

UNION LEADER



Shop Union for the Holidays!



SUPPORT LOCAL 400 RETAIL WORKERS



A Victory for Our Values



The 2012 election was a victory not only for working families, but labor's core values: That we're all in it together. That we have a responsibility to care for one another. That everyone who works hard and plays by the rules should have a fair shot at getting ahead.

These values formed the core of President Obama's message—and, more importantly, his policies. Think about it: the Affordable Care Act (a.k.a. Obamacare) is about making health care coverage a right, as it should be in any humane society, rather than a privilege for a shrinking number of people. With his re-election, it will be fully implemented in 2014.

Consider Wall Street reform, which is based on the value that the financial game shouldn't be rigged and that a few greedy bankers shouldn't be able to destroy the wealth and take away the jobs of millions of Americans. President Obama's re-election means that these reforms will be fully implemented, too.

Look at Social Security, Medicare, and Medicaid, which keep the most vulner-

able people in our society from suffering in dire poverty and lacking access to the health care they need to survive. These programs will be preserved and strengthened because the president will serve a second term.

W*We're all
in it
together.***W**

Workers' rights are another example, because collective bargaining is the best and only way to empower people to raise their economic standing and gain the opportunity to improve their lives.

These rights will be protected for the next four years.

By contrast, the values of Mitt Romney and Republican extremists are the exact opposite: You're on your own. If you're on the bottom of the economic ladder, it's your fault. If you're among the richest 0.1 percent, you did it all on your own and you deserve it—even if the game was rigged in your favor.

So it shouldn't be surprising that President Obama won and that the Democrats gained seats in the Senate and House, because they better reflected the values of voters.

In their shock and disbelief over such a crushing loss, Republicans can blame

demographics all they want. Certainly, it is true that the growing percentages of younger, Latino, African American and Asian American voters were a big factor in the president's win. But what made the difference was that Democrats spoke to their aspirations and core beliefs, while the Republicans had nothing to offer them.

Similarly, we saw the triumph of values in the outcome of many ballot initiatives, most notably Maryland's passage of the DREAM Act, extending the path of opportunity to children of undocumented immigrants.


The election is over now, but our fight isn't. Because we must make sure our values are reflected in the actions taken by those we helped elect. First up, that means fighting to ensure that any budget deal reached to resolve the "fiscal cliff" makes the rich pay their fair share, doesn't make working families bear the primary burden for deficit reduction, and doesn't make budget cuts that destroy jobs and our economic standing. Together, we must translate this electoral victory into policies that cement our values into the law.

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

UNITED FOOD &
COMMERCIAL WORKERS
LOCAL 400

Thomas P. McNutt
PRESIDENT

Mark P. Federici
SECRETARY-TREASURER

 **UFCW**
a VOICE for working America
Local 400

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UNION LEADER

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Obama Re-Elected, Kaine Victorious

The re-election of President Barack Obama and key victories by Local 400 candidates such as Sen.-Elect Tim Kaine in Virginia made clear that working families were the big winners of the 2012 elections.

President Obama's landslide 322-206 Electoral College win, combined with a stunning gain of two seats in the Senate for Democrats, mean that strong allies of American workers will continue to control the White House and half of Congress. However, anti-worker extremists will keep control of the U.S. House, ensuring that huge battles remain to be fought between politicians who only care about the wealthiest 1 percent and big business, and leaders who stand with the remaining 99 percent of Americans.

In the areas where Local 400 members live and work, President Obama won the pivotal swing states of Virginia and Ohio, and also picked up Maryland and the District of Columbia. Republican presidential nominee Mitt Romney took West Virginia, Kentucky and Tennessee.

Most of Local 400's recommended candidates won their elections as members turned out in droves to walk door to door, staff phone banks, and get out the



vote on election day. Some of the most important winners included:

- Former Virginia Gov. **Tim Kaine** (D), elected over George Allen (R) to fill the U.S. Senate seat held by Jim Webb (D), who retired.
- Rep.-Elect **John Delaney** (D-Md.), who ousted extremist Rep. Roscoe Bartlett (R) from Maryland's 6th Congressional District.
- Rep. **Gerry Connolly** (D-Va.), who handily won re-election in Virginia's swing 11th District.
- Sen. **Sherrod Brown** (D-Ohio), one of labor's most forceful supporters in the U.S. Senate, who won a hotly contested re-election campaign.

"This election was a game-changer for our members and all working families," said Local 400 President Tom McNutt. "Our members' hard work helped ensure that we still have a champion in the White House over the next four years and a Senate whose majority is on our side.

