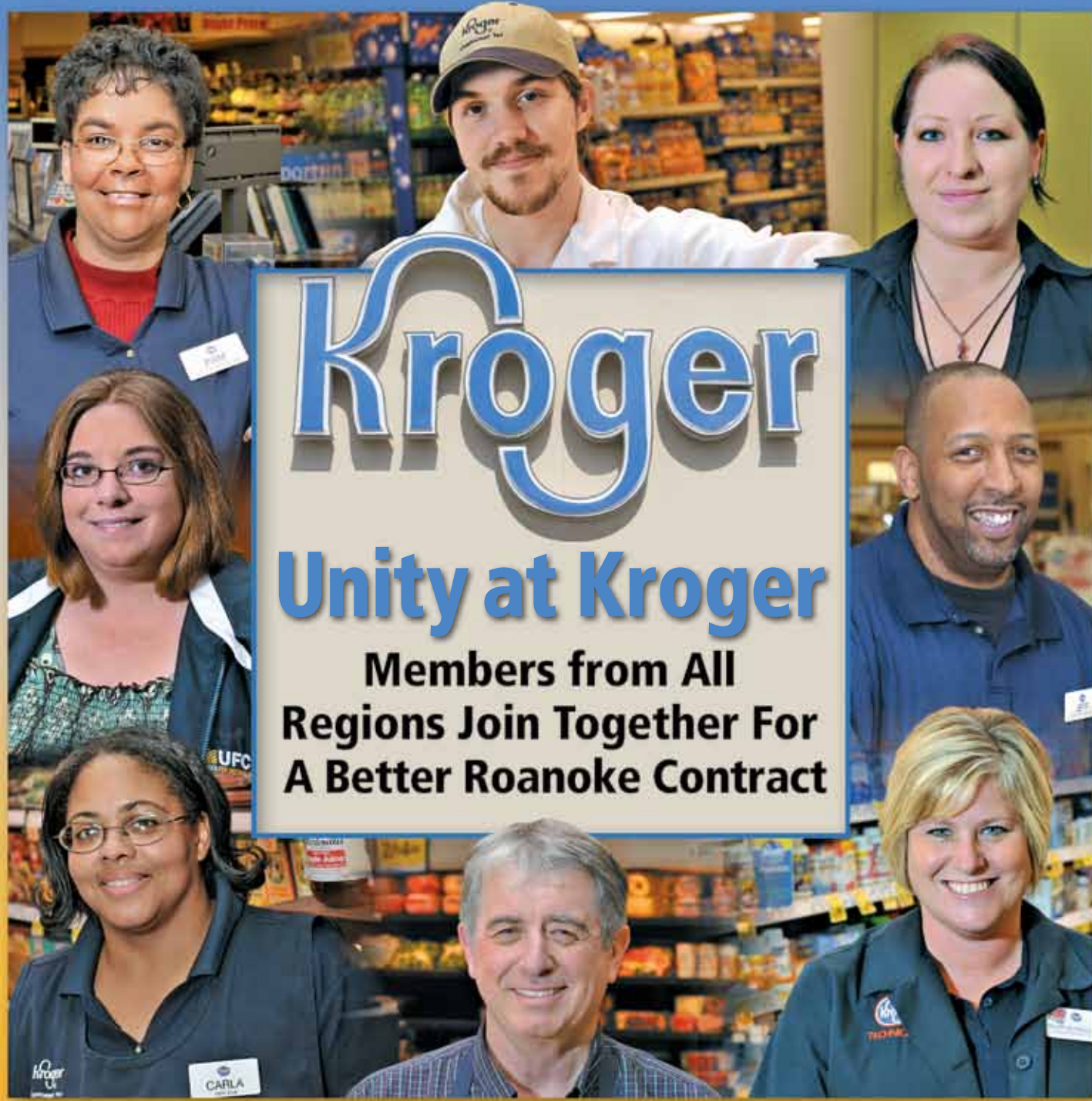


Local 400 UNION LEADER



Kroger

Unity at Kroger

**Members from All
Regions Join Together For
A Better Roanoke Contract**

LOCAL TO NOMINATE & ELECT DELEGATES
TO THE UFCW CONVENTION — SEE PAGE 21

LA LOCAL NOMINARÁ Y SELECCIONARÁ DELEGADOS
A LA CONVENCION DE LA UFCW - VEA LA PÁGINA 21

It's All About You



In my nearly 30 years as a UFCW member and activist, I've learned one truth above all others: The success of any union depends on its members.

Not its leaders. Not its staff. Its members.

The more members who get involved in bargaining, the better contracts you get. The more members who help organize, the larger and more powerful the union grows. The more members who take an active role in the day-to-day aspects of contract enforcement, the more respect you receive in the workplace. And the more members who volunteer to help elect pro-worker candidates, the more likely it is we'll have elected officials on our side.

So as honored and humbled as I am that the Executive Board elected me to serve as president of Local 400, it's not about me—it's about you.

Unions don't work from the top down. They work from the bottom up. Unions are about members joining together to bargain collectively with

employers, to gain a strong voice in the workplace, and to empower themselves to improve their lives. They're not about leaders telling members what to do or how to do it.

So I want to be as clear as I can: We are here to stand with you arm in arm,

to fight alongside you, and to have your back. We can't fight your battles for you; rather, we're here to fight *with* you. Every official and staff member of Local 400 is here to help you realize your dreams—

to provide the support, the information, the tools and the resources to enable you to improve your life.

We work for you—not the other way around.

That's what the labor movement is all about, because we are democratic institutions run by our members. And that is why we can't run on autopilot—only members can truly make things happen.

The social critic Alexander Woolcott once commented, "I'm tired of hearing it said that democracy doesn't work. Of course it doesn't work. We are supposed

to work it." This same sentiment is true of Local 400. It's up to you—our members—to make our union work.

This imperative takes on special urgency in 2013. Bargaining has started with Kroger Roanoke, a new Giant and Safeway agreement will be negotiated in the fall, and a host of other contracts are up for renewal in between. At the same time, we've got intense battles underway with a number of our employers over their efforts to operate on a non-union basis. Ahold's continued union-busting at its Martin's banner in Richmond is utterly unacceptable, as is Shoppers owner Supervalu's operation of its Save-A-Lot banner as a non-union shop. Other employers have also tried to throw up roadblocks to union representation from time to time, requiring constant vigilance.

Every one of these actions is a threat to you—to your living standards, your health and retirement security and your right to a voice in the workplace. But if you join with the growing number of Local 400 member-activists to fight back, we will turn challenge into opportunity—and together, we will win!


—Mark P. Federici
President

*The success
of any union
depends on its
members.*

UNITED FOOD &
COMMERCIAL WORKERS
LOCAL 400

Mark P. Federici
PRESIDENT

Lavoris "Mikki" Harris
SECRETARY-TREASURER

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

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

WEB SITES:

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UNION LEADER

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Obama Fights for Good Jobs

Congressional Republicans Would Take Them Away

President Obama launched his second term by making jobs and higher wages his top priority and calling on Congress to do the same.

While the economy is recovering from the worst recession since the Great Depression, unemployment remains stubbornly high at just below 8 percent, more than 20 million people need full-time work, and wages for the bottom 90 percent of all workers declined by 1.2 percent between 2009 and 2011.

But rather than accept President Obama's challenge to rebuild the middle class, the Republican extremists who control the U.S. House were—at the time this article was written—allowing radical, across-the-board budget cuts to take effect that would cost 1.5 million jobs across America.

"With corporate profits hitting record highs while wages are dropping for most workers, President Obama's agenda for creating the kind of jobs that lift people into the middle class is exactly what we need," said Local 400 President Mark P. Federici.

"The Republicans' obsession with slashing spending and the inside-the-Beltway establishment's fixation on reducing the deficit are keeping too many Americans stuck in reverse gear," he said. "Instead, we have got to spearhead the kind of economic growth that creates broadly-shared prosperity, which is what the president's plan would achieve."

Notably, President Obama called for raising the minimum wage in his State of the Union address. "Today, a full-time worker making the minimum wage earns \$14,500 a year," he said. "Let's declare that in the wealthiest nation on Earth, no one who works full-time should have to live in poverty, and raise



President Obama takes the oath of office on January 21, 2013.

the federal minimum wage to \$9.00 an hour."

