

Local 400 UNION LEADER



Members Mobilize for Giant-Safeway Bargaining

Activism, Solidarity Key to Securing Strong Contract



The Big Fat Fly in the Ointment



All across the country, UFCW members with expiring contracts are seeing bargaining delayed and their agreements extended. At Kroger Roanoke, our contract is on the fourth month of its extension; other Locals have been working on extensions for more than a year.

The reason? Health care.

This wasn't supposed to happen. Overall, enactment of the Affordable Care Act (also known as Obamacare) was good for most working families. It will provide coverage to more than 30 million uninsured Americans, protect people from medical bankruptcy, and stop insurance company abuses, such as denying coverage to those with pre-existing conditions.

Unfortunately, when it comes to the non-profit labor-management funds that provide health care coverage to most Local 400 members, the law of unintended consequences has reared its ugly head.

In writing the Affordable Care Act, Congress left the treatment of these funds up to executive branch bureaucrats. While the details are complicated, there's a lot of

devil in them. In a nutshell, regulators have decided that labor-management funds won't receive the law's benefits but will be subject to its penalties. For example, our plans will not be eligible for the law's subsidies for lower-income individuals and families,

yet will be assessed \$63 for each insured person to subsidize the giant insurance companies.

In other words, they're giving our plans the worst of both worlds.

This is completely unnecessary and it's counterproductive.

Labor-management funds—also known as Taft-Hartley funds—are among America's highest-quality and most cost-effective providers of health insurance. They typically spend 90 cents out of every dollar on patient care, while most big insurers have trouble meeting the Affordable Care Act's requirement that they spend at least 80 cents per dollar on patient care.

There are other problems with the law's implementation. It fines employers that do not provide health coverage to full-time workers, but waives this penalty for employees who work less than 30 hours a week. This creates a perverse incentive for

employers to drive full-time workers into part-time status—costing them both income and health benefits.

Any worker who loses health coverage this way would instead purchase it through state health insurance exchanges (where they would be eligible for subsidies) or, depending on income, enroll in Medicaid. Either way, it would mean changing plans and, possibly, their doctors.

This would break President Obama's 2009 pledge to the AFL-CIO: "If you already have health insurance through your job ... nothing in this plan will require you or your employer to change your coverage or your doctor."

I urge our members to write the president and Secretary of Health and Human Services Kathleen Sebelius, and tell them to treat our labor-management health care funds fairly. Help them understand that our funds are part of the solution to America's health care crisis, and they should be helped rather than harmed by Affordable Care Act regulations.

At the same time, members should rest assured that in our bargaining, we will keep working painstakingly and tenaciously to protect your health security. However long it takes, we will do whatever it takes to get this right.


— Mark P. Federici, *President*

Our funds are part of the solution to America's health care crisis.

UNITED FOOD &
COMMERCIAL WORKERS
LOCAL 400

Mark P. Federici
PRESIDENT

Lavoris "Mikki" Harris
SECRETARY-TREASURER

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a VOICE for working America
Local 400

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Congressional Obstruction Finally Breaks

Perez Confirmed as Labor Secretary

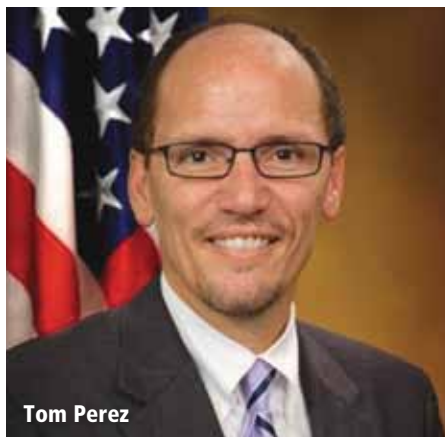
In 2010, Senate Minority Leader Mitch McConnell (R-Ky.) said, "The single most important thing we want to achieve is for President Obama to be a one-term president." In his view, partisan political gain was a higher priority than reviving the struggling economy, creating jobs, or helping to improve the lives of working families.

Having failed to achieve their number one goal, would McConnell and his Republican colleagues in Congress actually try to govern and act responsibly in President Obama's second term? For the first six-and-a-half months of 2013, the answer was clearly no. They continued their same strategy of trying to undermine the president at every turn and refusing to offer any alternatives to his policies.

In fact, Senate Republicans went far beyond what previous opposition parties have done by filibustering all of President Obama's nominees for key positions—meaning that even though a majority of the Senate supported confirmation, it would take a 60-vote supermajority to get the president's picks into key Cabinet and agency positions.

What they were actually doing was abusing the filibuster process to sabotage policies Congress had already enacted into law—in other words, refighting battles they had already lost.

For example, they filibustered nominations to the National Labor Relations Board (NLRB) for years, not because they thought the nominees were unqualified but as part of the deliberate strategy to prevent the NLRB from enforcing the law, leaving workers with no recourse against abusive employers.



Tom Perez

Similarly, Senate Republicans filibustered the nomination of Richard Cordray as head of the Consumer Financial Protection Bureau (CFPB)—an agency created by the Wall Street reform bill to prevent the abuses that led to the crash of 2008—not because they opposed him but because they didn't want the CFPB to function at all.

They also filibustered the nominations of longtime Local 400 friend Tom Perez as secretary of labor and Gina McCarthy as administrator of the Environmental Protection Agency—again, to make it harder for these agencies to enforce the law.

Finally, on July 16th, the logjam broke. Senate Democrats threatened to change the rules to ban filibusters against nominees for executive offices, and the Republicans caved, agreeing to allow majority votes to go forward on these individuals. Perez, Cordray, McCarthy, and NLRB nominees Kent Hirozawa and Nancy Schiffer were subsequently confirmed.

"The Republican scheme to sabotage the Obama administration, workers'

rights, and consumer and environmental protection by blocking nominees was unprecedented in American history," said Local 400 President Mark Federici. "It took too long, but finally, Senate Democrats played hardball in response and stopped the obstructionism. We are especially pleased that Tom Perez will be our next secretary of labor. He has always been a strong champion of working families and he will be an outstanding addition to President Obama's cabinet."

"When it comes to the Senate, [July 16th was] the best day for workers and their families in years, if not longer," said UFCW International President Joe Hansen. "A path was created to confirm a Secretary of Labor with a track record of standing up for workers' rights, a fully functioning NLRB that can carry out its important mission of promoting collective bargaining and protecting the right to organize, and the first director of the CFPB so everyday consumers have an advocate to defend them from the predatory practices of big banks.

"This would not have been possible without the voices of millions of Americans—including many UFCW members—who have demanded that the Senate end the gridlock and give nominees to important posts an up or down vote," Hansen added. "While a change in rules did not occur, the agreement is a direct result of those pushing for a more functional Senate. I sincerely hope this marks the beginning, not the end, of a process where executive branch nominees are considered in a fair and timely fashion."

Local 400 Members Help Members Of Congress Take SNAP Challenge

To raise awareness about the persistence of hunger in our communities and to protest proposed cuts to the Supplemental Nutrition Assistance Program (SNAP—previously known as Food Stamps), 26 members of Congress recently took the SNAP Challenge.

Challenge participants agreed to live off a SNAP budget for a week and learn for themselves how difficult it is to eat three healthy meals on just \$4.50 a day.

The 26 members of Congress participating in the SNAP Challenge bought their groceries for the week at the Safeway on 14th Street, S.E., in Washington, D.C. Local 400 members helped the legislators find the best bargains to stretch their SNAP budget as far as it could go.

“Year in and year out, the SNAP/Food Stamp program proves itself an unqualified success in reducing hunger, alleviating poverty and stimulating the economy,” said Local 400 President Mark P. Federici. “That’s why we are deeply dismayed that the Senate version of the Farm Bill reauthorization cuts SNAP benefits for approximately 500,000 households, and outraged that the original House version of the legislation would have completely eliminated benefits for two million low-income families. This would be bad enough under any circumstances, but it’s even worse coming at a time when far too many Americans are unemployed and our economic recovery is still shaky.

“The SNAP Challenge is a critical way for elected officials and other leaders to experience first-hand how hard it is to feed a family on a SNAP budget, and to understand why benefits should be increased, rather than cut,” Federici said. “We applaud all the members of Congress who joined the challenge and we are especially proud that they chose to purchase their groceries at a union shop. They understand that shopping union gets you the most value for your grocery dollar and the best customer service in the industry.

“Local 400 is privileged to join with these members of Congress in educating the public about the persistence of hunger in America and urging lawmakers to restore full funding to the SNAP/Food Stamp program in the Farm Bill,” Federici said.

“We also remind policy makers that the best way to reduce SNAP expenditures is to shop union, and to restore to workers their right to choose collective bargaining,” he added. “The rise of low-wage employers like Walmart is a big reason why the SNAP program has grown in recent years, because the workers earn so little, they need Food Stamps to feed their families. By contrast, the more workers with union contracts, the fewer workers will need SNAP or any other type of federal assistance.”



Local 400 representative Heather Thomas (second from left) and member Johnnie Perry (right) help Reps. Jim McGovern (D-Mass.) and Dan Kildee (D-Mich.) find the best bargains to stretch their SNAP budget.



Washington, D.C.'s Delegate to Congress Eleanor Holmes Norton (right) buys produce for the week, accompanied by (from left to right) Local 400 members Alexis Barnes, Johnnie Perry, Jeremiah Garner and Jocelyn Lewis, Local 400 representative Linnette Floyd, and Local 400 Executive Board Member Phyllis Jackson.



Rep. Jim McGovern (D-Mass.), co-chair of the House Hunger Caucus, with Local 400's Bertha Saunders, Heather Thomas, Alexis Barnes, Johnnie Perry, Lester Price and Jamison Simpson.

The SNAP Program is essential not only to individuals and families who need its benefits to avoid hunger and malnutrition, but also to Local 400's employers who gain customers and increase sales as a result.

D.C. Council Passes Living Wage for Workers at Large Retailers

Gray Decision Looms

In a bold move to raise the living standards of Washington, D.C., working families, the District of Columbia City Council voted 8-5 to pass the Large Retailer Accountability Act, requiring retailers with more than \$1 billion in annual profits and at least 75,000 square feet of store space to pay their employees a minimum of \$12.50/hour.

The bill moved to the desk of D.C. Mayor Vincent Gray, whose decision about whether to sign or veto it will reveal whether he sides with big money or his own constituents. (At the time this article was written, the mayor had not yet taken action; please visit www.ufcw400.org or www.respectdc.org for the latest news.)