"This will mean a lot to our members," McNutt said. "It means a National Labor Relations Board that actually enforces the law. A Supreme Court that's a lot less like-

ly to roll back a century of laws protecting workers and helping those in need. Access to affordable health care for all Americans. True regulation of Wall Street. Continued expansion of opportunity through greater aid to education and worker training. More fairness in tax policy.

"We'll still have to keep fighting for our economic standing, a growing middle class and a recovery that benefits all, rather than a select few," McNutt said. "But we'll be doing it with a president and a Senate fighting with us, rather than against us."

The Road Ahead

There will be no rest for the weary. Though the campaign is over, the president and Congress are now in intense negotiations over what do about the "fiscal cliff"—the tax cuts scheduled to expire and automatic budget cuts slated to take effect on January 1, 2013 unless they take action.

President Obama and the Democrats in Congress want to let the Bush tax cuts expire for people making more than \$250,000 a year, while retaining lower tax rates for everyone else. However,



12 Election!

the Republicans in Congress are continuing their stubborn opposition to making the rich pay even one penny more, while working to undo major cuts to the defense budget and to slash spending on programs that invest in the middle class, senior citizens, college students and low-income families.



Tim Kaine

"The presidential election offered voters a clear choice between two philosophies of government—'we're all in it together' versus 'we're all on our own,'" McNutt explained. "The voters clearly chose the first path, giving President Obama a mandate. So congressional Republicans should stop trying to keep the rich from paying a little bit more and stop trying to gut every federal program that makes life a little bit better for working families. It's time for a fair deal that doesn't force those who can least afford it to bear the burden of deficit reduction and that keeps the economic recovery moving forward.

"This is especially important because the austerity measures the Republicans want to enact are exactly what has sent Europe into the economic tailspin it's in today," McNutt said. "By rejecting austerity, President Obama is moving our economy and our nation forward. His

re-election makes clear the American people agree with him."

"There is much more to be done in a second term," said UFCW International President Joe Hansen. "It is time for immediate and bold action to create good-paying jobs. It is time for a tax code that is fair and helps close the gap between the rich and the poor. It is time to strengthen our labor laws so workers can join a union freely and fairly. And it is time to reform our immigration system so those who work hard and play by the rules can become American citizens. Only then can we truly recognize the president's vision of shared prosperity and shared sacrifice."

McNutt noted that in the future, the 2012 election might be seen as historic for another reason. "The winning coalition in this campaign was driven by younger voters, women, Latinos, African Americans, Asian Americans and other people of color," he said. "This is a coalition that looks very much like the UFCW itself, because we have the youngest and one of the most diverse memberships of any union in America. Given that younger voters and Latinos are among the fastest growing segments of the electorate, the Obama majority could well be a lasting majority—and the UFCW will be right at the center of it."

DREAM Act Approved in Maryland

By a resounding 58 percent to 42 percent margin, Maryland voters approved Question 4—the DREAM Act—enabling the children of undocumented immigrants residing in Maryland to pay in-state tuition when attending public colleges or universities in the state.

The law, which was passed by the General Assembly and signed by Gov. Martin O'Malley (D) earlier this year, faced a challenge from opponents who gathered enough signatures to put it on the ballot, but the voters sided with the values of justice and opportunity that are at its core.

In addition, Maryland voters approved Question 7, allowing the expansion of gambling to Prince George's County, by 52 percent to 48 percent, a move expected to generate several thousand jobs and new revenue for education.

Local 400 recommended votes for both ballot initiatives.

"Maryland voters chose wisely," said Local 400 President Tom McNutt. "They voted for jobs and our future, and for the principle that all of our children should have access to affordable higher education as the key to a better life. The DREAM Act will make our state better and our future brighter."



Local 400 members volunteered on election day all across the region.

Boar's Head Provisions Members Ratify Their Strongest-Ever Contract

In an unprecedented victory for Local 400 members working at Boar's Head Provisions in Petersburg, Va., they voted on November 3, 2012 to ratify a new four-year agreement that provides for wage increases, maintains health and welfare benefits, and strengthens contract language.

These hard-earned gains were made possible through member activism. The nine-member Bargaining Advisory Committee spearheaded the negotiations, mobilized their co-workers, and let management know they were going to stand for nothing less than a fair contract.

It would take all of that and more. The Bargaining Advisory Committee discovered on the first day of negotiations that they had huge challenges ahead. Each day before the negotiations began, Shop Steward Kevin Belle led the group in a prayer to ask for strength to ensure that the bargaining would benefit all of the Local 400 members in the plant.