Other key items on the president's agenda include:

- Enacting comprehensive immigration reform to establish "a responsible pathway to earned citizenship"—a step that would directly benefit many Local 400 members.
- Investing in fixing America's crumbling infrastructure.
- Reviving the housing market by making it possible for all homeowners to refinance their mortgages at today's record-low rates.
- Helping states implement universal pre-school so that every four-year-old can receive the kind of high-quality early child education that will help them succeed in school and in life.
- Stopping the radical, job-killing budget cuts of so-called "sequester" from taking effect. In addition to the 1.5 million jobs that would be lost due to the negative impact of lower federal spending, many key services would be crippled. For example, it is estimated that thousands of food safety inspectors would be laid off or furloughed,

10,000 teachers would be laid off and 70,000 children would be kicked off Head Start.

"Good as the president's agenda is, there is one item that must be added to it—reforms that make it possible for workers to have a free and fair choice about whether to empower themselves through union representation," Federici said. "The biggest reason why wages are slumping is because less than 7 percent of private sector workers are union members, a modern-day low. The more workers who belong to unions, the more incomes will rise, and the more health and job security will be strengthened.

"The last thing Americans need is for Republican state legislators to enact 'right-to-work-for-less laws' that send wages on a race to the bottom, or for Republican members of Congress to keep manufacturing pointless economic crises like the sequester that could send us back into a second recession," Federici added. "I encourage our members to call their elected officials and demand enactment of the minimum wage increase and the rest of President Obama's economic agenda."

Virginia Republicans Wage *War* on Voters

The 2013 session of the Virginia General Assembly was marked by a brazen and unprecedented partisan power grab by Republicans to rig the outcome of future elections.

It started on Martin Luther King Day, when Republican state senators used the absence of Sen. Henry Marsh (D)—a 79-year-old civil rights leader who was attending the inauguration of President Barack Obama—to ram through a redistricting plan designed give the GOP a large, permanent majority in that chamber. Currently, the Senate is split evenly with 20 Democrats and 20 Republicans; the party-line vote was 20 to 19.

This move may have violated the Virginia Constitution, which explicitly states that redistricting will take place “in the year 2011 and every ten years thereafter” and makes no provision for off-year changing of district boundaries. It also ran counter to Gov. Bob McDonnell’s (R) past calls for balanced, bipartisan redistricting—his stated reason for vetoing a redistricting bill in 2011.

This was immediately followed by efforts to have Virginia change the way it allocates presidential electoral votes as part of a nationwide partisan scheme to all but guarantee the election of Republican presidents even when they lose the popular vote. Rather than the winner of the presidential race in Virginia receiving all of the commonwealth’s 13 electoral votes, one vote would go to the winner of each congres-

sional district, and the remaining two votes would go to the winner of the statewide contest. Had this system been in effect in 2012, President Obama would have won only four of Virginia’s electoral votes, while Mitt Romney would have received nine votes, even though Obama won the state by a 51 percent to 47 percent margin.

This would have meant that Obama voters would have received only 3/5ths of the electoral college vote compared to their actual vote—a statistic that recalls the counting of slaves as 3/5ths of a person in the U.S. Constitution.

Other swing states with Republican governors and GOP-controlled state legislatures considering this scheme included Pennsylvania, Ohio, Michigan and Wisconsin.

Fortunately, some members of the state Senate started having second thoughts and the bill was blocked in committee.

In addition, on February 6, the Republicans officially scuttled their gerrymandering scheme after House Speaker William Howell (R-Stafford) found it, “in violation of House rules and the principles by which I have led this body over the last 10 years.”

While these moves to stack the deck for Republicans failed, they nevertheless worked to achieve the same goal by launching a new assault on voting rights. On January 20, Senate Republicans defeated legislation designed to prevent the long lines that plagued voters on

election day 2012. Then, on February 15, Senate Republicans passed a bill eliminating several forms of identification currently accepted at the polls on a strict party-line vote, with Lt. Governor Bill Bolling (R) breaking the tie and voting for the bill. This will likely prevent many senior citizens, students and the poor from being able to vote.

“A year ago the Republicans insisted on changing voter I.D. laws,” said Senator A. Donald McEachin (D-Henrico). “To educate people about these changes, the state spent a lot of money. And my colleagues on the other side of the aisle insisted this was necessary. A year later, we still have no evidence of voter fraud. None at all. Changing the rules yet again will just confuse the voters. I think that those who didn’t like the last election results are trying to do exactly that—confuse voters.”

Senate Republicans also attacked immigrant families by defeating the Virginia Dream Act, which would allow the children of undocumented immigrants living in the commonwealth to pay in-state tuition at Virginia’s public colleges and universities. By contrast, Maryland enacted such a law last year.

There was one piece of good news from the state Senate—a measure that would have written the commonwealth’s “right-to-work-for-less” law into the Virginia constitution was defeated on a 20-20 party-line vote. Twenty-one votes were required for passage.

UFCW Leads Fight For Part-Time Worker Bill of Rights

Overall, enactment of the Affordable Care Act (also known as “Obamacare”) was an historic breakthrough in giving every American access to quality health insurance. However, the law does contain a problematic loophole—it only penalizes employers who fail to provide health coverage to full-time workers. This creates an incentive for employers to drop health coverage for their part-time workers and to reduce workers’ hours so that full-timers become part-timers (defined as working less than 30 hours a week).

To correct this dangerous error, at the urging of the UFCW, Rep. Jan Schakowsky (D-ILL.) introduced the Part-Time Worker Bill of Rights. This legislation would penalize employers for failing

to provide health coverage to their part-time workers, ending the incentive in current law and protecting millions of retail and service workers.

America’s largest employer, Walmart, has already announced it will stop covering part-time workers, giving this brazenly anti-union megacorporation an additional competitive advantage over UFCW employers that provide health coverage to their part-time workers under the terms of their collective bargaining agreements. This could threaten the continuation of UFCW health plans in future contracts unless the Part-Time Worker Bill of Rights is passed.

The Affordable Care Act imposes a \$2,000 penalty per worker on employers with 50 or more employees who do not

provide health care coverage to full-timers. The Part-Time Worker Bill of Rights applies this penalty to part-time workers on a pro-rated basis. An employer would pay \$2,000 for each 30-hour-a-week worker without health coverage, and \$1,000 for each 15-hour-a-week worker, for example.

Importantly, the bill also extends the provisions of the Family and Medical Leave Act to part-time workers, enabling them to take time off to care for an ill family member, and it would make part-time workers eligible to participate in pension plans.

Local 400 members are urged to call their members of Congress at (202) 224-3121, and tell them to co-sponsor and pass the Part-Time Worker Bill of Rights.

HEALTH COVERAGE STICKING POINT IN AHOLD NEW ENGLAND BARGAINING

Five UFCW Locals representing nearly 36,000 workers at Ahold’s New England banner, Stop & Shop, have been standing together in Solidarity as they go through a tough round of bargaining for a new contract. As is so often the case, health care coverage was proving the biggest obstacle to an agreement.

In an attempt to scare and intimidate workers, Stop & Shop ran ads in local newspapers to hire “temporary replacement workers”—in other words, scabs—in the event a strike takes place.

“I think that what’s going on with them hiring replacement workers at this point in negotiations is really shameful,” said Dave Nardi, a Stop & Shop worker and member of Local 371. “I think it throws a wedge in the negotiation process at this time and it also sends the wrong message to the people in the stores.”

At the time this article was written, the difficult negotiations had yielded some results, and Stop & Shop pulled some of its negative proposals from the bargaining table. The issues

still to be addressed included health care coverage, pensions, wages, holiday premiums, sick pay, and job transfers.

In addition to Stop & Shop, Ahold operates the Giant-Landover banner that employs Local 400 members, and the Giant-Carlisle/Martin’s banners which are engaged in Walmart-style union busting tactics to keep their workers from having the same rights as their co-workers who are represented by UFCW. Though it is based in the Netherlands, Ahold makes more than half of its profits here. Nevertheless, the company is greedily trying to expand its U.S. profit margins further by driving down wages and cutting health care and other benefits from its Stop & Shop workers.

Although these contract negotiations are often long and difficult, the five locals—328, 371, 919, 1445, and 1459—have made progress, and by continuing to work in unity, UFCW and Stop & Shop can come away with a deal that is fair for both parties.

For the latest news on Stop & Shop bargaining, please visit <http://ufcwstopandshopnegotiations.com>.

Bills Banning Self-Scan For Alcohol Sales Top Priority in State Legislatures

Local 400 has made enactment of legislation banning the use of self-checkout machines for alcohol sales a top priority in Maryland, Virginia and West Virginia.

The growing use of self-scanners is a bad idea in general, resulting in declining customer service and the loss of high quality retail jobs, but it's even worse when it comes to the sales of alcoholic beverages because it makes it much easier for underage customers to buy booze.