The City Council vote followed Walmart's brazen move to interject itself into the debate by threatening not to open three of six proposed stores in the District of Columbia if the bill became law.

"I want to congratulate the eight D.C. City Council members who passed the Large Retailer Accountability Act," said Local 400 President Mark P. Federici.

"Thanks to their courage in standing up to Walmart's shameless attempt at political blackmail, thousands of Washington, D.C., workers may now have an opportunity to lift themselves out of poverty," Federici said. "But that depends on whether Mayor Gray stands with an Arkansas-based multinational giant raking in \$16 billion in profits every year or whether he stands with Washington, D.C.'s working families.



A large crowd of labor and community activists braved the rain to gather at the steps of the John Wilson Building to tell the District of Columbia City Council that "it's time for a living wage" just before the Council voted to pass the Large Retailer Accountability Act.

"His decision about whether to sign or veto the LRAA will speak volumes about his values, his true loyalties, and his approach to economic development," Federici said. "Does he think so little of his constituents that he believes they'll be happy with poverty jobs, or does he have the courage to support a high-road economic development strategy based on the principle that every job should be a job you can raise a family on? And is he willing to make Bentonville, Ark., more powerful than Washington, D.C.?"

"Today, retail workers in the District of Columbia are three times as likely to live in poverty as workers in non-retail jobs," Federici noted. "The LRAA would remedy this by boosting a full-time salary to \$26,000 a year and lifting a family of

three to about 50 percent above the poverty level.

"This was never just about Walmart; it is about all large retailers," Federici said. "But by acting like a bull in a china shop—or, more accurately, like a three-year-old having a temper tantrum who screams that he will take his toys and go home if he doesn't get his way—the company made itself the focus of attention. In fact, what it really did is shine a spotlight on its hypocrisy. According to numerous reports, Walmart promised to pay its D.C. workers an average of \$12.39 an hour, but now all of a sudden, 11 cents more an hour is reason to cancel construction of three stores? How are we supposed to believe anything the company says?"

The eight D.C. Council members who voted for the LRAA on July 10 are Chairman Phil Mendelson (D), Vincent Orange (D-At Large), Anita Bonds (D-At Large), David Grosso (I-At Large), Jim Graham (D-Ward 1), Jack Evans (D-Ward 2), Kenyan R. McDuffie (D-Ward 5) and Marion Barry (D-Ward 8).

The five who voted no are David Catania (I-At Large), Mary Cheh (D-Ward 3), Muriel Bowser (D-Ward 4), Tommy Wells (D-Ward 6) and Yvette Alexander (D-Ward 7). One of these five would have to switch his or her vote to override a Gray veto.

"Mayor Gray and the members of the City Council who run for office next year can rest assured that our members will not forget where they stood on this critical issue," Federici said.

Virginia Enacts Laws To Suppress Minority Vote

Supreme Court Voting Rights Act Decision Opens Door to Discriminatory, Partisan Action

Frustrated at losing two consecutive presidential elections due to demographic changes and high turnout by African American and Latino voters, Virginia Republicans enacted two brazenly partisan laws designed to keep lower-income voters away from the polls and rig the voter pool in their favor.

One law signed by scandal-plagued Gov. Bob McDonnell (R) would require Virginians to present photo IDs before they can vote on election day or when casting in-person absentee ballots. The other law places a series of restrictions on non-profit groups seeking to conduct voter registration drives. Both laws make it more likely that people with lower incomes, senior citizens and youth will be disenfranchised in future elections.

These laws would have required federal approval under the Voting Rights Act, but on June 25th, the U.S. Supreme Court invalidated its pre-clearance requirement, which had the practical effect of striking down the Act unless Congress takes action to rewrite that part of it. Virginia officials swiftly moved forward to implement the voting restrictions.

"This is a modern-day poll tax," said Local 400 Secretary-Treasurer Lavoris "Mikki" Harris. "Rather than trying to appeal to the new electorate taking shape in Virginia and throughout the nation, Republicans like Governor McDonnell and state Attorney General Ken Cuccinelli want to win by keeping African Americans, Latinos, young voters and senior citizens away from the polls. This is immoral and a threat to the health of our democracy. It's also likely to backfire, since voter suppression laws enacted in other states before the 2012 election outraged minority voters and motivated them to show up at the polls in record numbers."

Noting that Virginia had a poll tax whose sole purpose was to disenfranchise African American voters until the Supreme Court struck it down in 1966, Harris said, "Republican politicians in our state have either forgotten the lessons of our recent history or are willfully trying to recreate the Jim Crow era. Shame on them."

In the 2012 election, Virginia voters had to show identification before voting, but it did not have to include a photo. Forms of ID that were sufficient then but now will no longer be accepted include

a Social Security card, concealed handgun permit, utility bill, bank statement, government check and paycheck. Even an actual voter registration card will not be enough.

Starting in the 2014 election, the only forms of ID that will be accepted in Virginia are a valid Virginia driver's license, valid U.S. Passport, student ID card with a photo issued by a Virginia college or university, valid employee ID card with a photo, or another photo ID issued by the federal, state or a local government.

Today, hundreds of thousands of Virginians have no photo identification, because they neither own nor drive cars. For many, including the elderly and infirm, taking the time and money to travel

to a registrar's office to obtain a photo ID amounts to a barrier to voting comparable to the one posed when the state had a poll tax.

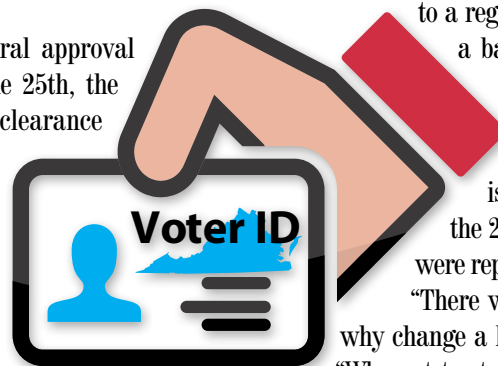
Supporters of the photo ID law claim it is needed to stop voter fraud. But voter fraud is a virtually non-existent problem. In fact, in the 2012 election, no cases of in-person voter fraud were reported in Virginia.

"There was no fraud without a photo ID required, so why change a law that worked as intended?" Harris asked.

"Why not try to solve the real problems Virginians face, like unemployment and wages that are too low to support a family? The answer is that their stated rationale is a smokescreen for minority voter suppression, which they see as the only way they can stay in power."

Similarly, there is no evidence of significant voter registration fraud, yet the other bill signed by Gov. McDonnell would force groups wishing to sign up more than 25 voters to register with the State Board of Elections, receive training and sign an affidavit attesting they will abide by all Virginia laws and rules. They also must send in voter registration applications within 10 days of obtaining the applicant's signature. The League of Women Voters charged that it "puts dangerous and unnecessary burdens on voter registration drives."

"We must fight back," Harris said. "Local 400 members and our community allies must register and turn out voters in greater numbers than ever both to defeat those politicians who want to turn the clock back on democracy, and to prove that voter suppression will not succeed in the commonwealth of Virginia."



Kroger Buys Harris-Teeter; Stalls On Roanoke Bargaining

For months now, Kroger has sat at the bargaining table across from Local 400 members working for the company in the Roanoke area and complained that it cannot afford to pay what is needed to secure members' health and pension benefits or to increase wages sufficiently.

Yet somehow, Kroger could afford the \$2.44 billion it took to purchase the Harris Teeter chain in July—a major acquisition that will shake up the grocery market in the Southeast and Mid-Atlantic regions.

"If Kroger has the money to buy Harris Teeter, it has the money to provide our Roanoke members with a fair collective bargaining agreement that improves their standard of living and provides health and retirement security," said Local 400 President Mark P. Federici.

"Kroger can't plead poverty with one hand and then make a huge financial move with the other without destroying its credibility," he charged.

"The biggest stumbling block in our Roanoke bargaining has been health care, just as it is all across the country for other UFCW Local Unions, because of problems with Obamacare's impact on Taft-Hartley Funds," Federici said. "But like everything else, when push comes to shove, it's all about dollars and cents. Kroger might like the look of adding another chain to its portfolio, but first, it's got to take care of the men and women whose hard work earned the profits that made this acquisition possible."

Kroger-Roanoke members are currently working on an extension of their

previous collective bargaining agreement, which initially expired on March 31st. Other UFCW Locals have been working on extensions for more than a year, primarily due to regulatory confusion about the steps needed to ensure that health and welfare funds are in compliance with the Affordable Care Act, which takes full effect at the start of 2014. (See the "Federici Report" on page 2 for a more in-depth discussion of this issue.)

The Harris Teeter chain includes 212 stores in North and South Carolina, and the mid-Atlantic region. Currently, its workers are not represented by a union; in fact, the chain competes with Safeway, Giant and other Local 400 employers in the Washington, D.C., area, where it has been expanding aggressively.

"How this merger plays out remains to be seen," Federici said, "but we will not accept a situation with workers at one banner having the right to union representation, while workers at the

other banner are denied those very same rights."

While the Harris Teeter purchase adds a late twist to the situation, the focus for Local 400 remains on moving bargaining forward, and on sustaining and expanding member activism in the contract campaign.

"We are working very diligently together," said Bargaining Advisory Committee member Joe Menefee, a Local 400 shop steward who works at Kroger #347 in Rocky Mount, Va. "Each time you go into negotiations, it's different but you learn a whole lot from your past experience and you put it together with your present experience to come up with a solution that's good for both sides."

"Going slow can be frustrating, but with the complications from the health care law, in this bargaining it's absolutely essential to get things right, however long it takes," Federici said. "What's critical is that our members stay strong in their activism and united in solidarity throughout the process. We are continuing to turn up the heat on Kroger and we will fight every step of the way until we get a strong contract that improves our members' lives and shows them the respect they are due."

"Kroger can't plead poverty with one hand and then make a huge financial move with the other without destroying its credibility."

— Local 400 President Mark P. Federici

Members Elect Federici, Harris, 400 Forward Slate

Local 400 members overwhelmingly elected President Mark P. Federici, Secretary-Treasurer Lavis “Mikki” Harris, and the entire “400 Forward” slate to full terms as leaders of the UFCW’s largest Local Union.

Federici and Harris, who were originally elected by the Local 400 Executive Board in January, pledged to make the union more unified than ever and to build member activism to new levels.