Through the hard work of the committee members, the negotiating team was able to overturn several items in the existing agreement, including changing language to ensure that employees will be paid double time for the seventh day worked. This change alone will result in major gains for the entire bargaining unit.

The groundbreaking contract also sets a solid foundation for the next negotiation in 2016.

"I want to pay tribute to all of our Boar's Head members, and especially those who served on the Bargaining Advisory Committee," said Local 400 President Tom McNutt. "Their toughness and tenacity forged their strongest collective bargaining agreement yet. It will mean money in their pockets, continued health and retirement security, and better working conditions. Their activism should serve as model for all of our members."

The Boar's Head plant in Petersburg produces hot dogs, ham and other lunch meats.



Bargaining Advisory Committee members (left to right) Daisy Wyche, Angelina Lara-Perez and Deborah Talley at the ratification meeting.



Boar's Head Shop Steward Kevin Belle (left) and Terry Taylor celebrate ratification of the collective bargaining agreement.

Countdown to Giant-Safeway Bargaining Begins

Local 400 members working at Giant and Safeway are mobilizing for the next round of bargaining, as the countdown to the October 31, 2013, expiration of their current contract begins.

Members of Local 400's Activist Contract Team (ACT!) who led the fight for the fair collective bargaining agreement that was ratified on April 3, 2012, are being joined by new recruits committed to further strengthening their economic standing and their health and retirement security.

"It took an all-out effort by our member activists and community allies to win the industry-leading agreement we hammered out last Spring," said Local 400 President Tom McNutt. "It's going to take an even greater mobilization to build on the solid foundation the current contract provides and win new gains next fall.

"Our members understand this," McNutt said, "and together, we're presenting a single, unified voice to Giant and Safeway management. Our message to them is this: 'Share the fruits of our labors with us. Bargain in good faith and let's work together to reach a win-win agreement that maintains profitability and ensures good, middle class jobs for our members.'"

"It's all about Solidarity and strength in numbers," said ACT! member Natalie Bolling, who works at Safeway #1276. "We have to stick together to get a fair contract, and that's exactly what we must do over the next 12 months."

"I want to see more members join together," said ACT! member Michele Hepner, who works at Giant #243



Local 400 ACT! members talk with customers about supporting us during last spring's bargaining with Giant and Safeway.

in Stafford, Va. "I want to see more Solidarity. I want to see us recruit more members. I'd like to see more members get active and help us with our handbilling and education efforts. And we need to start now."

"Work together and never waver," said ACT! member Daryl Graham, who works at Safeway #2713. "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."

Christine Mitchell, an ACT! Member who works at Safeway #1129, said that in the run-up to bargaining, "I think we're going to have even more power. We'll be ready."

"I urge our members at Giant and Safeway to join ACT! and get involved," McNutt said. "The more you put into it, the more you'll get out of it. With your livelihood, economic standing and job security at stake, there is no better investment of your time and energy than taking action on bargaining."



Above, Giant ACT! member Michele Hepner

Safeway ACT! member Daryl Graham





Edith Ward
Customer Service
Kroger #778
Charleston,
W.Va.



Miguel Vega
Grocery Buyer
Bethesda Co-op
Cabin John, Md.