In Maryland, Del. Kriselda Valderrama (D-Prince George's) has introduced HB 1172, legislation making it a misdemeanor for a retail alcoholic beverages licensee to sell alcoholic beverages using a self-scanning cash register or another automated system operated by a customer. Sen. Joan Carter Conway (D-Baltimore City) introduced companion legislation (SB 806) in the Senate.

In Virginia, Sen. A. Donald McEachin (D-Richmond) introduced SB 645, which provides that no retail off-premises wine and beer licensee can sell any alcoholic beverage through a self-scanning cash register or other point-of-sale system.

And in West Virginia, Del. Daniel Poling (D-Wood) reintroduced legislation he sponsored last year that also bans self-scan sales of alcoholic beverages.

Local 400 members in all three states are pushing hard for passage of these bills.

"This is just a matter of common sense," said Local 400 President Mark P. Federici. "If you let customers check out beer, wine or hard liquor with self-scan machines, people under age 21 are going to take advantage."

"The only way to stop a minor from purchasing alcohol illegally is for that person to have to buy it from a trained retail clerk who can focus on one customer at a time, who will check their ID, who knows the tell-tale signs of fake IDs, and who can judge the demeanor of the customer," Federici said. "The same process is also the only way to stop overly inebriated customers from buying more booze—self-scan will let them right through."

Several recent studies provide ample evidence alcohol purchases via self-scan machines makes it easy for minors to evade the law.

For example, one analysis conducted by law students at UCLA's Community Economic Development Clinic and the Los Angeles Alliance for a New Economy concluded that retailers or supermarkets with self-service checkouts allow youth to easily purchase or steal alcoholic beverages.

Another study conducted by San Diego State's Center for Alcohol and Drug Studies found that 8.4 percent of participants

who looked 23 and younger were able to buy alcohol without producing an ID via self-scan.

In 2011, the California General Assembly passed a law banning self-scan sales of alcoholic beverages that was spearheaded by UFCW Local Unions in the state. Now it's time for Maryland, Virginia and West Virginia to follow suit.

"The truth about self-checkout is that it's a way for retailers to exploit the free labor of customers to do the work they ought to be paying their employees to do," Federici said. "It's a confusing, frustrating process for most people and it loses the personal touch that's such an important part of a quality shopping experience. Plus, most people using self-scan machines need help from a clerk anyway."

"Retailers ought to come to their senses and stop this wrong-headed use of technology," he added. "But at the very least, everyone should be able to agree that self-scan and alcohol are a toxic mix that should be against the law."

Local 400 members are urged to call their state legislators to tell them to pass self-scan legislation:

- In **Maryland**, call toll-free **1-800-492-7122** and ask to speak to your delegates and your senator, or go to <http://mgaleg.maryland.gov/> and click on the links to send them emails. Urge them to pass **HB 1172** in the House and **SB 806** in the Senate.
- In **Virginia**, go to <http://viriniageneralassembly.gov/> and click on the links to find your delegate and senator—from there, you can get a telephone number or email address. Urge them to pass **SB 645**.
- In **West Virginia**, go to <http://www.legis.state.wv.us/> and click on the links to find your delegates and senators—from there, you can get a telephone number or email address. Urge them to pass **Del. Poling's bill to ban self-checkout of alcoholic beverages**.



Grinch Greeted Ahold Workers Wishing Company Merry Christmas

Local 400 members working at Giant-Landover, Martin's workers from Richmond, Stop & Shop workers from New England, and Ahold workers from the Netherlands converged on Ahold's U.S. headquarters in Carlisle, Pa., in December to deliver holiday gifts and season's greetings to corporate management.

But instead of being welcomed in the spirit of the holidays, the workers were greeted by the Grinch.

The workers put together a giant holiday garland made up of 5,000 signed "solidarity postcards" wishing the company well and calling on it to start treating all of its employees fairly in the New Year. They also came bearing other gifts.

"When we arrived, Ahold wouldn't let us in through the gate, so we went around back," said Local 400 member Michele Hepner, who works at Giant #243 in Stafford, Va. "When we

got to the building's entrance with our packages and garland, an Ahold spokesman came out.

"We introduced ourselves, explained how we were all Ahold employees just like him, and said we just wanted to deliver these cards directly to the chief operating officer," Hepner recalled. "Instead of greeting us, he told us we weren't allowed in the building. Then, he refused to take our gifts. In fact, he repeatedly shouted, 'Put them on the ground and back away!' as if our garland had a bomb inside.

"To calm things down, we sang Christmas carols," Hepner said. Ultimately, the workers draped the garland on a nearby tree and placed gift boxes full of more postcards underneath it. They topped off the holiday display with an oversized holiday card signed by all in attendance.

"It was appalling to think that we work for this company, our hard work built this building, but instead of welcoming us as valued employees, they treated us like criminals," Hepner said.

"We traveled a long way—some as far as 4,000 miles. I've given 37 years of my life to this company and it was very disappointing to be treated this way."

"I was very disappointed that they wouldn't let us in to talk to anyone higher up" said Local 400 member and Giant shop steward Milton Dews. "We were there to express our concerns and show support for those workers who are non-union because we are all one company, Ahold, and all workers should be treated fairly with the same rights across all the different branches of the company."

All of the unions representing Ahold workers around the world are cooperating more deeply than ever to force the multinational corporation to respect the rights of every single employee. The fact that workers at the Martin's and Giant-Carlisle banners are being denied the same right to union representation that workers at Giant-Landover and Stop & Shop enjoy is unacceptable. In addition, Ahold workers in Europe are seeing signs that the company is taking union-busting tactics it deploys at Martin's and Giant-Carlisle across the Atlantic. That's why all the Ahold unions are working together to increase pressure on the company to become a responsible corporate citizen once again.



Local 400 members and other Ahold workers from around the world gather outside Ahold USA's headquarters to deliver holiday gifts and messages calling for fair treatment for all company employees.

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.

"Members will get out of this round of bargaining what they put into it," said Local 400 President Mark Federici. "The more members who get active and involved, the better agreement we'll get."

"Giant and Safeway continue to do well, thanks to our members' hard work," Federici said. "The companies have good reason to do right by us, because it preserves and strengthens the most productive workforce in the industry. But the only way to make sure this happens is for us to mobilize in unprecedented numbers right down to the store level, so that management understands we are united, resolute and determined to get a fair agreement."

"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," said Local 400 Secretary-Treasurer Mikki Harris. "With our members' standard of living, and job, health and retirement 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



Federici Elected Local 40 Harris Elected Secretary-

Kroger, Macy's, Giant, Safeway Bargaining to Take Place this Year

In January 2013, the Local 400 Executive Board elected Mark P. Federici president and Lavis "Mikki" Harris secretary-treasurer.



**Local 400 President
Mark P. Federici**

Federici, a three-decade UFCW member who served as Local 400 secretary-treasurer for the past three years, succeeds Tom McNutt, who resigned in December. Succeeding Federici is Harris, a longtime Local 400 member, steward, activist, staffer and vice president who most recently served as director of the Strategic Contract Campaign Department.

Both Federici and Harris came out of the rank-and-file and spent decades involved in every aspect of Local 400's operations, and they pledged to make member activism and empowerment their top priority.

"I am deeply humbled to have the privilege of serving my fellow members as their president," Federici said. "This is a solemn responsibility—and an awesome opportunity to help our members improve their lives."

"Serving our members has been my calling for the past three decades as a Local 400 officer and activist, and I couldn't be more honored to be elected to continue it as secretary-treasurer," Harris said.

"We are not a service for hire," Harris said. "Rather, we are part of the greatest movement for social and economic justice in world history. Helping hard-working people lift themselves up into the middle class is not our job—it's our mission."

The Challenges Ahead

Federici, Harris and the new Local 400 Executive Board, all of whom were sworn in during the month of January, will have to hit the ground at full speed.

Bargaining with Kroger Roanoke started on February 20, and securing a strong agreement will require the involvement

of all Kroger members, including those in West Virginia and the Richmond and Tidewater areas. (See page 14.) A new Macy's agreement will be bargained this summer. The Giant and Safeway contract expires on October 31st and member mobilization for this campaign is already underway. (See page 9.) Throughout the year, many other contracts will be bargained, too.

"Over the course of 2013, more than half of our members will be directly affected by bargaining," Federici said. "How well we do depends upon how many members take direct action, whether by serving on our Bargaining Advisory Committees, leafleting customers and community members, talking with co-workers and neighbors, or volunteering in other ways. You get out of it what you put into it."

"Every negotiation we have this year and next will be pivotal, in part because of the impact of the Affordable Care Act, whose provisions will take full effect in 2014," Federici said. "There's a lot of complexity in the law and its accompanying regulations, and ensuring that our health plans are in full compliance will not be easy. But the more our members do, and the more community support we generate, the better our chances are of preserving current benefits, making new gains, and achieving the other goals our members set for bargaining."