“I am honored and humbled that our members have chosen to put their faith in our leadership team,” Federici said. “Together, in solidarity, we are going to continue to move Local 400 forward and lift all of our members up. Together, our members are going to be empowered through greater activism, as they mobilize into a powerful army fighting for justice and a better future.

“We have many challenges before us,” Federici said, “as we face tough economic, bargaining, political and policy



**Local 400 President
Mark P. Federici**

obstacles. But I know that our members have the energy, the enthusiasm, the dedication and the wisdom to leap every hurdle and create new opportunities for advancement.”

“We are going to continue putting all of our members first in everything we



**Local 400 Secretary-Treasurer
Lavis “Mikki” Harris**

do,” Harris said. “As a member for more than four decades, I have devoted my life to my sisters and brothers. We are one union—united—and 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.”

In addition to Federici and Harris, Sue Gonzalez was re-elected as recorder. The following members were elected to serve as vice presidents: Mike Boyle, Jaki Bradley, Greg Burton, Yolanda Anwar, Lisa Gillespie, Kevin Belle,

Donna Waddell, 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.

LOCAL 400 MEMBERS ELECT FORWARD 400 SLATE AS DELEGATES TO UFCW INTERNATIONAL CONVENTION

Members of United Food & Commercial Workers (UFCW) Local 400 overwhelmingly elected the entire Forward 400 Slate as delegates to the UFCW International Convention, to be held August 12 to 16, 2013, in Chicago.

Representing Local 400 members as part of the largest Local Union delegation to the Convention will be President Mark P. Federici and the Secretary-Treasurer Lavis “Mikki” Harris, along with the following members who were elected by their sisters and brothers: Yolanda Anwar, Breanne Armbrust, Loyd Baker, Mike Boyle, Mark Collins, Heith Fenner, Tiffany Flowers, Sonny Garibay, Makeba Dukes Gibbs, James Hepner, Chris Hoffman, Mick

Hutchinson, Neil Jacobs, Jeff Lewis, Diettra Lucas, Chuck Miller, Tony Perez, Tom Rogers, Al Vincent, Donna Waddell, Paul Waddy, Wendy Weiner, and Carol Wiszynski.

“Together, we’re going to build greater unity within the UFCW and further strengthen our bonds with other Local Unions representing our employers,” Federici said. “The more solidarity we have among the UFCW’s 1.3 million members and the more we work as one, the more power we’ll have in bargaining and political action, and the more success we’ll have in organizing. I am confident that we will emerge from this Convention stronger than ever, as we strategize together to empower our members and rebuild the middle class.”

Local 400 ACTS!

Members Making a Difference

Local 400's greatest strength lies with our 35,000 members—hard-working men and women of great talent, intelligence and dedication who are making a difference on the job and in our communities. Here are four members who stand out because of their activism, their special talents and skills, and the unique stories they have to tell. Like so many of their brothers and sisters, they are making our world a better place.

Kristy Key **Irrepressible Spirit**

Kristy Key never let a little thing like adversity get in her way.

As a junior in high school who had been admitted to the Naval Academy, she was in a horrific accident that left her in a coma for five days. The doctor told her parents she would never regain full brain function. Yet soon he was astonished, telling them she recovered more quickly than any patient he'd ever seen.

While it took years of hard work and grueling therapy, Kristy came back all the way. In 1997, she started work at Kroger #192 in Galax, Va., while attending Virginia Tech University. After graduating in 2000 with a bachelor's degree in accounting, she stayed with Kroger, but there, she faced adversity again. As one of Kroger's oldest and smallest stores, it was often ignored by the giant supermarket chain, and its 50 to 60 workers often got the short end of the stick. But Kristy fought back again. Three years ago, she became shop steward and mobilized her brothers and sisters.

"It's such a small store, we were always feeling like we were the black sheep of the Kroger family," she said.



"We needed someone to fight for the little person. That's what I've tried to do, to help us step up and show Kroger that we are here and we have a voice."

As a member of the Kroger-Roanoke Bargaining Advisory Committee, she has been able to bring the concerns of her sisters and brothers to the attention of management, and at the same time explain the challenges of negotiating a new contract to the members at her store.

She has also persuaded most of her co-workers to sign ACT! Cards, and they stand ready to do whatever it takes to secure a strong collective bargaining agreement.

Kristy's irrepressible spirit also shows itself in the way she has helped make her Kroger a pillar of the communities it serves. Every August, she organizes a classic and tuneup car show in the store parking lot to raise money for the fire department of Fries, Va. In five years, she has helped triple the amount of money it generates to keep the residents of her hometown safe. Local 400 members at the store also hold fundraisers for Relay for Life, Victory Junction and the Red Cross, and they recently donated funds to help the victims of the Oklahoma tornadoes.

"When I was younger, Kroger used to do a lot to support the community," Kristy said. "But that had kind of died away and I thought we had an opportunity to do some good and bring business back to our store, too. I figured if we showed we were giving back to the community, customers would come back to us. And now that seems to be happening."

A resident of Fries, Kristy and her husband have two children together, and three stepchildren. The experience of her accident is one of the things that motivates her to do so much.

"With all that others did for me after my accident, I want to give back," she said. "Seeing what our union does for us, something just called to me and told me what I need to do—how I can give back. That's what I try to do every day."

Kimberly Mitchell

Unconventional Path to Activism

Kimberly Mitchell took an unusual path to becoming a Local 400 activist. She started working in retail at age 16. At one point along the way, she was a district manager for a large retailer and at another, she owned her own business.

Eight years ago, she started working at Macy's Metro Center store in downtown Washington, D.C., as a counter manager. Several years later, she stepped out of that role because, as a single mother, she wanted to devote more time to her daughter. Still, working as a beauty advisor behind the Bobbi Brown counter, she wasn't very involved in union affairs.

But then, she received a head injury in an accident and was afraid of losing her job if she took the time off she needed to recover. "My shop steward told me to fill out a leave of absence form and I'd be OK," Kimberly said. "I was like, 'Whoa, I can fill out one of those?' No one at Macy's ever told me I could do that. It was thanks to my union that I had this security."

More recently, there was new turmoil when Macy's introduced a fully-automated computer scheduling system, known as MSP. "The old system was computerized, but there was human involvement," she said. "Now, there's none. Before, I could leave early when I needed to pick my daughter up, but the computer didn't recognize that. The MSP system wreaked havoc with a lot of associates' lives.

It was like the life had been sucked out of our store. A lot of experienced associates left.

"Between that and hours being cut, associates thought it was about the numbers and not about them—capitalism at its best," Kimberly noted. "As a result, our store's customer satisfaction rating dropped from around 80 to 30 percent in just one year.

"So I just walked into a union meeting and said, 'Sign me up. Tell me what to do,'" she recalled.

Eight months ago, Kimberly became the shop steward. And she joined the bargaining committee in the negotiations with Macy's over a new contract, sitting on the opposite side of the table from where she once was.

"This was a more uplifting, inspiring, educational experience than I ever imagined it would be," she said. "It taught me to look at things in a different way—that things aren't always what they appear to be.

"It also made me realize our union knows what it's doing," Kimberly said. "For example, at one point, Macy's proposed certain language that seemed innocuous enough. But our bargainers insisted on inserting a single period between two words. That one period made the entire paragraph different—and much better. Never again will I sign another piece of paper without my union lawyer or bargainer there."

A native Washingtonian who lives in the District of Columbia with her 13-year-old daughter, Kimberly is proud of the collective bargaining agreement recently ratified by Macy's members, especially because of the harmful management proposals they defeated. As shop steward, she plans to

make sure management follows the contract's provisions while doing everything possible to improve the working environment.

"I really appreciate being here," she said. "This is not us versus them—I am Macy's too. This is about us coming together as a community to make things better for all. The key to customer service is how you treat associates. The better we're treated, the more sales we'll make and the happier our customers will be.

"When I first came to a collective bargaining meeting, I pulled out Macy's mission statement," Kimberly said. "Macy's founders were old time retailers. They got it—they knew that people are everything. What our union does is make Macy's be true to the mission and values of its founders. That's how the company will succeed over the long run."



Local 400 ACTS

Continued from page 11

Joe Menefee

Crusader for Justice

Joe Menefee remembers back in the 1970s when his local Kroger (#347, Rocky Mount, Va.) would not hire African Americans. In 1981, when he went to work there as a clerk, there was only one other black employee, who soon left. For many years thereafter, he was harassed and discriminated against because of his race. "It's a sad thing to say, but I went through some struggles when I first got there," he recalled. "They tried to fire me over little things. They tried to take away my hours. One time I was fired over something stupid and I had to take a lie detector test. But my union got my job and pay back because I wasn't guilty."



"Since then, most of these people either got fired or quit," Joe said. "But I'm still hanging on. And my union stuck by me every step of the way."

Needless to say, Joe has been a proud Local 400 member for more than 32 years, and also someone who understands the essential ties between the labor and civil rights movements. "Both movements are basically about the same thing—about helping people and about winning justice in an orderly, civil way," he said.

Fifteen years ago, Joe became a shop steward. "I wanted to help people and I wanted to help save their jobs," he explained. "It's been a good experience for me. It not only helps me on the job, but in all aspects of my life. It makes me a better church member and a better citizen through my work with the Lion's Club and the NAACP. And I enjoy working with people."

"I stretch myself beyond the walls of the store," Joe said. "If an employee wants to talk with me at home, that's fine. I respect their privacy and keep the conversation between us. I try to give them good advice and help them through any problems they might face. That's part of my faith, that you have to stretch out beyond the walls of your parameters; you've got to get out there."

Joe has been a member of several Kroger-Roanoke Bargaining Advisory Committees, including the current round of negotiations. "This one is going slower than in the past because of the

Obama health care law," he said. "But we know what it takes to stay there, get a good contract, and stop Kroger from taking our benefits away. I think our members are doing everything they can. And my take is that eventually, Kroger is going to have to meet our union in a respectable manner and have a decent proposal for us to take back to our members."

One of Joe's top priorities as a steward is signing members up and trying to build a 100 percent union shop, because the more members there are, the more power workers have. "I explain to new hires and other workers about the benefits of being in our union," he said. "About the insurance. About the fact that Kroger can't dismiss you without a good reason. About our union being there to represent you and make sure you keep your job."

A longtime resident of Ferrum, Va., Joe is a deacon at Rock Ridge Missionary Baptist Church in Blue Ridge, Va. He also sings in two choirs and is an activist with the NAACP.

Above all, he's proud to be a Local 400 member and activist. As Joe put it, "The role of our union is to help people and save jobs, and it has just been a fantastic experience to be a part of that."