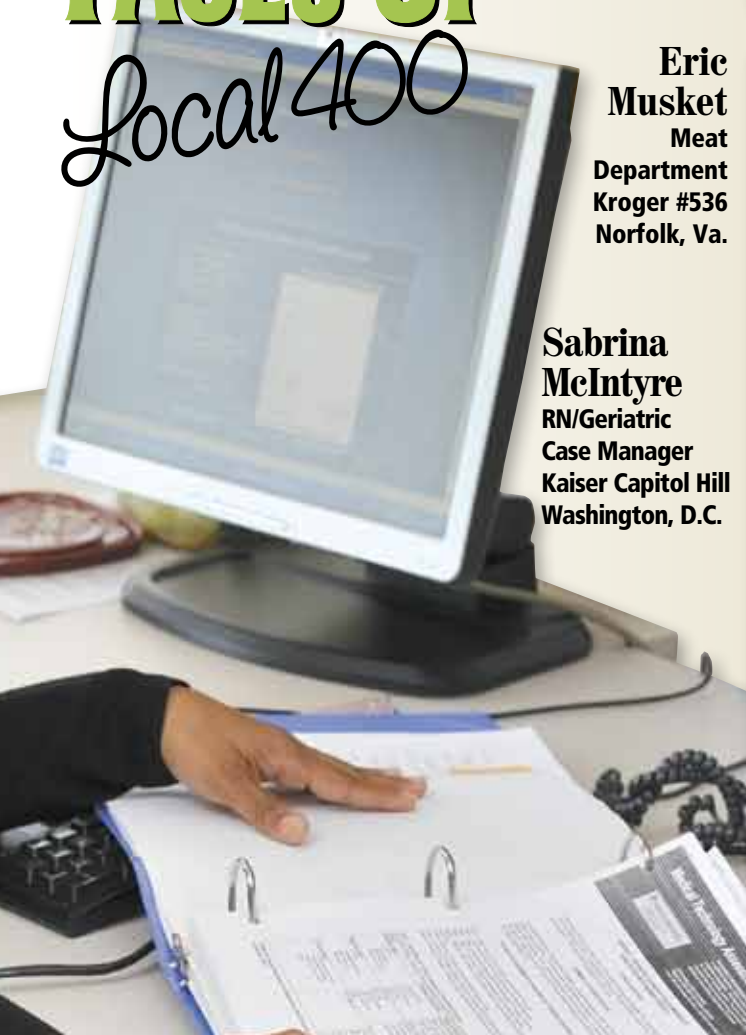


Javon Morrison
Cashier
Safeway #2892
Washington,
D.C.



Flor-Angela Varon
Deli
Shoppers #2366
College Park,
Md.

FACES OF Local 400



Sabrina McIntyre
RN/Geriatric
Case Manager
Kaiser Capitol Hill
Washington, D.C.



Eric Musket
Meat
Department
Kroger #536
Norfolk, Va.

Shop Union For The Holidays!

The holiday season is a time for giving. But each purchase you make can generate twice the gift when you shop at stores employing our Local 400 brothers and sisters.

First, of course, the gift will go to a loved one or friend. Second, the gift will support our fellow members and strengthen our union. Because the more members who buy union, the more our employers grow and the more likely they are to hire more workers, expand hours, and agree to contracts improving your wages and benefits.

"Shopping union is simply the right thing to do, during the holidays and throughout the year," said Local 400 President Tom McNutt. "It's good for your bottom line, because it enables you to buy quality products at affordable prices while receiving the best service anywhere in the world. But it's also good for our collective bottom lines. After all, the more business union retailers receive, the stronger our union will be and the better collective bargaining agreements we'll be able to negotiate."

"Equally important, the more union employers expand, the more the middle class will start growing again and the more our economic standing will rise," McNutt said. "It's the ultimate win-win solution."

Local 400 members work at many stores capable of fulfilling your holiday needs with outstanding service at affordable prices, giving you the full range of gift options. Our retail employers include:

For holiday gifts of every kind:

- **Macy's** Department Stores in Washington, D.C., and Bethesda (Montgomery Mall), Bowie (Bowie Town Center), Gaithersburg (Lakeforest Mall), Hyattsville (Prince George's Plaza), Marlow Heights, Waldorf (Charles Towne Center) and Wheaton, Md.

- **Bloomingdale's** Department Store in Chevy Chase, Md.

For high-quality, name-brand clothing and other gift items:

- **Brooks Brothers** in Washington, D.C.

For holiday food—whether it's catered parties, pre-prepared dishes or ingredients for home-cooked feasts:

- **Giant** in Maryland, Virginia and Washington, D.C.
- **Kroger** in Virginia, West Virginia, Ohio, Kentucky and Tennessee.
- **Safeway** in Maryland, Virginia and Washington, D.C.
- **Shoppers Food & Pharmacy** in Maryland, Virginia and Washington, D.C.
- **Fresh & Green's** in Washington, D.C.
- **Magruder's** in Maryland and Virginia.
- **Farmers Market** in Washington, D.C.
- **Bestway** in Silver Spring, Md.
- **Bethesda Co-op** in Bethesda, Md.

When at the supermarket, look for **Tyson's Chicken** and **Boar's Head** meat products. Local 400 represents workers at these companies' facilities.

In addition, you can order your groceries online at **Peapod.com** and have them delivered right to your home.

Where you spend your money matters. By shopping at any of these stores, you'll be getting great value for your dollar while also lifting up your fellow Local 400 members.





Greg Nash, a sales associate at Bloomingdale's in Chevy Chase, Md., recommends cashmere sweaters, wallets, cufflinks and his store's tremendous selection of ties as ideal gifts for members to buy. He strongly encourages his brothers and sisters to buy union, noting, "If union members don't support each other in the work that we do, we only have ourselves to blame if those places don't make it." Greg is also grateful to be a Local 400 member. "There's always comfort in brotherhood and sisterhood," he said. "Knowing that we have each other's backs makes the job that much easier."