In addition to making progress at the bargaining table, Local 400 member activists are also heavily engaged in helping other workers achieve their dream of union representation. One of the largest campaigns is taking place at Martin's, a banner of Ahold, in the Richmond area, where workers want the same rights as their sisters and brothers at fellow Ahold banner Giant-Landover. Local 400 is also supporting Walmart associates who have organized OUR Walmart to give them a voice in their workplace.

"Every time a worker anywhere is denied his or her right to union representation, that hurts every Local 400 member," Harris said. "And it hurts our communities, because it keeps workers mired in poverty and unable to climb into the middle class."

"The fact that one of these union busters happens to be one of our own employers, Ahold, makes it all the more unconscionable," Harris charged. "Our members will not let that stand. At the end of the day, we will prevail."

0 President; Treasurer

Federici's Experience in the Labor Movement

Federici joined the UFCW in 1984, when he began working as a produce clerk and night crew staffer for Riverside Markets in State College, Pa., while he was earning his degree at Penn State. "I know what it's like to be on the floor and to deal with managers who don't even know what's in the contract, much less abide by its terms," he said. "I also saw first-hand how our union empowered us to stand up to management, enforce our collective bargaining agreements, and get respect on the job."

Federici's experience led him to join the labor movement full-time, serving internships with the National Hospital Workers Union District 1199P and the International Association of Machinists. In 1987, he was hired as a field representative for the Seafarers International Union of North America. Four years later, he joined Local 400, where he served as an organizer, representative, director of governmental affairs, director of strategic programs, and executive assistant to the president prior to his election as secretary-treasurer.

"No matter what my job has been," Federici said, "it's always been true that we work best when we work as a team—members, staff and officers together as one. That's the kind of environment I want to help create—one where we're all pulling together."

"I've seen more than two decades worth of change," he said. "Not only technological change but political and economic change, too, including the growth of anti-union corporations and the shrinking of the American middle class. We cannot stand still and let these changes harm our members. We must change the course of history, rather than let history change us into something less than we've been. Since history is made by the bold, we must be bold in everything we do. That's my pledge to our members."

Over the coming months, Federici plans to travel throughout Local 400's jurisdiction, attending membership meetings, listening to where members want to take our union, and collaborating over strategies for the future.

Harris's Experience in the Labor Movement

Lavoris "Mikki" Harris became a Local 400 member in 1977, when she went to work as a cashier at Grand Union. In 1985, she became a produce clerk for Kroger in Danville, Va., and then became a produce manager at Eddie's Supermarket. Two years later, Harris became a computer specialist at Dan River, Inc.

"When I started at Dan River, we only had 100 dues-paying

members out of a workforce that was thousands strong," Harris said. "Not surprisingly, the company ran roughshod over the workers. So I signed up as a Special Union Project Representative—a SPUR—and we talked with our brothers and sisters about why joining Local 400 is the best investment they can make in their future. Pretty soon, we had 4,500 members. And all of a sudden, the tables were turned on management. It was living proof of the old adage that there is power in numbers."

Harris also served as a shop steward at Dan River. She recalled grievances where eight middle-aged white men representing management sat across from her, while she was the only woman and only African American in the room. But she was not intimidated. "Whenever management tried to rattle me, I felt empowered," she said. "I stayed calm and professional because the member who had the grievance needed my best efforts."

In Danville in the 1970s and '80s, the legacy of segregation still ran strong, and discrimination against people of color and women was commonplace. But Harris noted that even though society has made enormous progress since then, some things still stay the same.

"Management has always tried to divide and conquer workers by stoking racial hostility and bigotry," she said. "And they still do it. During our organizing drive at Smithfield's Tar Heel, North Carolina plant, management tried to divide African American workers from their Latino brothers and sisters. It's the same old playbook. In addition, I'm floored at how often, three long decades after my experience at Dan River, I'm still the only black woman in the room."

Harris became a full-time Local 400 staff member in 1995. Since then, she has served as a representative, organizer, civil rights and community coordinator, director of the Member Action Department, and most recently as director of the Strategic Contract Campaign Department.

"I am really excited about meeting the challenges and maximizing the opportunities before us," Harris said. "We've got a great and growing group of member activists, and a new spirit of solidarity. This is a new day for our Local and I believe strongly that we are going to see a revival of our union and the broader labor movement."



Local 400 Secretary-Treasurer
Lavis "Mikki" Harris

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.

"This was a healthy agreement, especially considering the contract we had before then," Belle said. "We made a lot of improvements.

"We stayed united throughout the process," Belle said. "There's power in numbers. This shows why we've got to stay together, stick with one another.

"Without us having a union here, it would really be bad," he added. "Our union helps us out a whole lot, keeping management from crossing the line on certain things. Even with our contract, there are times I have to tell management to stick to the agreement. Contract enforcement's just as important as the bargaining itself."



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.

"This contract is a tribute to all of our Boar's Head members," said Local 400 President Mark Federici. "Their solidarity and their activism should be a model for all of our members in every workplace."

In addition to Belle, members serving on the Bargaining Advisory Committee were Angelina Lara-Perez, Gerald Delbridge, Kenya Jones, Terry Taylor, William "Mike" Tyler, Rhonda Hargraves, Daisy Wyche, and Deborah Talley.

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

Court Upholds Ashland Workers' Right to Union Representation

Rejects Management Delays and Intimidation Tactics

After a struggle of many years, workers at the Ashland Nursing and Rehabilitation Center in Virginia had their right to be represented by Local 400 upheld as a three judge panel of the United States Court of Appeals for the Fourth Circuit Court unanimously ordered the employer to start bargaining in good faith with its employees and their union.

The judges also rejected Ashland's attempt to retaliate against King Salim Khalfani, executive director of the Virginia State Conference NAACP, for his role in supporting the workers. The Court ruled that "neither Khalfani nor the Virginia NAACP was a Union agent and that Khalfani's remarks, made months before the election [to join Local 400], did not taint the results."

On November 3, 2010, Ashland workers voted to empower themselves by choosing Local 400 representation. They did so after enduring gross mistreatment by management. During a snowstorm, they were ordered to stay put after their shifts ended and not allowed to return home to children. They had to sleep on the floor with no bedding, and were not provided any food other than what was in the vending machines. Later, six certified nursing aides and licensed practical nurses were strip-searched and harassed by their supervisors—an abuse management later admitted and apologized for.

Rather than accept the outcome of the election and bargain with the workers, Ashland management filed repeat-

ed objections in a brazen attempt to deny workers justice through endless delays. The company's motions focused on the NAACP's support for the workers—which occurred months before the union election—and the fact that Ashland workers raised concerns about discriminatory working conditions.

In response, Local 400 filed charges against Ashland with the National Labor Relations Board (NLRB). On September 16, 2011, the Board ruled in favor of the workers and ordered management to bargain with the union. The NLRB also found that the Virginia NAACP's actions did not undermine the legitimacy of the election in any way.

Once again, though, Ashland refused to accept the verdict of the workers and the NLRB. It filed an appeal with the Court, which was emphatically rejected on December 14, 2012.

"Ashland Facility has failed to make a sufficient showing to invalidate the election," the judges wrote. "The record includes no evidence that Khalfani's comments, made months before the election, rendered it impossible for employees to freely decide

whether to certify the Union as their exclusive bargaining agent. Moreover, to the extent that Khalfani's comments may have caused confusion, Ashland Facility had ample opportunity to address this confusion and set the record straight at the eighteen meetings it held with employees during the critical period."

"We are pleased that the Court rejected Ashland's attempt to silence the NAACP and other community allies by sending the chilling message that if they support us, they will be dragged into costly litigation," said Local 400 Secretary-Treasurer Lavoris "Mikki" Harris. "We are deeply grateful not only for the support King Salim Khalfani has shown workers in Ashland and throughout Virginia, but also for his courage in refusing to be intimidated by the company's scorched earth legal tactics."

"King Salim is a good friend and devoted ally who is following in the tradition of Dr. Martin Luther King, Jr., whose last act was marching with Memphis sanitation workers on strike for respect and dignity," Harris said. "When the going got tough, he stood with us, we stand with him, and together, we are going to fight with more passion than ever for the right of workers everywhere in Virginia to build a better future for themselves and their families."

Kroger Roanoke Bargaining Campaign Heats Up

Company-Wide Fight for Better Contract

Local 400 members working for Kroger in the Roanoke area are mobilizing for a strong, fair collective bargaining agreement, joining with their Local 400 brothers and sisters working for Kroger in Richmond, the Tidewater area and West Virginia, as well as a diverse coalition of community allies.