Teresa Morrison

Devoted to the Local 400 Family

Teresa Morrison has seen both sides of the street. For many years, she saw the union side, as a Local 400 member working at Dan River Mills in Danville, Va. There, she did a variety of jobs, including driving a tow truck, folding pillow cases, and putting bed sets together, but one thing was a constant—the support she received from her union.



After Dan River closed, Teresa went to work at a bank for five years. And there, she saw what it's like on the other side of the street. "Without a union, managers can do anything they want and get away with it," she said. "You need someone to stand with you and stand for you."

"I loved Local 400 when I was at Dan River," Teresa said. "It was like having another family—people I could depend on, people who really cared about me. I needed my family back!"

So Teresa turned back to Local 400 and received a scholarship enabling her to take classes so she could become a Certified Nursing Assistant (CNA). Last year, she moved to Richmond and got a job as a CNA at Elizabeth Adam Crump Nursing Home, which is owned and operated by Golden Living.

"Knowing I was moving up to Richmond, I actually sought out Crump because I knew it was represented by Local 400," she said.

Several months later, she became a shop steward and most recently, she has been serving on the Bargaining Advisory Committee in negotiations for a new contract. "It's been a good process," Teresa said. "We've already achieved a lot by getting the right language in there. We had to deal with everything—pay, health care, pensions, working conditions and more. We're on the right track." (At the time this article was written, a new collective bargaining agreement had not yet been finalized, but substantial progress had been made.)

As a steward, Teresa also works to sign her co-workers up as Local 400 members. She explained, "I tell people, 'We are a family—and we need all our family members to be successful. We all need someone to stand with us and stand for us, and that's what being part of the Local 400 family is all about.'"

In her job at Crump, Teresa helps patients start their day by assisting with bathing and getting dressed, and taking them to

their activities. "This is the hardest job I have ever had in my life," she said. "But it's also the most rewarding—to be able to help someone, to be able to listen, to be able to make them smile. Making someone's day makes my day, too."

Teresa has long been a community activist, too. When working at Dan River, she was heavily involved in Local 400's support of Faces of Our Children, a charity that helps children with sickle cell disease. She helped organize the Gospel Fest, one of Faces' key fundraising and community events, as well as an art program in the local schools. Now that she is in Richmond, she has helped out in a number of areas, most notably talking with workers at Ashland Nursing and Rehabilitation Center early in their successful organizing campaign. A longtime member of the NAACP, she attended the civil rights organization's Convention last year, as well.

Teresa lives in Richmond. She has two children and eight grandchildren. "I've got two large families," she said, "and I love them both."

LOCAL 400 MEMBER TAKES NATIONAL LEADERSHIP ROLE IN ADVANCING THE CAUSE OF WOMEN WORKERS

For Local 400 member Theresa Haney from Kroger #796, it was more than a trip from her hometown of Wurtland, Kentucky, to Houston, Texas—it was a journey from the store where she serves as a shop steward to a national leadership role in the fight to advance the rights and well-being of working women.

That's because Theresa recently had the opportunity to attend the board meeting of the Coalition of Labor Union Women (CLUW), America's only national organization for union women. Founded nearly 40 years ago, CLUW works to promote more equitable workplaces, to strengthen the role of women in unions, to organize unorganized women, and to increase the involvement of women in political and legislative action.

A shop steward for the past 15 years, Theresa has always been active with the local, serving on the bargaining committee for the past three contracts and participating in organizing campaigns, but the challenges facing women in the workplace have always sparked her interest.



Theresa Haney (second from left) with three members of the International Association of Machinists at the Coalition of Labor Union Women board meeting.

"The sisterhood that CLUW creates is great because it allows me to meet so many different women from different industries all with a common goal of making our workplaces better," she said.

The CLUW board meeting served as a great learning platform for Haney and her peers as they were able to discuss health and safety problems they faced in the workplace as well as fair treatment by management.

"Learning from the other women was the best part of the meeting," Theresa said. "Even though we come

from different industries, we would still discuss the similarities and differences and brainstorm about how to reach a solution."

"Theresa Haney's activism, spirit of solidarity, and advocacy for the rights of working women are exemplary," said Local 400 Secretary-Treasurer Lavis "Mikki" Harris. "We are very proud of the national leadership role she is playing in CLUW, and we are working to help empower other members to advance the cause of labor both nationally and in their communities through a variety of venues and opportunities."

After Theresa returned home from the CLUW board meeting, she shared what she learned in the meeting with her sisters at Kroger #796 and handed out badges that read "a women's place is in her union."

"Our union is everything to me," she said. "I believe more women in our union need to become involved in CLUW. It's a great way to take action for our safety, benefits and fair treatment in the workplace."

Keany Produce Workers Vote Union YES!

On March 29, Keany Produce drivers stood up for their rights, living standards, safety, and health and retirement security by voting overwhelmingly for Local 400 representation.

After years of frustration over low pay, inadequate benefits, inconsistent hours and unfair treatment, many of the 140 drivers decided they needed to empower themselves through collective bargaining. After an intensive, months-long, worker-led organizing drive, they won in a landslide.

"Divided we fall, united we stand," said Terrance Helm, a Keany Produce driver who spearheaded the organizing campaign. "It's been a collective effort and we all came together.



Keany produce driver and organizing campaign leader Terrance Helm.

"I love my co-workers," he said. "I have such an appreciation for all the hard work and the sacrifices they've made, and the strength they showed in standing up to management.

"Today, besides the births of my four kids, is one of the happiest days of my life," Helm said.

"It's a great honor and privilege to welcome the

Keany Produce drivers to the Local 400 family," said Local 400 President Mark P. Federici. "They are a dedicated, gutsy group of workers and we are proud to represent them.

"While this was a great victory, the battle isn't done yet," Federici said. "The next step is bargaining a first-rate con-

tract—and together, that's exactly what we're going to get."

As the organizing campaign gained steam, Helm noticed management suddenly changing its attitude. "Two years ago I asked Keany to sponsor a youth football league that my kids play on," he recalled. "They said they didn't do that sort of thing, but the week of the election, management came to me to offer their sponsorship. I found it hilarious. My response was 'my kids don't take dirty money.'"

Today, in the wake of their victory, morale among the workers is at an all-time high, Helm observed, and they are looking forward to sitting down across the bargaining table with management. "We're here to fight until the end," he said.

Keany Produce is a wholesale produce distributor located in Landover, Md.



Keany workers confront management during their organizing drive.

Strong Agreements Ratified

Local 400 members at Perkins, Inc., in Yorktown, Va., Ennis Business Forms, Inc., in Chatham, Va., and Parkersburg Care Center in Parkersburg, W.Va., recently ratified new collective bargaining agreements improving their lives.

"These strong new contracts reflect the dedication and activism of our members," said Local 400 President Mark P. Federici. "The bargaining units may be small, but we leave no member and no unit behind. We put the very same effort into negotiating an agreement affecting seven members as we do when the bargaining impacts 5,000 members."

Perkins: Back on Track

The seven Local 400 members working at Perkins had been through a long, challenging ordeal. Their employer, which receives a federal contract to provide food services at the U.S. Coast Guard base in Yorktown, had stopped paying health benefits last year and also delivered three paychecks late. Plus, their contract was about to expire and the company had refused to meet with the workers.

But Local 400 mobilized to pressure Perkins to follow the law and treat its workers right, involving community groups

and members of Congress. Management came to the bargaining table, resolved all the health care fund payment issues, and agreed to a contract increasing members' wages, vacation days, bereavement leave, and time for stewards' training. The workers ratified the agreement on June 5th.

"We are pleased that Perkins is now acting responsibly, as any company should do—especially one receiving taxpayer dollars," said Local 400 Secretary-Treasurer Lavis "Mikki" Harris. "Perkins should be aware that we will continue to watch it like a hawk to make sure that what happened last year never happens again. And our members can rest assured that we have got their backs every step of the way."

Ennis: Eleven Month Struggle Ends in Victory

Their fight for better living standards lasted nearly a year, but on April 6th, it ended in a clear victory as Local 400 members working at Ennis Business Forms ratified a new collective bargaining agreement.

The contract provides for wage increases and a significant reduction in the employee health benefits contributions, which also increases their take-home pay.

"This collective bargaining agreement is

a tribute to our members' tenacity and solidarity," said Local 400 President Mark P. Federici. "Throughout their long struggle, they never wavered and the result is a first-rate contract that improves their lives."

The members work in Ennis' print division, producing business forms and products, including snap sets, continuous forms, laser cut sheets, tags, labels, envelopes, jumbo rolls, and other products.

Parkersburg: Strong Three-Year Agreement

Local 400 members working at Parkersburg (W.Va.) Care Center—which is owned and operated by Genesis Health Care—recently ratified a three-year collective bargaining agreement.

The contract raises their living standards, protects their health benefits and restructures their mandatory overtime to have a fair rotation among employees. It affects 35 members who are CNAs, housekeeping, laundry and dietary staff members.

"This is a first-rate contract," said Local 400 West Virginia Regional Director Chuck Miller. "Out of all the contracts Genesis has, this one, in my opinion, is the best one because we didn't have to give anything up. We kept everything."



From left to right, Pravin Dalsania, Allen Lowe of Ashcraft & Gerel, Sumit Dalsania, and Manjula Dalsania.

ASHCRAFT & GEREL SCHOLARSHIP WINNER ANNOUNCED

Sumit Dalsania has been awarded a \$5,000 scholarship from the law firm of Ashcraft & Gerel. (Sumit also received a FELRA Scholarship—see page 22.) Sumit's mother, Manjula, is a Local 400 member working as a cashier at Shoppers Food & Pharmacy in Bowie, Md. Sumit begins his college career at University of Maryland, College Park this fall where he plans to study medicine. He hopes one day to get his M.D. or Ph.D in research-based clinical genetics. Sumit follows his father, Pravin Dalsania, who went to college in India, and his older brother who attends Drexel University in Philadelphia.

Giant, Safeway Members M

Activism Critical for Success

With the October 31, 2013 expiration of their current contract looming, Local 400 members working at Giant and Safeway are mobilizing for a new round of challenging bargaining as they aim to make this year's Halloween a treat, rather than a trick.

Giant and Safeway continue to rank number one and two, respectively, in the Washington-area grocery market and they remain profitable thanks to the hard work of Local 400 members. At issue will be whether the companies provide fair compensation for the prosperity their workers generate, and whether health and retirement security are maintained and strengthened.