Stacy Chieduko, an eight year Macy's associate, works in women's fragrances at the Prince George's Plaza store in Hyattsville. For members looking to buy gifts for their wives or girlfriends, she notes that their top seller is Calvin Klein's euphoria, and that Dolce & Gabbana, Prada Candy, and Chanel are also very popular. Members should consider patronizing her store because, "Everyone here works very hard, we definitely put the extra mile in for our customer service," she said. "We're like the little store that could." Stacy appreciates what being a union member does for her and her co-workers. "We always have somebody in our corner to fight for us," she said, "along with better health care and benefits."



Kelly Boddie has worked at the Metro Center Macy's in Washington, D.C., for seven years. She suggests gift cards, perfume, scented candles, bedroom slippers, gloves and scarves as ideal holiday presents for friends and loved ones. Local 400 members should shop at union stores to "help support one another," she said. "You're united with our union. You have a good support system and your co-workers are with you when there are issues that arise." Kelly has served as a shop steward for more than three years and enjoys it, "because I like being able to help people," she said.

The Martin E. Gerel Memorial Union Scholarship 2013

The law firm of Ashcraft & Gerel, LLP has always valued their connection with the Washington, DC Union Movement. In recognition of this special relationship, the firm established a Union Scholarship Program more than 30 years ago. We are pleased to honor this commitment by providing a scholarship in memory of Martin E. Gerel.

The law firm of ASHCRAFT & GEREL, LLP offers this Scholarship to Washington, DC metropolitan area union members and their families to help with the high cost of education. Each year we award a one-time grant of \$5,000.00 to an eligible student for education expenses.

If you, your spouse or child, plan to pursue education or training full-time, you can apply now. Applicants must be enrolled for their post-high school education or training by Fall of 2013 to be eligible for this year's award.

A committee of union volunteers screen the applications and a finalist is chosen by an independent party. No one at ASHCRAFT & GEREL, LLP participates in the selection process. This is an equal opportunity program, conducted without regard to race, gender, religion, age or disability.

April 30, 2013 is the deadline to submit your application. To obtain your scholarship application, please call 703-931-5500.



Kroger Farmville-Appomattox Workers Unanimously Reject Contract Offer, Authorize Strike

After working for more than a year on a contract extension and trying to negotiate with company officials who are disingenuous and insincere, Local 400 members working at Kroger in Farmville and Appomattox, Va., have voted unanimously to reject a contract offer and authorize a strike.

Management proposed a concessionary contract that would deny raises to workers, forcing their incomes to fall behind the cost of living, and increase their insurance payments—this despite the fact that Kroger is the largest conventional supermarket operator in the U.S. with more than \$2 billion in annual operating profits.

Equally troubling, management's last offer was far weaker than earlier proposals, it was accompanied by threats to close stores, and it violated the current contract extension's requirement that any wage increases be made retroactive to the end of the prior agreement. As a result, Local 400 filed Unfair Labor Practice charges with the National Labor Relations Board.

"It's our members' hard work that has made Kroger one of the most profitable supermarket chains in the United States, but management would rather jerk its Farmville and Appomattox workers around than share the prosperity they generate," said Local 400 President Tom McNutt. "It's bad enough that Kroger made an offer that would drive down our members' economic standing, but what's worse is that management is brazenly flouting its legal obligation to uphold all agreements and bargain in good faith. This cannot—and will not—stand.

"Sadly, this is not an isolated situation," McNutt said. "All across America, Kroger is waging an anti-worker campaign based on trying to undermine employees' right to union representation,

even to the point of holding anti-union meetings as part of its new hire orientation. Management greed is threatening to destroy the number one reason for the company's profitability—its workers' productivity.

"We won't let this happen in Virginia or anywhere else," McNutt said. "All of our members, including those working at Kroger in other areas, stand in solidarity with their brothers and sisters in Farmville and Appomattox, and we are reaching out to customers and community allies to let Kroger know it's time to sit back down and negotiate a fair deal. If Kroger is smart, that's exactly what it will do."

At Local 400's request, the Federal Mediation and Conciliation Service has been brought in to try to revive the bargaining process.

(Please note that this article was reported several weeks before the Union Leader arrives in members' mailboxes. For the latest updates, please go to www.ufcw400.org.)

MCNUTT, FEDERICI, PROVEN LEADERSHIP SLATE WIN

Local 400 President Tom McNutt, Secretary-Treasurer Mark Federici, and Recorder Sue Gonzalez easily won election to a new three-year term in office this fall.