With the current Kroger Roanoke contract expiring on March 30, much is riding on the outcome of these negotiations, requiring maximum member involvement.

“Kroger is a large, growing and profitable company thanks to the hard work and productivity of UFCW members,” said Local 400 President Mark P. Federici. “It dominates most of the markets it’s in. And it’s expanding throughout Virginia.

“It’s time for Kroger to do right by our members—the workers who are making that expansion possible,” he said. “This is a corporation making more than \$2 billion in profits every year and it is fully capable of compensating its workers fairly and appropriately with middle-

class wages and strengthened health and retirement security.

“Management must understand that all Local 400 members working at Kroger are united in support of their brothers and sisters in the Roanoke area,” Federici said. “So its actions during this round of bargaining will generate a response from its Richmond, Tidewater and West Virginia workers, too.

“That’s why member unity—and member activism—will be the key to determining what kind of collective bargaining agreement we get from these negotiations,” he added.

“Our members are the engine that propels the company’s growth, and these negotiations are an opportunity for the company to strengthen that engine,

rather than throw salt in the fuel tank,” Federici said.

Members are also reaching out to the faith and civil rights communities. The Virginia State Conference NAACP has already pledged to stand with Local 400’s Kroger members in their fight for a fair contract.

“We are very grateful to the NAACP for its strong support,” said Local 400 Secretary-Treasurer Lavoris “Mikki” Harris. “We have a long and fruitful partnership for social and economic justice throughout Virginia—one that benefits our members directly. Together, Local 400 and our community allies are making clear to Kroger management that it needs to offer our members a fair contract or else it risks alienating its customers and the communities it serves.”

Bargaining started February 20th. For up to the minute information on the status of bargaining and member actions in support of the negotiations, please visit www.onekroger.org.

KROGER BY THE NUMBERS

Kroger is the largest conventional supermarket operator in the U.S., and the second largest U.S. grocery retailer after Walmart.

Supermarkets:	2,458
Stores with fuel centers:	1,014
Stores with in-store pharmacies:	1,970
States where Kroger operates:	31
Employees:	338,000
Sales:	\$82.2 billion
Profits:	\$2.2 billion
Same-store sales growth:	3.1 percent

* Information is for fiscal year 2010

LOCAL 400 MEMBERS, COMMUNITY ALLIES WELCOME NEW KROGER

On December 5, 2012, Kroger opened its first “Kroger Marketplace” store in the Mid-Atlantic Region, located in Chesterfield County, Va.

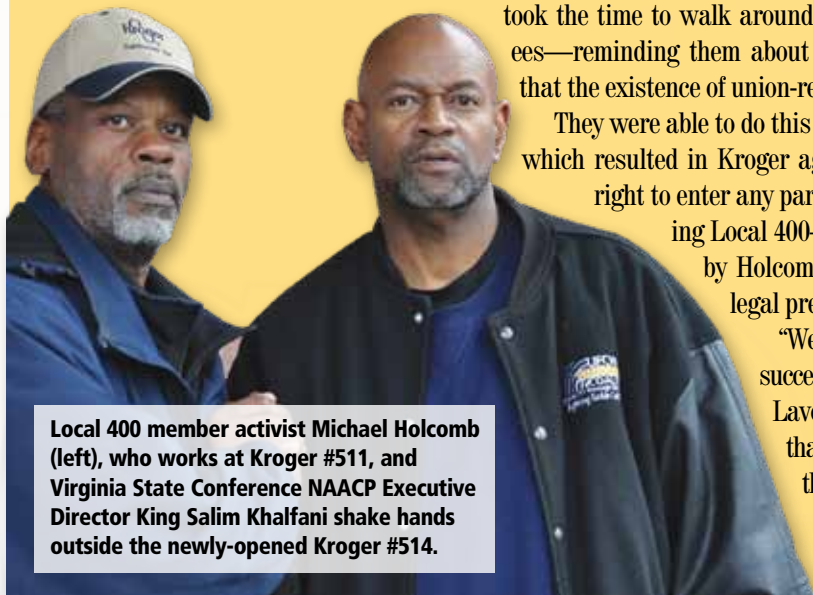
At the grand opening, Local 400 stewards and staff were on hand to welcome the store’s first customers. Joined by King Salim Khalfani, executive director of the Virginia State Conference NAACP, and Phil Wilayto of the Defenders for Freedom, Justice, and Equality, they handed out flyers letting customers know that this is “the store that labor built” and that it will provide more than 300 good-paying jobs for workers in the Richmond area.

Michael Holcomb, a member activist who works at Kroger #511, volunteered his time to thank customers for shopping union and for supporting his brothers and sisters. He also took the time to walk around the store with Khalfani and Wilayto to talk to employees—reminding them about the importance of their union and the positive impact that the existence of union-represented workers can have on a community.

They were able to do this thanks to Local 400’s landmark victory in an arbitration which resulted in Kroger agreeing to give union members and representatives the right to enter any part of any new store and to talk with employees about joining Local 400—free from management interference. The actions taken by Holcomb and others on December 5th, built on this important legal precedent.

“We are as committed to making this Kroger Marketplace a success as management is,” said Local 400 Secretary-Treasurer Lavis “Mikki” Harris. “We want more stores like this. By thanking people for patronizing their store, we’re making sure the company understands we are partners in its growth.”

The new store—Kroger #514—was built on the site of the long abandoned Cloverleaf Mall outside Richmond.



Local 400 member activist Michael Holcomb (left), who works at Kroger #511, and Virginia State Conference NAACP Executive Director King Salim Khalfani shake hands outside the newly-opened Kroger #514.

KROGER MEMBER ACTIVIST GREGORY REYNARD, JR.

When Gregory Reynard, Jr., started work as a meat cutter at Kroger #402 in Blacksburg, Va., on September 21, 2010, one of the first things he did was join Local 400. He didn’t need any persuading; he knew first-hand about the power of union representation from his father, who was a leader in his International Association of Machinists Local Union.

Plus, he spoke up right from day one. “I noticed we were only meeting every quarter,” Greg recalled. “I said we should meet more often—we can get stuff done twice as fast.” Within a week, he became a shop steward.

“I like being a steward,” Greg said. “You get to help people. You help achieve a balance between what the corporation wants and the satisfaction and rights of the workers. You can help make the store a good working environment rather than a sweat-shop.”

Greg, 24, goes beyond his normal responsibilities as a

steward to get involved in Local 400 actions. Recently, he joined a rally supporting striking Walmart associates at the store in Christiansburg, handing out buttons to customers and talking with workers about the benefits of joining a union. “There was a lot of fear there,” he said. “But I told them with a union, you get fair working conditions and seniority rather than favoritism—and once you get to 51 percent, you have nothing to fear.”

Greg expects to be heavily involved in bargaining for a new contract with Kroger-Roanoke. “Sometimes you have to give a little to get a little,” he said, “but I don’t see us having much to give. But the more members we have, the more we can get. The more active we are, the better agreement we’ll have.”

“Kroger doesn’t give you anything,” Greg emphasized. “You have to fight for it tooth and nail, and I’m ready to stand up with my brothers and sisters to get it.”



Gregory Reynard, Jr.

Walmart Workers Strike

Standing up for their right to a voice on the job, better working conditions and, above all, respect, Walmart associates have taken unprecedented action and achieved important new gains in recent months.

Members of the workers' organization OUR Walmart took the courageous step of walking off the job on the busiest shopping day of the year—Black Friday—to demand respect on the job, an end to retaliation, and fair wages. They were joined by Local 400 members and supporters throughout the community in boisterous rallies that made shoppers, the media and the public aware of how badly the world's largest retailer mistreats its workers.

Approximately 1,000 people attended the Black Friday rallies in front of Walmart stores in Laurel and Landover, Md., while others protested the company's treatment of its workers in Capitol Heights, Baltimore and Columbia, Md. Nationally, Walmart associates went on strike in more than 100 cities and were supported by nearly 1,200 events in at least 46 states.

The strikes and rallies were the largest ever conducted against Walmart, and they forced the company to listen to its associates—perhaps for the first time ever. One result was that on January 19th, Walmart announced that it would make schedules

more transparent and provide the opportunity for associates who want full-time work to receive the hours they need.

While much more is needed, this was a breakthrough for Walmart workers.

"I'm so happy and proud our hard work and action has paid off," said OUR Walmart leader Cindy Murray, who works at the company's Laurel store. "We won these gains at my store and now we're winning them across the country."