As with other bargaining, health care is expected to be the most significant challenge, due

to regulatory complications over how the Affordable Care Act treats labor-management Taft-Hartley funds. (See the "Federici Report" on page 2 for more information.)

"Bargaining is never easy, and as we are experiencing

BY THE NUMBERS IN THE WASHINGTON, D.C. MARKET

Giant sales.....	\$3.979 billion
Change from last year	+\$102 million
Giant market share	35.01%
Change from last year	+0.04%
Market share rank.....	1
Safeway sales	\$2.426 billion
Change from last year	+\$16 million
Safeway market share.....	21.34%
Change from last year	-0.4%
Market share rank.....	2

Source: Food World 2013 market study issue, measuring sales from April 1, 2012 to March 31, 2013



AHOLD WORKERS SPEAK OUT AT SHAREHOLDER'S MEETING

For the third consecutive year, workers denied their right to union representation at Ahold's Martin's banner in Virginia traveled to the multinational supermarket chain's annual shareholder meeting in Amsterdam to speak out about their unfair treatment.

Shaquana Battle and George Miles, Martin's workers who want the same right to be represented by Local 400 that their fellow Ahold workers at Giant-Landover and Peapod receive, joined with other labor activists to confront Ahold CEO Dick Boer and the company's other board members.

Addressing the shareholders in attendance—which include a number of worker-run pension

funds—Shaquana and George demanded that Ahold, as a multi-billion dollar company and 8th largest food retailer in the U.S., end its double standard policy and afford all its employees the same rights, no matter where they work. Two out of three Ahold workers in the U.S. enjoy the benefits and protection of a union contract with the UFCW, while the company denies the same right to workers at Martin's/Giant-Carlisle.

As occurred last year, Boer failed to give a direct answer, instead evading the question and denying wrongdoing. But Shaquana did not let this discourage her. "They know we are here, and that we are not going away till we get a union," she said of the Board of Directors.

Having been a union member at his previous place of employment, George said, "I know what a union is, and what a union does, so I



Shaquana Battle

obilize for Fall Bargaining

with Kroger and other employers, the Affordable Care Act has thrown a giant monkey wrench into everything,” said Local 400 President Mark P. Federici.

“At the same time, that is no excuse for any of our employers to demand concessions or to fail to provide their number one asset—our members—with the security, fair pay and decent benefits all grocery workers have a right to expect,” he added.

“Ultimately, it’s member activism and solidarity that will make the difference,” Federici said. “The more members do to pressure our employers, and engage their customers and our communities, the more leverage we’ll have at the bargaining table and the more likely it is that we’ll emerge with a strong new contract. It really is up to us—all of us.”

Local 400 staff and stewards are in the process of surveying Giant and Safeway members to ensure that their priorities are reflected in any new collective bargaining agreement, and planning a comprehensive contract campaign for September, October and beyond, if necessary.



PEAPOD WORKERS RATIFY STRONG CONTRACT

On July 3, Local 400 members working at Peapod ratified a four-year collective bargaining agreement that improves the lives of the 213 members working at the Maryland facility.

The agreement maintains their health and welfare benefits and retirement security, while increasing their total compensation by an average of \$1.65/hour over the life of the contract.

In the negotiations, the Local 400 bargaining committee defeated all proposed concessions. Instead they added Joint Labor Management language to improve management/member relationships by having an open forum to discuss workplace issues.

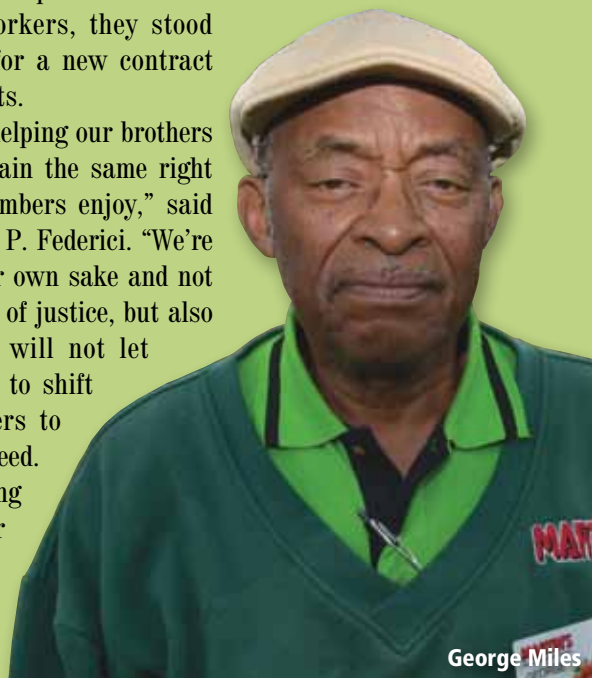
Peapod is owned by Ahold and is the home grocery delivery operation for Giant-Landover.

don’t need these guys to tell me.” He noted that a majority of his co-workers want a union voice on the job, and is frustrated at the climate of fear management has been creating.

These anti-union practices have spread beyond Martin’s to infect more of Ahold’s global operations, which were once marked by labor-management cooperation. An unfortunate example was seen last year when a large unionized distribution center in Jessup, Md., was shut down to transfer the work to non-union sites. Across the ocean, Dutch union workers at an Ahold subsidiary went on strike because of the chain’s decision to use temporary, non-union workers. And earlier this year, another Ahold banner, Stop & Shop, recruited strikebreakers in an effort to intimidate the striking members of five UFCW locals in New England into making

health care concessions. Despite the chain’s attempts to bully its workers, they stood together and bargained for a new contract which protected their rights.

“Local 400 is actively helping our brothers and sisters at Martin’s gain the same right to representation our members enjoy,” said Local 400 President Mark P. Federici. “We’re doing so not only for their own sake and not only because it’s a matter of justice, but also because we cannot and will not let Ahold’s insidious scheme to shift work from union members to unorganized workers succeed. We are going to keep doing everything in our power to make Ahold a wall-to-wall union company once again.”



Macy's, Metropolitan Poultry Members Ratify Strong New Contracts

In July, Local 400 members working at Macy's and Metropolitan Poultry ratified new collective bargaining agreements that raise their standard of living and protect their health and retirement security.

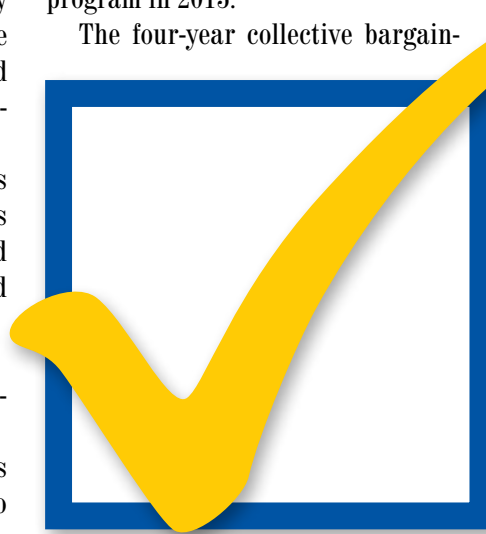
The Macy's contract affects 686 members working at stores in Washington, D.C., and Maryland. The five-year agreement increases their pay and protects their health and welfare benefits. Local 400 members defeated all concessions proposed by the company.

"I think the most important thing is that we didn't get stuck with the things management wanted to do to us," said Kimberly Mitchell, a shop steward and Bargaining Advisory Committee member who works at Macy's Metro Center store. "We said, 'no, this will hurt people.' And we won."

Of special note, Local 400 members succeeded in inserting language into the contract requiring management to properly train all employees on how to use the new scheduling program system, My Schedule Plus, so they can ben-

efit from it when Macy's implements paid time off in hourly increments effective with the new Paid Time Off (PTO) program in 2015.

The four-year collective bargain-



ing agreement ratified by Local 400 members at Metropolitan Poultry also maintains their health and welfare

benefits and retirement security, while increasing their total compensation by an average of \$1.35/hour over the life of the contract.

As with Macy's, the Local 400 bargaining committee defeated all proposed concessions. Instead they added language to improve holidays for part-time employees, sick leave and funeral leave, with a longevity bonus for those with 15 or more years of service. Members also achieved successorship language, which states if the company decides to sell to new owners, the new owners must negotiate with the union.

"It's a tribute to our members' involvement and activism that we were able to negotiate such strong collective bargaining agreements with Macy's and Metropolitan Poultry," said Local 400 President Mark P. Federici. "The negotiations were very challenging and protracted, but because of our members' dedication, their living standards and working conditions will improve, and their health and retirement security continue to be protected."

"SUMMER FOR RESPECT" PROVIDES WALMART WORKERS WITH NEW ORGANIZING, OUTREACH TECHNIQUES

This summer, the Making Change at Walmart Campaign, in partnership with Local 400 and other UFCW Locals around the country, launched the "Summer for Respect" 2013 training program to teach members and staffers, fired Walmart strikers, and the children of staff and strikers how to organize coalitions in their communities.

Trainings have been taking place in Washington, D.C., as well as California, Connecticut, Florida, Massachusetts, New York/New Jersey, Ohio and Washington state. The curriculum includes how to talk with Walmart workers at stores, how to

have one-on-one meetings, and how to plan and organize direct actions.

The program's more than 75 participants spent their first several weeks talking with Walmart workers about conditions in their stores and actions they can take to protest Walmart's illegal retaliation and to bring real change to the world's largest retailer. They are connecting current Walmart associates with OUR Walmart leaders. And they are building community and worker coalitions that will move future actions in their areas through the rest of the year.

OUR Walmart Members Ride For Respect, Submit Resolutions At Shareholders' Meeting

In June, more than 100 Walmart workers from across the country went on strike and joined a nationwide "Ride for Respect" caravan to Walmart's annual shareholder's meeting in Bentonville, Ark. There, OUR Walmart members and community allies held rallies and spoke out against Walmart's illegal retaliation directly to executives and shareholders.

At the meeting, Walmart associate and OUR Walmart leader Janet Sparks and former Bangladeshi garment worker Kalpona Akter presented resolutions before an arena filled with thousands of company shareholders.

Sparks, who works at Walmart in Baker, La., introduced a shareholder resolution to tie the interests of Walmart executives to the interests of shareholders by requiring that senior executives hold on to a large portion of their shares until they reach retirement age.

