

Ronald G Lustberg, *Silver Spring, Md.*, 23 years

Stephen T Martin, *Germantown, Md.*, 15 years

Brenda H McDonald, *Owings, Md.*, 20 years

Linda M Morris, *Stafford, Va.*, 32 years

Helene H Paci, *Bethesda, Md.*, 29 years

Sharon L Riddle, *Woodbine, Md.*, 23 years

Christine J Scott, *Woodbridge, Va.*, 23 years

John A Seadler, *Gaithersburg, Md.*, 32 years

Ronald G Sexton, *Vesuvius, Va.*, 26 years

Gertrude L Sherick, *Springfield, Va.*, 33 years

Hunter A Stiles, *McLean, Va.*, 33 years

Jack G Tester Jr, *Centreville, Va.*, 38 years

Kedric W Tickle, *Fredericksburg, Va.*, 34 years

Jorge N Trejo, *Alexandria, Va.*, 13 years

Nghi V Trinh, *Herndon, Va.*, 10 years

Withita Wongsawang, *Springfield, Va.*, 13 years

Kroger

Billy T Salyer Jr, *Goochland, Va.*, 5 years

Safeway

Sandra S Bridgett, *Mechanicsville, Md.*, 17 years

Ella M Brown, *Washington, D.C.*, 38 years

Leroy C Brown, *Washington, D.C.*, 39 years

Alma M Clatterback, *Culpeper, Va.*, 8 years

Clinton D Courtney, *Sterling, Va.*, 33 years

Judith M Furr, *Leesburg, Va.*, 17 years

Constance P Gillim, *Bowie, Md.*, 10 years

Eva C Johnson, *Camden, Del.*, 24 years

Frances M Jones, *Suitland, Md.*, 25 years

Richard A Mercer, *Manassas, Va.*, 41 years

Greby J Rojas, *Falls Church, Va.*, 10 years

Shoppers Food & Pharmacy

Debbie W Bell, *Haymarket, Va.*, 36 years

Juanita L Davis, *Hyattsville, Md.*, 20 years

Lawrence S Edwards, *Woodbridge, Va.*, 13 years

Coleen Graf-Smith, *Gaithersburg, Md.*, 20 years

Elizabeth A Grindstaff, *Great Mills, Md.*, 9 years

Patricia A Hall, *Largo, Md.*, 20 years

James Hendricks, *Alexandria, Va.*, 16 years

Candido R Marinas, *Germantown, Md.*, 10 years

Jesse J Reed, *Rockville, Md.*, 25 years

James T Samuel, *Woodbridge, Va.*, 19 years

Saeeda A Shakeel, *Springfield, Va.*, 25 years

Joanne M Shifflett, *Alexandria, Va.*, 10 years

Teresa E Stivers, *Waldorf, Md.*, 20 years

Edward L Terry, *Glenarden, Md.*, 20 years

Super Fresh

Bonnie L Arnett, *Laurel, Md.*, 20 years

Mary M Wade, *Gaithersburg, Md.*, 17 years

Syms

Meliza A Alcabasa, *Centreville, Va.*, 15 years

Robert I Singer, *Arlington, Va.*, 25 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. _____ COMPAÑÍA Y TIENDA NO. _____

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



Virginia May Decide It All

Local 400 members in Virginia should get ready for this fall's election campaign. Because you may be the ones who decide who wins the presidency, and which party controls the U.S. Senate and the U.S. House.

In 2012, Virginia could replace Ohio and Florida as the state most likely to tip the balance in the Electoral College. That's why we will have a pivotal role in determining whether or not the federal government will be under the control of pro-worker or anti-worker forces.

I cannot emphasize strongly enough how important our efforts will be. We face stark choices in races for every office between candidates who stand with working families and with the 99 percent, and those aligned with the top 1 percent and big business.

Just consider what a difference the presidential election will make. Will we re-elect President Obama who is fighting for the middle class and moving the economy forward after the

worst crash since the Great Depression—or will voters choose a corporate raider in Mitt Romney who pocketed hundreds of millions of dollars while laying off thousands of workers and driving companies into bankruptcy? Will we stay on the road to recovery with policies that give working families a fair shake, or will we go backward with

massive tax cuts for millionaires, an end to Medicare as we know it, deregulation of Wall Street, and new threats to workers' rights? Local 400 members can—and must—provide the answer to these questions!

Then there's the Senate race between former Gov. Tim Kaine (D) and ex-Sen. George "Macaca" Allen (R). Kaine has an outstanding record of fighting for good jobs, while Allen fought only for the top 1 percent and big business. This contest may decide which party controls the Senate.

There are four key U.S. House races that could affect control of that chamber of Congress. In the 2nd District, Paul

Hirschbiel (D) is challenging Rep. Scott Rigell (R); in the 5th District, John Douglass (D) is taking on Rep. Robert Hurt (R); in the 10th District, longtime anti-worker Rep. Frank Wolf (R) is vulnerable; and in the 11th District, Rep. Gerry Connolly (D) needs our support.

Our efforts were made all the more urgent when Gov. Robert McDonnell (R) signed an obstructionist voter ID law designed to keep low-income adults, African Americans, Latinos, the elderly and students away from the polls. This appalling attack on voting rights means we have to work that much harder to make sure all of our members have photo IDs—and that they take them to the polls when they vote.

That's why I urge our members to volunteer for the fall campaign. You don't even have to live in Virginia—members living in Washington, DC, Maryland and West Virginia can cross the border to help out. Register people to vote, talk with your neighbors and co-workers, walk door to door, work phone banks, and get working men and women out to vote on election day. There is too much at stake to do anything less!

Mark P. Federici
Secretary-Treasurer

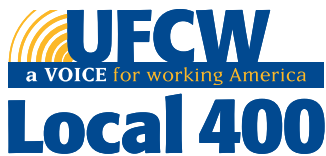
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UFCW LAUNCHES NEW APP



UFCW is proud to announce the release of our brand new app for smartphones! The app is one-stop shopping for working families – UFCW members, allies, supporters, and community members alike.

Inside you'll find updates from UFCW members and ordinary people across the US and Canada, breaking news and ways to take action, plus great videos, photos, and more.

Best of all, with this app, shoppers can locate and get directions to their nearest union grocery store, no matter where they are.

Download the app today at:

<http://ufcwaction.org/app>