"It is clear Walmart is reacting to the calls for change from OUR Walmart and the tens of thousands of supporters who have been standing up to the company," said Venanzi Luna, an OUR Walmart member who works at the Pico Rivera, Calif., store. "Addressing part-time scheduling is a win for Walmart workers who have been calling on the company to address insufficient scheduling, but we need these words to translate into real action, and we will continue to speak out to make sure that Walmart is addressing this problem, not just making a publicity statement.

"We will continue to raise our voices



until Walmart is truly acting as the employer and neighbor that America needs," Luna said.

"A corporation pocketing \$16 billion in profits every year can surely afford to pay its workers a living wage, offer full-time jobs, provide health and retirement



Left and right, more than 500 striking Walmart associates, Local 400 members, UFCW leaders and community allies held a march and rally on Black Friday at the Landover Hills Walmart store.

, Make Important Gains



Protestors demanded that Walmart change its ways and show its workers respect.

security, and respect their right to make their voice heard," said Local 400 President Mark Federici. "The Black Friday strikes and the bold efforts by OUR Walmart members make clear that while we still have a long way to go on our journey toward these goals, we will get there one day."



112 Workers Die Making Walmart Clothes

In late November, 112 workers at a Bangladesh sweatshop tragically died in a fire. Five of the factory's 14 production lines made clothes for Walmart, according to *The New York Times*.

Reports from several sources, including the *Times*, indicated that Walmart played the lead role in blocking an initiative to help Bangladeshi factories improve their fire safety because it would have had to pay a little more for its apparel.

"Walmart's obsession with exploiting people to pad its profits can be deadly, as hundreds of families now mourning in Bangladesh know all too well," said Local 400 President Mark Federici. "It's long past time for this shameful company to put workers' lives, safety, health, and standard of living first, for a change."



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



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



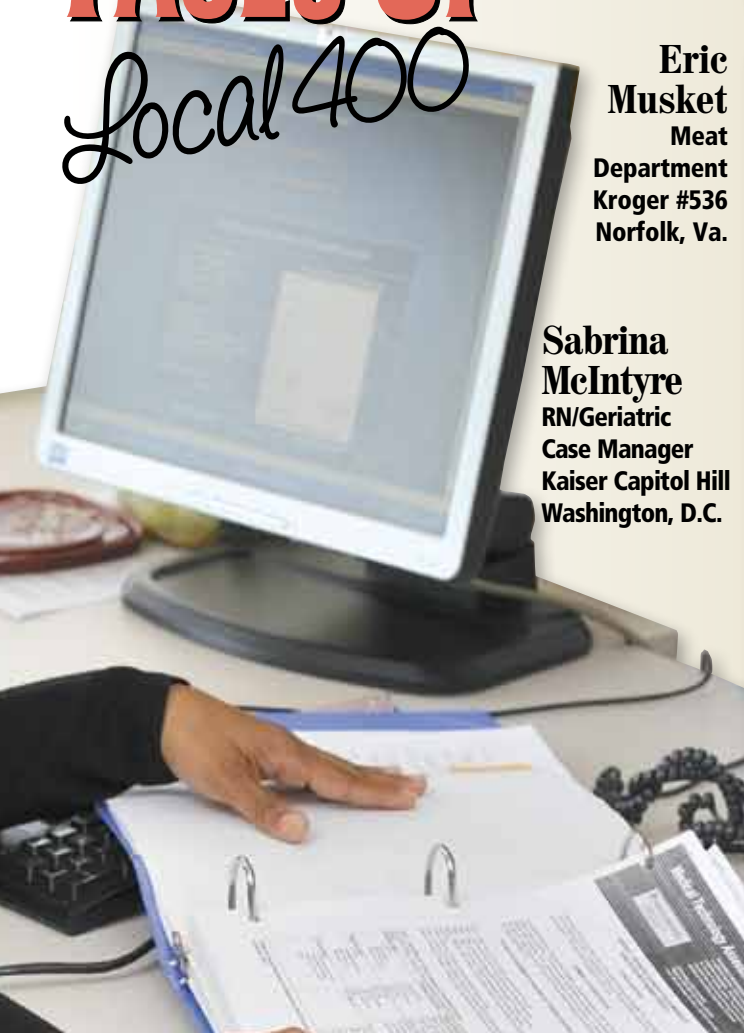


Javon Morrison
Cashier
Safeway #2892
Washington,
D.C.

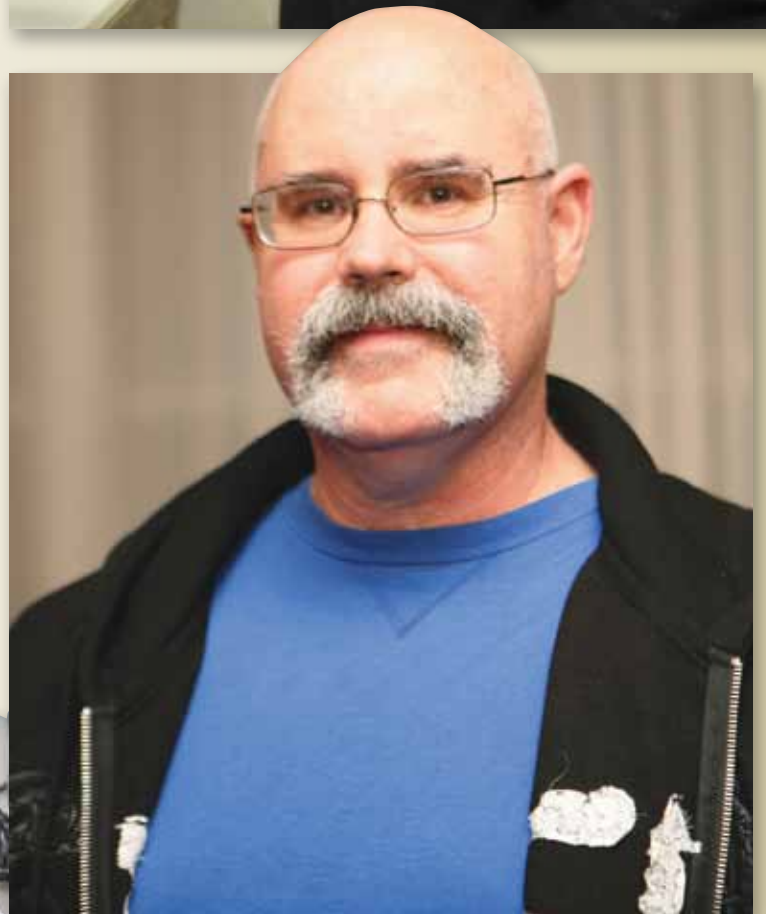


Flor-Angela Varon
Deli
Shoppers #2366
College Park,
Md.

FACES OF *Local 400*



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



Eric Musket
Meat
Department
Kroger #536
Norfolk, Va.

ACT! for Safety

No Storage On Top of Walk-Ins

One of the greatest threats to worker safety in supermarkets and grocery stores is the tendency by some managers to store items on top of walk-in coolers and freezers. This is strictly forbidden—even if the manager orders it.

There are many good reasons why above walk-in storage violates U.S. Occupational Safety and Health Administration rule D-1910.22.d2. The tops of these coolers and freezers are typically composed of nothing more than a piece of Styrofoam insulation sandwiched between two pieces of tin. It is not designed to be weight-bearing. And the last thing any worker needs is to have heavy objects come crashing down on your head when you're in the walk-in.

In addition, walk-in coolers and freezers have a manufacturer warning posted making clear nothing is to be stored on top. In some instances, wire fencing is placed above the walk-in to physically prevent storage.

Yet despite all this, managers often start barking, "Put it up there, just get it out of the way!"

This is doubly dangerous—first for the worker who is told to climb up on top of the walk-in where there are wires, pipes and other tripping hazards, as well as the risk of the roof collapsing; and second, for anyone walking into the cooler or freezer after items are stored above.

This unacceptable practice is all too common. In fact, on safety inspections, Local 400 has cited companies for storing boxes of records, old displays, discarded equipment, picnic tables, even old meat saws ready to come crashing down someday on an unsuspecting member.

To protect yourself and your co-workers, here is what you should do:

- **Look up.** The next time you are in the backroom, look on top of the walk-in cooler and freezer. If you see anything stored there, report it immediately to your steward and union representative.
- **Say no.** If a manager orders you to put anything on top of a cooler, tell him or her it is a threat to your safety and that of



Despite a wire fence, dangerous, heavy items are stored on top of a walk-in cooler—a practice strictly prohibited under federal safety regulations.

your co-workers, and a violation of federal safety regulations. If your manager still insists, go see your steward immediately.

- **Serve on a safety team.** All of our grocery employers have safety teams that conduct walks and inspections. Local 400 members serve on these teams. If you volunteer, you can take a more hands-on role in making your workplace safer and healthier and prevent unsafe practices.