"Most of the \$20 million you received came from bonuses," Sparks told Walmart CEO Mike Duke at the shareholder's meeting. "But at the store where I work associates have only received two quarterly bonuses in the past five years and one was only \$26.17. The bonuses you and I get are supposed to be tied to the performance of our stores and our company. But we all see the understaffing of our stores and the out of stocks that result. I think we can do better, and the first step is to remember what Sam Walton said: 'Listen to the Associates!'"

Akter, the executive director of the Bangladeshi Center for Worker Solidarity and a former child garment worker, offered a resolution that would allow shareholders to call meetings as needed

to respond to critical issues such as the recent tragedies at factories producing goods for Walmart in Bangladesh.

"What happened at Rana Plaza and Tazreen should never have happened, and we can never let it happen again," Akter said. "Time and again, Walmart has broken its public commitments to workers throughout the supply chain. If the world's largest retailer refuses to improve the state of workers' rights and labor standards, things will not change."

Despite Walmart workers' struggle to support their families, plummeting customer service ratings, weak store sales due to understaffing, and preventable tragedies in the supply chain, Walmart has attempted to silence these voices through illegal retaliation, meritless lawsuits, and even firing workers. But support for workers' calls for change has only grown since the historic Black Friday strikes and protests at 1,000 Walmart stores last fall.

With community supporters echoing their calls nationally, members of OUR Walmart have been calling on the nation's largest private employer to publicly commit to creating better jobs. A growing number of associates and supporters nationwide are calling for the company to end retaliation against employees and for the company to publicly commit to providing full-time work with a minimum salary of \$25,000 a year so workers don't have to rely on taxpayer-funded programs to support their families, such as Medicaid and food stamps. A new report released by the Democratic staff of the U.S. House Committee on Education and the Workforce found that the costs to taxpayers at just one store as a result of Walmart's inadequate wages and benefits is about \$1 million.



Former Bangladeshi garment worker Kalpona Akter and OUR Walmart leader Janet Sparks enter the Walmart shareholders' meeting.

WALMART RETALIATION DOCUMENTED

A recent report by American Rights at Work, "Fighting for a Voice: Walmart Workers Speak out Despite Systematic Labor Abuse," documented widespread retaliation against OUR Walmart members, including the following:

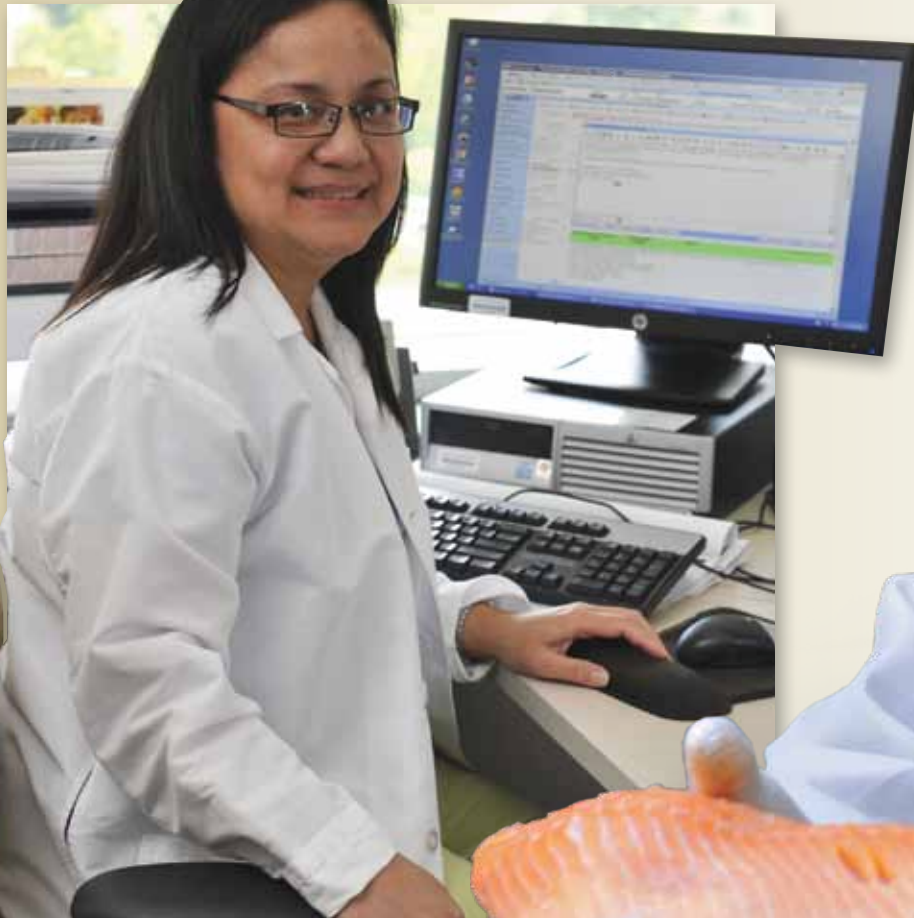
- The company responded to worker activism aggressively over the past two years, using many of the same tactics that it has deployed in the past to deter legally protected activity by workers.
- Managers implement pervasive forms of intimidation that Walmart believes will not provoke action by the National Labor Relations Board. Evidence suggests that managers disguise retaliation against workers as legitimate discipline or routine enforcement of company policy.
- Walmart has launched an aggressive legal campaign to isolate Walmart associates from their communities through lawsuits that seek to curb freedom of speech and assembly by having stores and surrounding property declared off-limits to critics of the company.



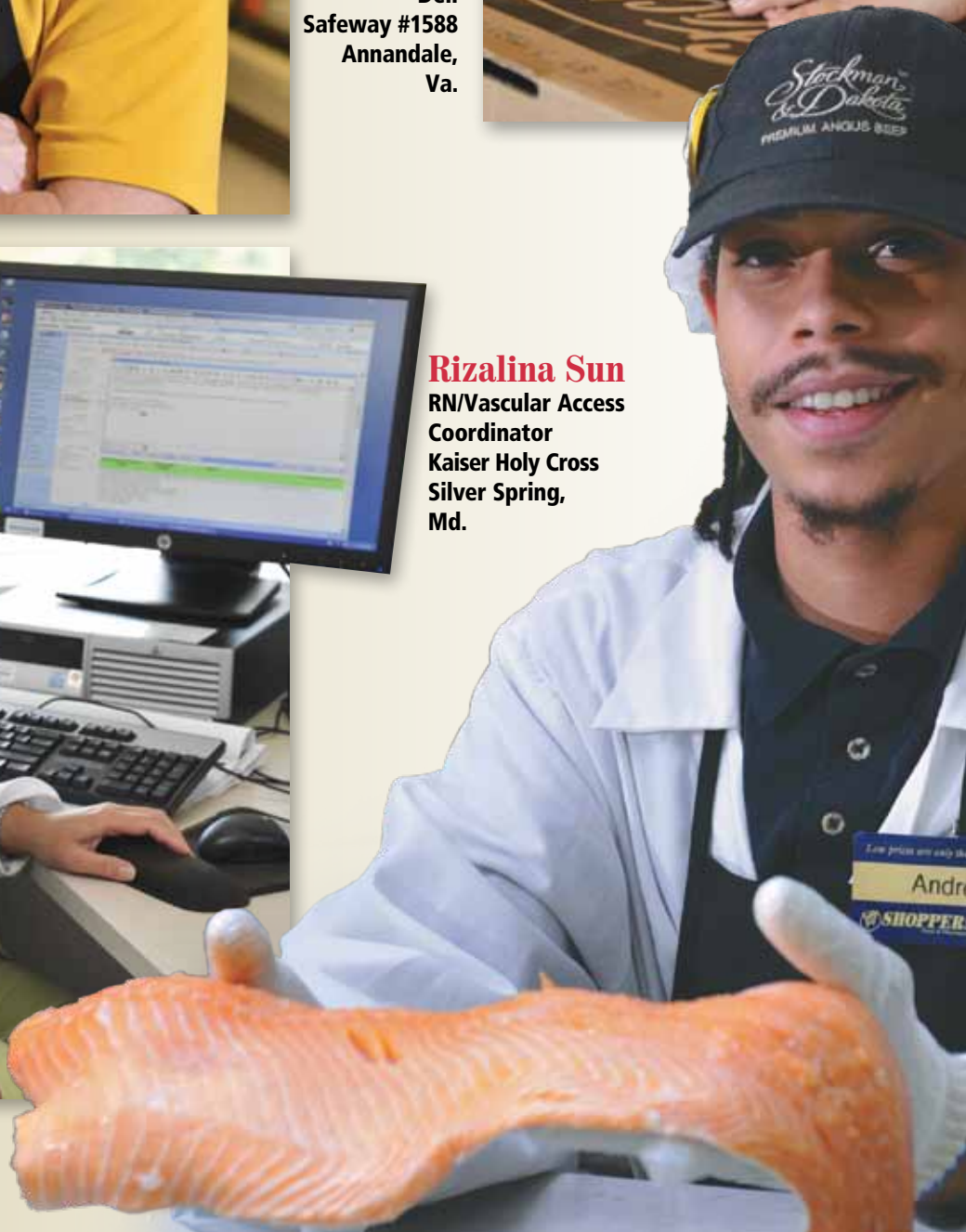
**Kevin
Payne**
CAO Clerk
Giant #743
Arlington, Va.



**Traiza
Gerges**
Deli
Safeway #1588
Annandale,
Va.



Rizalina Sun
RN/Vascular Access
Coordinator
Kaiser Holy Cross
Silver Spring,
Md.