In addition, the entire Proven Leadership Slate was handily elected to fill every post on the Local 400 Executive Board. The vice presidents elected are Mike

Boyle, Jaki Bradley, Greg Burton, Terry Dixon, Lisa Gillespie, Joanne Grimaldi, Mikki Harris, James Hepner, Michele Hepner, Phyllis Jackson, Neil Jacobs, James Jarboe, Mary Laflin, Calvin McGuire, Chuck Miller, Diane Nokes, Tony Perez, Ken Pinkard, Jerry Rexroad, Vivian Sigouin, Larry Southern, Linda Sykes, Mary Vines, and Carol Wiszynski.



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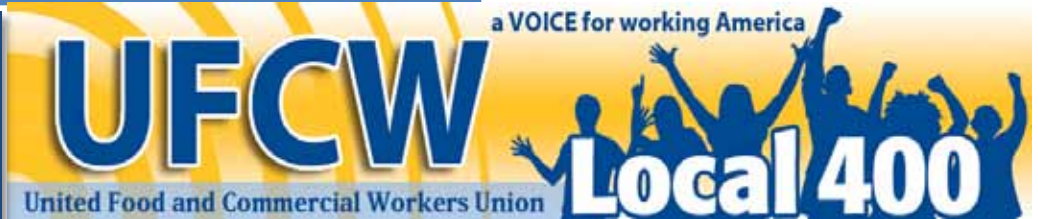
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NMLS 135183*



Maryland & Virginia Local 400 Members Only! **H.A.R.P. 2.0**

Home **A**ffordable **R**efinance **P**rogram

**The New HARP Mortgage Program Guidelines,
Phase 1 beginning December 1, 2011 and Phase 2 beginning
March 1, 2012**

Both have several benefits for home owners:

The program has been extended until December 31, 2013.

**LOCAL 400 – NO BANK FEES!
NO CREDIT REPORT FEES!
NO UNDERWRITING FEES!
NO PROCESSING FEES!&
NO JUNK FEES!**



**Attention: Employees of
Shoppers Food Warehouse**

2013 Annual Scholarship Awards

If you work for Shoppers Food Warehouse, under the provisions of your employer's collective bargaining agreement, you and your dependents may be eligible to apply for a scholarship from the **UFCW and FELRA Scholarship Fund**.



Cut and mail



PRELIMINARY SCHOLARSHIP APPLICATION

SCHOLARSHIP FUND

The Scholarship Fund expects to be awarding scholarships to a select number of eligible participants and their dependents who will be attending college or a university as a full-time student in the fall of 2013. Participants and their dependents are eligible to apply for a scholarship award if the participant completes at **least one uninterrupted year of Service as of December 31, 2012 and is actively employed as of that date**. In addition, dependent applicants must be **under the age of 24 on December 31, 2012**.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be **mailed a full application in early January 2013**.

IMPORTANT: If your dependent does not have medical coverage through the Fund office, please include a copy of a marriage certificate (if spouse), or birth certificate or custody order (if child) with the preliminary application.

Employee Information

Name (Please Print) _____
Social Security Number _____
Employer _____
Home Address _____
City, State, Zip Code _____
Home Phone Number _____
E-Mail Address _____

Applicant's Information

Name (Please Print) _____
Social Security Number _____
Home Address _____
City, State, Zip Code _____
Date of Birth (If Dependent of Employee) _____
E-Mail Address _____

**PRELIMINARY
APPLICATIONS
MUST BE POSTMARKED
BY DECEMBER 31, 2012.**

Cut, complete and mail to:

**UFCW & FELRA
Scholarship Program
911 Ridgebrook Road
Sparks, MD 21152-9451**

August Fiscal Report

PLEASE NOTE: At the time of publication for this issue of the Union Leader, this was the most recent Fiscal Report available. It is the same one published in the September/October/November 2012 issue.

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	385,836
2	RECEIPTS (from all sources):	
	DUES	1,173,906
	MISCELLANEOUS	212,196
3	TOTAL RECEIPTS	1,386,102
4	TOTAL OF LINES 1 AND 3	1,771,937
5	DISBURSEMENTS for current months	1,366,107
6	CASH ACCOUNT BALANCE at the end of current month	405,830
7	BALANCE AT END OF MONTH as shown on Bank Statement	488,054
8	DEPOSIT IN TRANSIT	20
9	TOTAL OF LINES 7 AND 8	488,074
10	LESS: Checks included in item 5 not returned with bank statement	82,244
11	BALANCE (Should agree with Line 6)	405,830
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,607,489
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	482,465
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	397,036
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,004,860
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	2,888,709