By taking any or all of these actions, you will protect yourself—and you might even save the life of a co-worker. That's the power of union representation.

Local to Nominate and Elect Delegates to UFCW Convention

Nominations for delegates to the UFCW International Convention will be the order of business at special membership meetings to be held Wednesday, April 3, 2013 at 10 a.m. and 7 p.m., at Local 400's headquarters, 4301 Garden City Dr., Landover, Md.; at the Sheraton Premiere at Tysons Corner, 8661 Leesburg Pike, Tysons Corner, VA 22182; at the Hilton Norfolk Airport, 1500 N. Military Hwy., Norfolk, VA 23502; at the Faces of Our Children Outreach Center, 505 Arnett Blvd., Danville, VA 24541; at the Holiday Inn-Civic Center, 100 Civic Center, Charleston, WV 25301; at the Best Western, 100 Lodgeville Rd., Bridgeport, WV 26330; at the Clarion Hotel Richmond Central, 3207 N. Blvd., Richmond, VA 23230; at the Central Labor Council, 2101 Dale Ave. SE, Roanoke, VA 24013; at the Holiday Inn Hotel & Suites, Bristol Convention Center, 3005 Linden Dr., Bristol, VA 24202; and at the Holiday Inn, 1901 Emmett St., Charlottesville, VA 22901.

Twenty-three delegates will be nominated and elected to the UFCW Convention. Active members may run for delegate positions. (Pursuant to the International Constitution, the President and Secretary-Treasurer will be delegates because they hold elected offices. Therefore, there will be 25 total delegates.)

Delegates must be active members of Local 400 who have been members of the UFCW, or who had been members of another organization merged with or chartered by the UFCW, or merged into a UFCW local union, for a continuous aggregate since December 2011.

The election, if necessary, will be held April 25, 2013, at 10 a.m. and 7 p.m. Members will be notified of the places of the election prior to the voting.

Members must bring their driver's license or other form of identification in order to vote.

The general election chairperson is Yolande Weaver and may be contacted at 301-459-3400.

Notificación de Elección Especial La Local Nominará y Elegirá Delegados a la Convención de la UFCW

Las nominaciones de delegados a la Convención de la Internacional de la UFCW será la orden del día en reuniones especiales de los miembros a celebrarse el miércoles 3 de abril de 2013 a las 10:00a.m. y 7:00p.m. en la sede de la Local 400, 4301 Garden City Drive, Landover, MD; en el Hotel Sheraton Premiere en Tysons Corner, 8661 Leesburg Pike, Tysons Corner, VA 22182; en el Hotel Hilton Norfolk Airport, 1500 N. Military Highway, Norfolk, VA 23502; en el Centro Faces of Our Children Outreach Center, 505 Arnett Boulevard, Danville, VA 24541; Holiday Inn-Civic Center, 100 Civic Center, Charleston, WV 25301; Best Western, 100 Lodgeville Road, Bridgeport, WV 26330; Hotel Clarion Richmond Central, 3207 N. Boulevard, Richmond, VA 23230; en el Central Labor Council, 2101 Dale Avenue, SE, Roanoke, VA 24013; Holiday Inn Hotel & Suites, Centro de Convenciones de Bristol, 3005 Linden Drive, Bristol, VA 24202 y en el Holiday Inn, 1901 Emmett Street, Charlottesville, VA 22901.

Se nominarán y elegirán veintitrés delegados a la Convención de la UFCW. Los miembros activos podrán postularse para los escaños de delegados. (Conforme a la Constitución de la Internacional, el Presidente y Secretario-Tesorero serán delegados debido a que ocupan puestos a los cuales han sido elegidos. Por consiguiente, habrá un total de 25 delegados.)

Los delegados tienen que ser miembros activos de la Local 400 que hayan sido miembros de la UFCW, o que hayan sido miembros de otra organización que se haya consolidado con la UFCW o cuya acta constitutiva haya sido aprobada por ésta, o que se haya consolidado con una unión local de la UFCW, por un período continuo agregado desde diciembre del 2011.

La elección, si fuese necesaria, se llevará a cabo el 25 de abril de 2013 a las 10:00a.m. y 7:00p.m. Se le notificará a los miembros sobre los lugares donde se celebrará la votación antes de la votación.

Los miembros deben de traer consigo su licencia de conductor u otro documento de identificación para poder votar.

El presidente general de elecciones es Yolande Weaver, y se puede comunicar con ella por teléfono al (301) 459-3400.

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.

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."

In its induction, the Maryland Food Industry Hall of Fame wrote, "Her remarkable career at Safeway was punctuated by awards and recognition by company management. She was an inspiration to colleagues with her punctuality, dependability and work ethic. But, most importantly, she was loved and appreci-



Sally Dickerson (third from left) stands with the other 2012 Maryland Food Industry Hall of Fame inductees.

ated by her legion of loyal customers who frequently waited in longer lines at her checkstand just to see her. Through her very last day at work, she had an incredible energy level and could out-work people half her age."

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.

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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.



LOCAL 400 RETIREES

Giant

Shakira Ahmed, *South Riding, Va.*, 11 years
Mark T Bauman, *Rockville, Md.*, 30 years
Terri L Blank, *Ellicott City, Md.*, 38 years
Italia R Boots, *Woodbridge, Va.*, 26 years
Larry Cease, *Hughesville, Md.*, 37 years
Donald J Cebula, *Stafford, Va.*, 30 years
Monika J Christiani, *Newburg, Md.*, 23 years
Angela Consorti, *Hyattsville, Md.*, 22 years
Mary F Crossman, *Front Royal, Va.*, 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
William R Johns, *Charlottesville, Va.*, 4 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

Errol W Morgan, *Clinton, Md.*, 24 years
Gerald L Murphy, *Lusby, Md.*, 24 years
Dientoung T Nguyen, *Annandale, Va.*, 21 years
Dung Nguyen, *Sterling, Va.*, 17 years
Jeffrey E Noyes, *Herndon, Va.*, 14 years
Paul Oliver, *Wheaton, Md.*, 42 years
Lynn M Raley, *Owings, Md.*, 30 years
Alan K Scheidegger, *Woodbridge, Va.*, 40 years
Douglas R Shirley, *Stafford, Va.*, 30 years
Lois A Stanley, *Warrenton, Va.*, 30 years
William K St Clair, *Saltville, Va.*, 37 years
Nghi V Trinh, *Herndon, Va.*, 11 years
Kasturi Yadav, *Fairfax, Va.*, 13 years
Safeway
Ivin R Edwards, *Culpeper, Va.*, 15 years
Delores A Gandy, *Indianapolis, Ind.*, 33 years
Ifigenia C Gasparis, *Great Falls, Va.*, 6 years
Susan M Lipscomb, *Dunkirk, Md.*, 22 years
Charles T Marshall, *Unionville, Va.*, 23 years

Donna J McCauley, *Phoenix, Ariz.*, 14 years
Paulette E McGriff, *Washington, D.C.*, 24 years
Sharon Raleigh, *North Beach, Md.*, 11 years
Carolyn T Shebora, *Hartwood, Va.*, 40 years
Darlene L Shook, *Upper Marlboro, Md.*, 27 years
Marjorie A Staton, *Frederick, Md.*, 42 years
So Sim Wong, *Germantown, Md.*, 6 years

Shoppers Food & Pharmacy

Richard L Cornish, *Waldorf, Md.*, 29 years
Glenda D Hamner, *Fredericksburg, Va.*, 22 years
James E Johnson, *Beverly Hills, Fla.*, 19 years
Alene E Larnish, *Strasburg, Va.*, 26 years
Jose F Magallanes, *Dumfries, Va.*, 26 years
Jose L Vasquez, *Manassas, Va.*, 24 years

ALL IN THE FAMILY

Condolences

Rick Puccio, *Giant 747, Loss of wife*
Lloyd Baker, *UFCW Local 400 Staff, Loss of Mother in Law*
Tony Perez, *UFCW Local 400 Staff, Loss of Grandmother*
Mike Boyle, *UFCW Local 400 Staff, Loss of Mother*

Latoya Garner, *UFCW Local 400 Staff, Loss of Grandfather*
Donna Waddell, *UFCW Local 400 Staff, Loss of Brother-in-Law*
Carlotta Stinson Withers, *Safeway, Loss of Husband*

Congratulations

Melissa Engert, *UFCW Local 400, Birth of Son*

Have You Moved? Then Let Us Know!

Please fill in the information below.