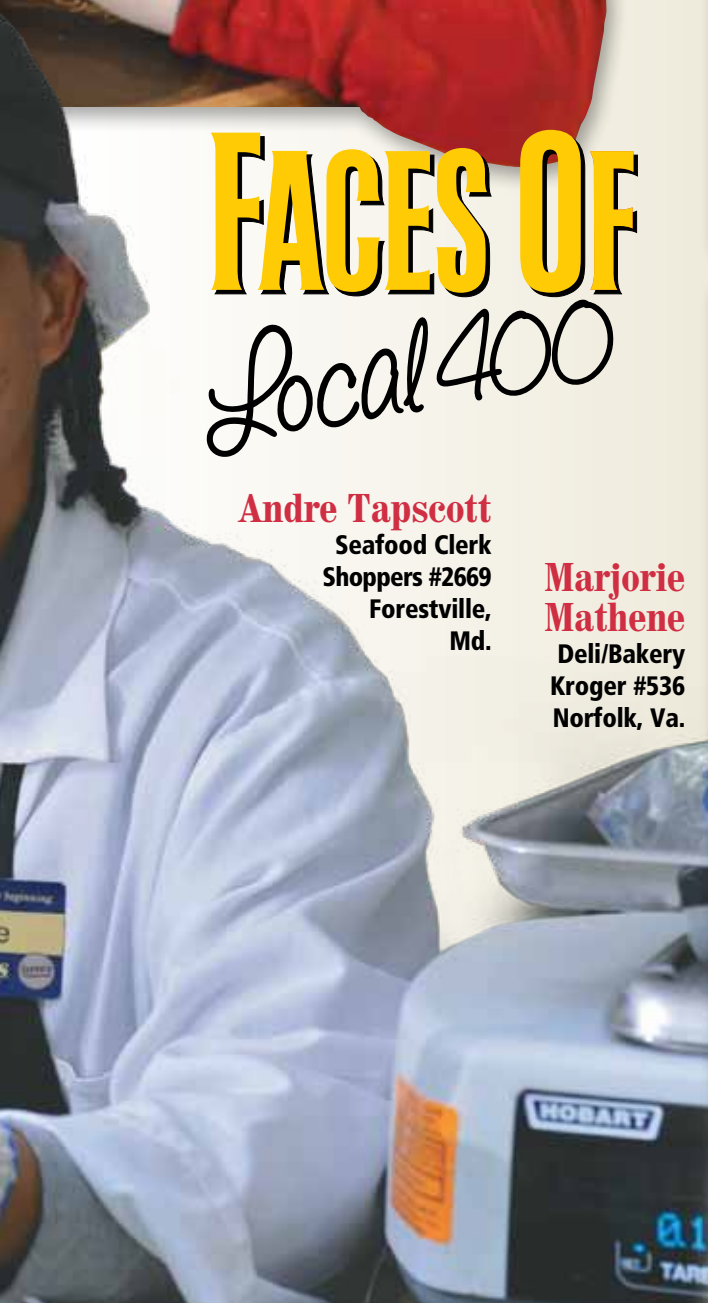




James A. Roberts
Lead Person
Boar's Head
Jarratt, Va.



FACES OF Local 400



Andre Tapscott
Seafood Clerk
Shoppers #2669
Forestville,
Md.

Marjorie Mathene
Deli/Bakery
Kroger #536
Norfolk, Va.



8 Member Families Rece

Seven children of Local 400 members and one member were recently awarded FELRA Scholarships to help fund their college education in the 2013-2014 school year.

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

Over the years, hundreds of Local 400 members and their children have received a helping hand from their union so they can realize their dreams.

THE 2013 FELRA AND UFCW SCHOLARSHIP WINNERS ARE:



Sumit Dalsania

Sumit Dalsania of Bowie, Md. Sumit graduated from Eleanor Roosevelt High School in Greenbelt this June, where he was a member of the indoor track, outdoor track and cross country teams, and secretary and treasurer of the Future Business Leaders of America club. He was also a member of the National Honor Society and Spanish Honor Society, a National Merit Commended

Scholar and an AP Scholar with Distinction. In the past, Sumit volunteered at Doctor's Community Hospital and interned at the U.S. Department of Agriculture. He currently interns at the Children's National Medical Center and also serves as a teacher's assistant in a summer pre-calculus course at his high school. This fall, Sumit will attend the University of Maryland, College Park, in the honors program. He plans on majoring in biology. His mother, Manjula Dalsania, works at Shoppers #2676. "I was ecstatic to hear that I received the scholarship," Sumit said, "as I knew it would lessen the financial burden on my family."

Megan Dang of Silver Spring, Md. A recent graduate of Paint Branch High School in Burtonsville, Md., Megan participated in field hockey, swim and dive, and pit orchestra (playing violin) all four years. She was a member of the Key Club, National Honor



Megan Dang

Society, Project Harvest and Readers Make Leaders, received the Mind in Motion Scholar Athlete Award, and is a National Merit Commended Scholar and an AP Scholar with Distinction. Megan will attend the University of Maryland, College Park's A. James Clark School of Engineering this fall, where she plans on pursuing a degree in bioengineering. Over the long run, she is considering a career in research or attending medical school. Her mother, Nichole Nhung Dang, works at Safeway #870. "My thought when I received this scholarship was how much this would alleviate the burden on my parents for paying for my tuition," Megan said, "and how grateful I was to receive such an honor and award."



Brandon Denny

player, and a member of DECA, an organization that prepares emerging leaders for careers in marketing, finance, hospitality and management. He also served an internship with Arlington Federal Credit Union as an accounting specialist. His father, Anthony Denny, works at Fresh & Green's #118. "I am really happy and excited to receive so much help in paying for school," Brandon said.

Brandon Denny of Arlington, Va. Brandon attends Radford University in Radford, Va., where he will be a sophomore this fall. He is majoring in business management with a minor in entrepreneurship, and is considering starting his own business or going into accounting after college. Brandon graduated from Yorktown High School in Arlington in 2012, where he was a varsity football



Caroline Faux

interested in studying economics and statistics. Her father, Norman Faux, works at Giant #347. "I felt incredibly happy and grateful when I learned that I had received the scholarship," Caroline said.

Caroline Faux of Severn, Md. Caroline graduated from Old Mill High School in Millersville, Md., this June. There, she participated in stage crew, Key Club, French Honor Society, National Honor Society, Tri-M Music Honor Society, International Thespian Honor Society, and National Science Honor Society. She will attend the University of North Carolina at Chapel Hill this fall, and is

ive FELRA Scholarships



Benjamin Lee

Benjamin Lee of Fairfax, Va. Benjamin attended Fairfax High School, graduating in June. He was a four-time varsity athlete for the indoor and outdoor track and field teams, serving as senior captain, and he won the award for the highest senior grade point average during the winter and spring seasons. Outside of school, he plays the piano and recently received an Advanced Bach High School

Diploma for auditioning in front of a judge and passing all requirements. This fall, Benjamin will attend the University of Virginia on a University Achievement Scholarship, where he plans to study calculus, physics, and chemistry, and hopes to pursue a degree in chemical engineering. His mother, Attar Jan Lee, works at Giant #252. "I was ecstatic upon receiving word that I received the scholarship," Benjamin said. "It was a joy to know that the scholarship allowed a financial burden to be lifted off of both my family and myself."



Lily Nguyen

Lily Nguyen of Chantilly, Va. A 2013 honors graduate of Chantilly High School, where she was an AP Scholar and a member of the National Honor Society, Science National Honor Society, English Honor Society, Spanish Honor Society, Key Club and Best Buddies, Lily will enroll at Virginia Tech University this fall. She is the first in her family to attend college. She had been planning

on majoring in biology but now wants to become an accounting major. Her mother, Ngoc Diep Thi Nguyen, works at Giant #745. "I kept thinking how fortunate I was," Lily said of learning she had been awarded the FELRA Scholarship. "I was very thrilled and happy I was chosen."



Juliana Sesay

Juliana Sesay of Silver Spring, Md. A Local 400 member and 2010 graduate of Blake High School, Juliana will be a senior at the University of Maryland, College Park, this fall. She is majoring in journalism, but plans to attend graduate school in education and pursue a career as a teacher or principal. She started working at Giant #152 in Colesville, Md., when she was 16 and, except for her

freshman year at college, she has been there ever since, serving

as a cashier part-time during the school year and 25 to 30 hours a week over the summer. "I'm really fortunate to be at Giant, because they've always been so flexible in allowing me to adjust my schedule to meet my school needs," she said. Working hasn't hurt her ability to get good grades—Juliana was recently invited into the Golden Key International Honors Society for students who are in the top 15 percent of their class. She has also received the Office of Multi-Ethnic Student Education Academic Excellence Award. In addition, Juliana has been tutoring first graders at Beacon Heights Elementary School in Prince George's County. When she learned she was awarded the FELRA scholarship, "I was really excited," Juliana said. "It's great whenever you receive any help because college is so expensive."



Katie Smith

Katie Smith of Wheaton, Md. Katie graduated from Einstein High School in Kensington, Md., in June. There, she was in the top 5 percent of her class, played flute in the marching band and concert band, and worked and played sports with special education students. This fall, Katie will attend the University of Maryland, College Park. She expects to major in psychology and is interested in becoming

a child psychologist. Her father, Steven Smith, works at Safeway #115. "I was so excited," Katie said. "College is so expensive these days and this really helps. Everyone was proud of me, too."

LOCAL 400 FAMILY MEMBER WINS UNION PLUS SCHOLARSHIP



Ngoc Duong

Ngoc Duong of Fairfax, Va., whose father Phuong Dong is a Local 400 member, was recently awarded a \$3,000 scholarship by Union Plus. Phuong Dong was a businessman in Vietnam who gave up his economic security to come to America. But he soon found another kind of security with Local 400, which backed him through work-related injuries and helped achieve a safer workplace. Now it is Ngoc who plans to succeed in business, with a degree in finance and, one day, a career in management consulting.

Omega Protein Celebrates 100th Anniversary; Christens New Ships



F/V Rappahannock



F/V Fleeton

Local 400 members working as fishermen for Omega Protein in Reedsville, Va., received an anniversary present as the company celebrated its centennial by launching two new, state-of-the-art fishing vessels.

The 184-foot F/V Fleeton and the 196-foot F/V Rappahannock are the first new ships christened by Omega in more than 20 years. These boats will bring safety, fuel efficiency, and improved design to members' workplaces every day.

The fishing vessels were purchased by Omega Protein and retro-fitted by removing large fuel tanks and replacing them with fish storage containers. The ships also have



From left to right, Ken Pinkard, Donna Waddell, retiree Jakie Norris, Local 400 President Mark Federici and James Stancil at the christening of Omega's new fishing vessels.

twice the usual tonnage of refrigeration aboard to improve the quality of the fish caught prior to processing.

Bottles of champagne were broken over the fishing vessels at a May 18 ceremony, with many Local 400 members and staff present. The Rappahannock was christened

by Mark Fortune, assistant chief of the Rappahannock Tribe, while the Fleeton was christened by Anna Scholtes, wife of Omega CEO Bret Scholtes.

Local 400 members working at Omega catch menhaden, a small, nutrient-laden fish used to make omega-3 rich fish oil, animal feed, specialty proteins and other products. Though their livelihood has

been under attack in recent years by misguided efforts in the Virginia and Maryland General Assemblies to limit the menhaden catch, the company's investment in these state-of-the-art vessels demonstrates faith in the future, and provides members with a far better work environment.