LOCAL 400 RETIREES

Giant

Mark T Bauman, *Rockville, Md.*,
30 years

Terri L Blank, *Ellicott City, Md.*,
38 years

Italia R Boots, *Woodbridge, Va.*,
26 years

Donald J Cebula, *Stafford, Va.*,
30 years

Angela Consorti, *Hyattsville, Md.*,
22 years

Meta G Finch, *Temple Hills, Md.*,
38 years

Myrtha E Garcia-Balbon, *Burke, Va.*,
11 years

Lourdes Hall, *Mount Airy, Md.*,
30 years

Helen Hunyady, *Warrenton, Va.*,
25 years

Robert L Johnson Jr, *Frederick, Md.*,
30 years

Diane M MacDougall, *Forestville,
Md.*, 37 years

John W McGinnis, *Vienna, Va.*,
30 years

Lonnie McIver Sr, *Fredericksburg,
Va.*, 29 years

Gerald L Murphy, *Lusby, Md.*,
24 years

Dientoung T Nguyen, *Annamdale,
Va.*, 21 years

Dung Nguyen, *Sterling, Va.*, 17 years

Paul Oliver, *Wheaton, Md.*, 42 years

Alan K Scheidegger, *Woodbridge, Va.*,
40 years

Douglas R Shirley, *Stafford, Va.*,
30 years

William K St Clair, *Saltville, Va.*,
37 years

Nghi V Trinh, *Herndon, Va.*, 11 years

Safeway

Ivin R Edwards, *Culpeper, Va.*,
15 years

Ifigenia C Gasparis, *Great Falls, Va.*,
6 years

Donna J McCauley, *Phoenix, Ariz.*,
14 years

Sharon Raleigh, *North Beach, Md.*,
11 years

So Sim Wong, *Germantown, Md.*,
6 years

Shoppers Food & Pharmacy

Richard L Cornish, *Waldorf, Md.*,
29 years

Alene E Larnish, *Strasburg, Va.*,
26 years

Jose L Vasquez, *Manassas, Va.*,
24 years

ALL IN THE FAMILY

Condolences

Rick Puccio

Giant 747, Loss of wife

Loyd Baker

UFCW Local 400 Staff, Loss of Mother in Law



**Attention: Employees of Giant,
Safeway and Fresh and Green's**

2013 Annual Scholarship Awards

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Cut and mail



PRELIMINARY SCHOLARSHIP APPLICATION

SCHOLARSHIP FUND

The Scholarship Fund expects to be awarding scholarships to a select number of eligible participants and their dependents who will be attending college or a university as a full-time student in the fall of 2013. Participants and their dependents are eligible to apply for a scholarship award if the participant completes at **least one uninterrupted year of Service as of December 31, 2012 and is actively employed as of that date**. In addition, dependent applicants must be **under the age of 24 on December 31, 2012**.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be **mailed a full application in early January 2013**.

IMPORTANT: If your dependent does not have medical coverage through the Fund office, please include a copy of a marriage certificate (if spouse), or birth certificate or custody order (if child) with the preliminary application.

Employee Information

Name (Please Print) _____
Social Security Number _____
Employer _____
Home Address _____
City, State, Zip Code _____
Home Phone Number _____
E-Mail Address _____

Applicant's Information

Name (Please Print) _____
Social Security Number _____
Home Address _____
City, State, Zip Code _____
Date of Birth (If Dependent of Employee) _____
E-Mail Address _____

**PRELIMINARY
APPLICATIONS
MUST BE POSTMARKED
BY DECEMBER 31, 2012.**

Cut, complete and mail to:

**UFCW & FELRA
Scholarship Program**
911 Ridgebrook Road
Sparks, MD 21152-9451

Local 400 Member Inducted into Maryland Food Industry Hall of Fame

Local 400 member Sally Dickerson was recently inducted into the Maryland Food Industry Hall of Fame in honor of her 55 years of service as a Safeway cashier. When she retired in September 2010 at the age of 87, she was the most senior associate among all of Safeway's 180,000 employees.

"Sally Dickerson is a true Hall of Famer," said Local 400 President Tom McNutt, "because she exemplifies the best qualities of the best workforce in the world. She's like the Cal Ripken of our union and of Safeway.

"It's not just that she worked for 55 remarkable years, but that she did so with incomparable spirit and energy," McNutt said. "She was loved by her Local 400 brothers and sisters and by her customers because she brought joy into everyone's life every day. Plus, as the Hall of Fame Committee noted, she could out-work people half her age."

This was not Dickerson's first award—in 2008, the Maryland General Assembly issued a proclamation honoring her for her extraordinary service, and she received



WJLA-TV's Tribute to Working Women Award in 2010.