NAME _____
 NEW ADDRESS _____
 CITY _____
 STATE _____ ZIP _____
 PHONE NO. _____ COMPANY & STORE NO. _____

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

¿Se ha mudado? ¡Entonces déjenos saber!

Por favor llene la información a continuación.

NOMBRE _____
 NUEVA DIRECCIÓN _____
 CIUDAD _____
 ESTADO _____ ZIP _____
 TELÉFONO NO. _____ COMPAÑIA Y TIENDA NO. _____

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

November 2012 Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	319,664
2	RECEIPTS (from all sources):	
	DUES	1,018,720
	MISCELLANEOUS	3,142
3	TOTAL RECEIPTS	1,021,861
4	TOTAL OF LINES 1 AND 3	1,341,526
5	DISBURSEMENTS for current months	936,133
6	CASH ACCOUNT BALANCE at the end of current month	405,393
7	BALANCE AT END OF MONTH as shown on Bank Statement	449,756
8	DEPOSIT IN TRANSIT	33
9	TOTAL OF LINES 7 AND 8	449,789
10	LESS: Checks included in item 5 not returned with bank statement	44,396
11	BALANCE (Should agree with Line 6)	405,393
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,607,745
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	486,318
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	257,731
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	968,441
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	2,789,496

2013 AREA MEETINGS SCHEDULE *

Wednesday, Mar. 27 CLARKSBURG <i>Best Western</i> 100 Lodgeville Road Bridgeport, WV 26330	Wednesday, May 8 DANVILLE <i>Faces of Our Children</i> Outreach Center 505 Arnett Boulevard Danville, VA 24541	Tuesday, Sep. 10 BECKLEY <i>Holiday Inn</i> 114 Dry Hill Road Beckley, WV 25801 (304) 252-2250	Thursday, Oct. 3 PARKERSBURG <i>Comfort Suites</i> 167 Elizabeth Pike Mineral Wells, WV 26150 (304) 489-9600
Wednesday, Apr. 10 CHARLOTTESVILLE <i>Holiday Inn</i> 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700	Monday, May 13 HUNTINGTON <i>Hampton Inn</i> 3442 US Route 60 East Barboursville, WV (304) 733-5004	Monday, Sep. 16 DANVILLE <i>Faces of Our Children</i> Outreach Center 505 Arnett Boulevard Danville, VA 24541	Wednesday, Oct. 23 CLARKSBURG <i>Best Western</i> 100 Lodgeville Road Bridgeport, WV 26330 (304) 842-5411
Thursday, Apr. 11 BECKLEY <i>Holiday Inn</i> 114 Dry Hill Road Beckley, WV 25801 (304) 252-2250	Tuesday, Sep. 3 CHARLOTTESVILLE <i>Holiday Inn</i> 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700	Thursday, Sep. 19 HUNTINGTON <i>Hampton Inn</i> 3442 US Route 60 East Barboursville, WV (304) 733-5004	Thursday, Nov. 7 CHARLOTTESVILLE <i>Holiday Inn</i> 1901 Emmett Street Charlottesville, VA 22901 (434) 977-7700
Thursday, May 2 BRISTOL <i>Holiday Inn Hotel & Suites</i> Bristol Convention Center 3005 Linden Drive Bristol, VA 24202 (276) 466-7725		Tuesday, Oct. 1 BRISTOL <i>Holiday Inn Hotel & Suites</i> Bristol Convention Center 3005 Linden Drive Bristol, VA 24202	* All meetings are at 6 p.m.

2013 QUARTERLY MEETINGS SCHEDULE *

Tuesday, Mar. 19 LANDOVER <i>Local 400 Headquarters</i> 4301 Garden City Drive Landover, MD 20785 (301) 459-3400	Thursday, May 9 CHARLESTON <i>Holiday Inn - Civic Center</i> 100 Civic Center Charleston, WV 25301 (304) 345-0600	Tuesday, Sep. 17 LANDOVER <i>Local 400 Headquarters</i> 4301 Garden City Drive Landover, MD 20785 (301) 459-3400	Tuesday, Nov. 5 RICHMOND <i>Clarion Hotel</i> Richmond Central 3207 N Boulevard Richmond, VA 23230 (804) 359-9441
Monday, Apr. 8 RICHMOND <i>Clarion Hotel</i> Richmond Central 3207 N Boulevard Richmond, VA 23230 (804) 359-9441	Tuesday, June 18 LANDOVER <i>Local 400 Headquarters</i> 4301 Garden City Drive Landover, MD 20785 (301) 459-3400	Monday, Sept 30 NORFOLK <i>Iron Workers Local</i> Union No. 79 5307 East Virginia Beach Blvd. Norfolk, VA 23502 (757) 461-7979	Tuesday, Nov. 12 CHARLESTON <i>Holiday Inn -</i> Civic Center 100 Civic Center Charleston, WV 25301
Tuesday, April 30 NORFOLK <i>Iron Workers Local</i> Union No. 79 5307 East Virginia Beach Blvd. Norfolk, VA 23502 (757) 461-7979	Thursday, Aug. 1 CHARLESTON <i>Holiday Inn - Civic Center</i> 100 Civic Center Charleston, WV 25301 (304) 345-0600	Thursday, Oct. 31 NORFOLK <i>Iron Workers Local</i> Union No. 79 5307 East Virginia Beach Blvd. Norfolk, VA 23502 (757) 461-7979	Tuesday, Nov. 26 ROANOKE <i>Central Labor Council</i> 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561
Tuesday, May 7 ROANOKE <i>Central Labor Council</i> 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561	Wednesday, Sep. 4 RICHMOND <i>Clarion Hotel</i> Richmond Central 3207 N Boulevard Richmond, VA 23230		Tuesday, Dec. 17 LANDOVER <i>Local 400 Headquarters</i> 4301 Garden City Drive Landover, MD 20785 (301) 459-3400
	Wednesday, Sep. 11 ROANOKE <i>Central Labor Council</i> 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561		

* All meetings are at 6 p.m.



Members Make The Difference

I've been a proud member of our great union for 36 years. Most of that time I worked on the shop floor. I was a cashier at Grand Union, a produce clerk at Kroger and a produce manager at Eddie's Supermarket. Later, I worked at Dan River, Inc., operating a computer that sewed details into comforters.

I not only joined Local 400, but I became a shop steward, member organizer and activist. I did this for two reasons. First, I experienced directly what a profound difference our union makes in our lives—from living wages to health and retirement security, from safer working conditions to the power to address grievances and achieve justice. And second, I saw that this was only possible through the direct involvement of members. Because it's our members who make the difference.

Union officers and staff come and go. While they matter—believe me, serving as secretary-treasurer is the most solemn responsibility of my career—it's members whose lives and livelihoods are on the line,

and it's members whose actions determine whether we win or lose.

When I first went to work at Dan River, we only had 100 members out of a workforce of thousands. We were a union in name only. After the members organized and the union gained 4,500 members, we not only had a voice in the workplace—we gained the ability to turn that voice into concrete improvements on the job.

As that experience shows, in Virginia or any “open shop” workplace, it's the members themselves—by joining Local 400 and by encouraging their co-workers to do the same—who make the difference between a toothless union and a powerful one.

The same holds true every time we bargain a contract, organize a workplace, pursue a grievance or do anything else.

After all, when management looks across the table, it doesn't matter whether they see the faces of our officers—what matters is whether they see the faces of their workers. If they think our members are passive, complacent or uninformed, they're going to figure they can do as they

please. But if they understand that their workers are impassioned, mobilized and fully engaged, they have a very strong incentive to address our concerns, accommodate our demands, and strike a fair deal.

I've seen this in too many negotiations and grievance meetings to count. I saw it at Dan River. I saw it during the union's mobilization of the Richmond community to support workers organizing at Smithfield's Tar Heel, N.C., facility. And I know we're going to see it again when our Kroger Roanoke members bargain a new contract.

It's not just about numbers, of course. It's about morality. As Dr. Martin Luther King, Jr., said, “Injustice anywhere is a threat to justice everywhere.” That's why our Kroger members in Richmond, Tidewater and West Virginia must play a critical role in the Roanoke bargaining. It's why our members working at Giant-Landover and Ahold workers in the Netherlands are joining the fight by Martin's workers to join Local 400. It's why we must all pull together for the betterment of one another—with members leading the way to a better future.

—Lavis “Mikki” Harris
Secretary-Treasurer

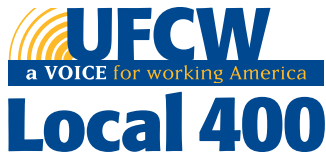
*“We must
all pull together
for the
betterment of
one another.”*

**United Food and Commercial
Workers Local 400**

4301 Garden City Drive
Landover, MD 20785



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