Dickerson is as proud of her Local 400 membership as she is of her unparalleled record as a Safeway employee. "I've been a member for all these years," she said, "and our union has been very good to me."

Dickerson joined Safeway in 1955, working first at stores in Wheaton and Rockville before settling in as a mainstay at the Kensington store from the day it opened in 1964 until it closed in 2006 to make room for a new store. From 2006 until 2010, she worked at the Hillandale store, where she worked full-time, eight hours a day, until her final shift.

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.

What's Next for the Middle Class?



The past 12 years have been gut-wrenching for the middle class.

The first decade of the millennium was a lost one for most working families. Wages and benefits stagnated or shrunk even in the few relatively good years and then took a vicious blow from the 2008 financial collapse.

By necessity, President Obama's first term was focused on preventing a second Great Depression and rescuing our economy from the disaster inflicted by Wall Street and financial deregulation. Despite these unprecedented challenges, the president was able to make major gains for working families, most notably with enactment of the Affordable Care Act making health care coverage a right, rather than a privilege. He also made strong appointments to the National Labor Relations Board (NLRB), reviving its mission to enforce the law and protect workers' rights, and he increased funding for enforcement of wage and hour and workplace safety laws.

The re-election of President Obama and gains by pro-worker forces in the Senate

and House prevented what would have been an utter catastrophe for the middle class had Mitt Romney and the Republican extremists taken power. For their agenda

included enactment of a "national-right-to-work-for-less" law, massive budget cuts in programs needed by the middle class, anti-worker appointments to the NLRB, and a host of other measures that would have permanently rigged the game for the top 0.1 percent.

Now that we have put leaders in office who aren't dead set on destroying

the labor movement and further widening income inequality, the question is, what's next for the middle class? Will we see a rising standard of living and more opportunities for working families to improve their lives? Or will the trends of the past dozen years continue?

Our job is to provide the right answers to these questions.

That starts with the current negotiations over the so-called "fiscal cliff." We must make our voices heard to ensure that President Obama and congressional Democrats stand firm on letting the

Bush tax cuts expire for the wealthy and on safeguarding programs that are the pillars of the American middle class—Social Security, Medicare and Medicaid.

The focus of our elected officials should not be on deficit reduction, which is a longer-term issue, but instead on our nation's most urgent challenge: reviving and expanding the middle class. That means strengthening—not weakening—federal investments in working families, such as job training, financial aid to college students, workplace safety, labor law enforcement and veterans' benefits. It means fully implementing the Affordable Care Act, so that the law's promise is fulfilled, and properly enforcing financial reforms so Wall Street does not return to its reckless ways. It also means continuing to appoint officials to the NLRB and federal judgeships who are fair-minded and understand the plight of workers.

What's most critical is that we—as proud union members and as Americans—keep fighting for these goals. While we quite rightly played a critical role in electing our friends and allies, we must hold them accountable for their promises. The survival of the middle class and the American dream depend on it.

Mark P. Federici
Secretary-Treasurer

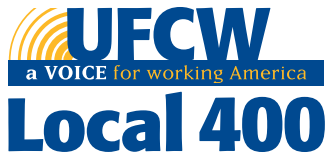
▼ We must strengthen federal investments in working families. ▼

**United Food and Commercial
Workers Local 400**

4301 Garden City Drive
Landover, MD 20785



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Help UFCW Members Recover from

Hurricane Sandy

When Hurricane Sandy slammed into the East Coast, its impact on UFCW members was catastrophic. Many lost their homes or suffered severe damage from flood waters. Many were without power for weeks. Plus, many lost income because their work-sites were closed for an extended period of time.

That's why the UFCW established the Hurricane Sandy Disaster Relief Fund to provide vital financial support for the nearly 200,000 UFCW members living in New York, New Jersey, Connecticut and surrounding areas who were affected by the storm.

The fund will provide our sisters and brothers the support and assistance they need to sustain their lives and get back on their feet during the Holiday Season and throughout the New Year.

Please make contributions to:

**UFCW Hurricane Sandy
Disaster Relief Fund
c/o UFCW International
Union**

**1775 K Street, NW
Washington, D.C. 20006**

DISCLAIMER: Please note: UFCW's Hurricane Sandy Disaster Relief Fund accepts contributions only from individuals who are not employers or agents of an employer. The fund is administered by United Food and Commercial Workers International Union. 100% of funds we receive will go to provide financial support for UFCW members living in areas affected by Hurricane Sandy. Contributions are not deductible as charitable donations for federal tax purposes.