LOCAL 400 PARTNERS WITH OMEGA PROTEIN TO GET MEMBERS LICENSED

In 2012, the U.S. Coast Guard passed a law directly affecting Local 400 members working as fishermen at Omega Protein. It required all engineers on vessels to have a license to operate them by 2014.

Local 400 stepped in to keep our members working, forging a partnership with management and the Seafarers' Union to ensure that all affected members have the appropriate licenses. "Thanks to the great relationship the Local 400 leadership has with Omega Protein and the Seafarers union, our chief and second engineers were able to get their licenses at no expense," said Hurston Harcum, chief shop steward at Omega Protein.



From left to right, Omega Protein members Glen Delano, Omar Alemon, Hurston Harcum (chief shop steward) and Jason Jones, with Instructor J.C. Wiegman; photo by Ken Pinkard.

Omega Protein is funding the course work for all 14 of the chief and second engineers to get licensed. The engineers have been attending the U.S. Coast Guard approved courses at the Paul Hall Center for Maritime Training and Education located in Piney Point, Md. The courses cover a wide range of trainings, which include

engine operations, maintenance and technology, as well as fire fighting and safety. On average it takes the engineers approximately two years to complete the necessary courses to attain a license because they are taking the courses during their December-May off-season.

ACT! for Safety

How to Make Your Workplace a Safe Environment

Every workplace should be a safe workplace. Local 400 members should never have their health or lives put at risk on the job.

While the collective bargaining agreements your union negotiates include health and safety protections and enforcement that often go above and beyond federal and state regulations, members themselves need to take the initiative to ensure that they are working in the safest possible environment. That's because managers sometimes forget (conveniently or not) what's in the contract, and also because in the hour-by-hour crush to get work done, shortcuts and sloppiness can sometimes create unnecessary danger.

What's required, above all, is for members to train our minds to think safety in everything we do. Here are two of the most common real-world threats that often occur:

1) If something is loose or broken, report it and see that it gets fixed.

Even loose or broken items that seem harmless can get us injured. For example, in one case, an employee was asked how long a piece of equipment had been broken. The response was, "It was broken when I started here two years ago. Everyone who used it just made do, not taking the time to report it. After all, the work has to get done. We never had a problem until today, when it caused an accident." Simply put, that should never happen.

To give another example, an employee was at a metal table work station. The side of the table was loose and flopping out—all because it was missing a single screw. The employee had learned to walk around and avoid the floppy corner, until the day the employee was distracted carrying a heavy tray. Her smock caught on the corner, stopping her abruptly. As she turned to free herself (a normal reaction), she became unbalanced and fell to the floor, tray and all. Six weeks later, she was still on worker's compensation for severe back strain.



One report and a tiny screw would have saved all of this pain and lost time.

2) Never block aisles and fire exits.

Another seemingly small but potentially life-threatening shortcut is to block aisles and fire exits with our product. Usually, it's not on purpose, nor is it for long. It's common to think, "I'll be back in a short time and clear it out."

But here's how we must train our minds to think safety first—our next thought should be, "What if an emergency happened while I'm away? What if someone gets hurt trying to maneuver around the pallet load I left, or didn't make it out at all? What if it was an elderly customer? What if there was a fire? Could we live with the fact that someone was hurt or maybe killed because of our actions?"

The fact is that all it takes is a few seconds for a fire to break out or another emergency to occur. Even a few minutes is too long. Aisles and exits should never be blocked—period.

In other words, Local 400 members should take the following three steps:

- Stop thinking, "nothing is going to happen" and start thinking, "something could happen."
- Take action to prevent that "something" by notifying management anytime an item is broken, an exit is blocked, or any other hazard prevents itself, no matter how small.
- If management doesn't address the problem, notify your steward or your Local 400 representative, who will then make sure it is resolved.

Working together, we can and we will make sure that every Local 400 workplace is a safe workplace.



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Discount NOT valid at Box Office.)



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Local 400

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

Federici Honored by Northern Virginia Labor

Local 400 President Mark P. Federici was recently presented with a 2013 VALOR (Valued Achievement by a Labor Organization Representative) Award by the Northern Virginia Labor Council in recognition of his work to improve members' lives and advance labor-wide solidarity throughout the region.

Dolores Trevino-Gerber of Communications Workers of America Local 2222 and Linda Lawrence of OPEIU Local 2 and IBEW Local 26 also received VALOR Awards, while IBEW International President Ed Hill received the Excellence in Leadership Award and Painters Council 51 collected the Excellence in Activism Award for their work in the 2012 elections.

Speakers at the dinner included Virginia State AFL-CIO president Doris Crouse-Mays, Virginia gubernatorial candidate Terry McAuliffe (D), Senators Mark Warner (D-Va.) and Tim Kaine (D-Va.), and Congressmen Jim Moran (D-Va.) and Gerry Connolly (D-Va.). Rev Graylan Hagler from Washington D.C.'s Plymouth Congregational Church delivered the invocation.



Local 400 President Mark P. Federici (center) with his 2013 VALOR Award, flanked by (from left to right) Reps. Jim Moran (D-Va.) and Gerry Connolly (D-Va.), Washington DC Metro Labor Council President Joslyn Williams, and Virginia State AFL-CIO president Doris Crouse-Mays.

Safeway Workers Win Arbitration Victory

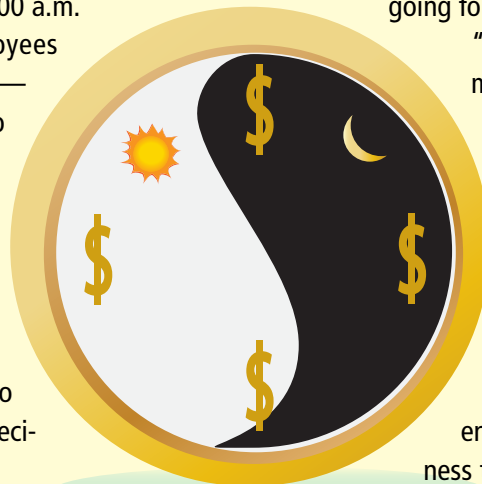
Day Shift Workers to be Paid Time-and-a-Half for Late Night Work

Safeway workers won an important victory in June when Arbitrator Roger Kaplan ruled that the company is required to pay time-and-a-half to day shift employees who work between the hours of 1:00 a.m. and 4:00 a.m.

The arbitrator found that employees who were improperly compensated—those who were not assigned to night crew and were paid less than time-and-a-half when they worked between 1:00 a.m. and 4:00 a.m.—were eligible to be paid backpay for the time they were improperly compensated. The arbitrator sent the parties back to the bargaining table to negotiate the implementation of his decision and award.

"This was a great outcome for our members who work periodic night hours, but are day shift employees," Local 400 President Mark Federici said. "The arbitrator's Award confirms what our collective bargaining agreement plainly requires—day shift employees who work

between 1:00 a.m. and 4:00 a.m. must be paid time-and-a-half. It also ensures that our members will be correctly paid for the time they've already worked and paid correctly going forward.



"We are now negotiating the implementation of the Arbitrator's Award," Federici said. "I encourage all members who may have been affected to speak up so that they receive the compensation that they are owed. Our union is strong because members participate and stand up for their rights. This award not only exemplifies the union's commitment to enforcing our contract, but our willingness to take the fight to the companies when we're right."

Safeway day shift workers who have worked between 1:00 a.m. and 4:00 a.m. without being paid time-and-a-half are urged to call their representative immediately at (301) 459-3400.



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June Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	251,111
2	RECEIPTS (from all sources):	
	DUES	1,493,612
	MISCELLANEOUS	1460
3	TOTAL RECEIPTS	1,495,071
4	TOTAL OF LINES 1 AND 3	1,746,182
5	DISBURSEMENTS for current months	1,637,884
6	CASH ACCOUNT BALANCE at the end of current month	108,298
7	BALANCE AT END OF MONTH as shown on Bank Statement	250,986
8	DEPOSIT IN TRANSIT	20
9	TOTAL OF LINES 7 AND 8	250,986
10	LESS: Checks included in item 5 not returned with bank statement	142,688
11	BALANCE (Should agree with Line 6)	108,298
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	2,068,316
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	385,361
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	580,388
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	896,098
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16	2,247,015

2013 AREA MEETINGS SCHEDULE *

**Tuesday, Sep. 3
CHARLOTTESVILLE**
Holiday Inn
1901 Emmett Street
Charlottesville, VA 22901
(434) 977-7700

**Tuesday, Sep. 10
BECKLEY**
Holiday Inn
114 Dry Hill Road
Beckley, WV 25801
(304) 252-2250

**Monday, Sep. 16
DANVILLE**
Faces of Our Children
Outreach Center
505 Arnett Boulevard
Danville, VA 24541

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

**Tuesday, Oct. 1
BRISTOL**
Holiday Inn Hotel
& Suites Bristol
Convention Center
3005 Linden Drive
Bristol, VA 24202
(276) 466-7725

*All meetings are at 6 p.m.

**Thursday, Oct. 3
PARKERSBURG**
Comfort Suites
167 Elizabeth Pike
Mineral Wells, WV 26150
(304) 489-9600

**Wednesday, Oct. 23
CLARKSBURG**
Best Western
100 Lodgeville Road
Bridgeport, WV 26330
(304) 842-5411

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

2013 QUARTERLY MEETINGS SCHEDULE *

**Thursday, Aug. 1
CHARLESTON**
Holiday Inn –
Civic Center
100 Civic Center
Charleston, WV 25301
(304) 345-0600

**Wednesday, Sep. 4
RICHMOND**
Clarion Hotel
Richmond Central
3207 N Boulevard
Richmond, VA 23230
(804) 359-9441

*All meetings are at 6 p.m.

**Wednesday, Sep. 11
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Tuesday, Sep. 17
LANDOVER**
Local 400 Headquarters
4301 Garden City Drive
Landover, MD 20785
(301) 459-3400

**Monday, Sept 30
NORFOLK**
Iron Workers Local
Union No. 79
5307 East Virginia
Beach Blvd.

Norfolk, VA 23502
(757) 461-7979
**Thursday, Oct. 31
NORFOLK**
Iron Workers Local
Union No. 79
5307 East Virginia
Beach Blvd.

Norfolk, VA 23502
(757) 461-7979

**Tuesday, Nov. 5
RICHMOND**
Clarion Hotel
Richmond Central
3207 N Boulevard
Richmond, VA 23230
(804)359-9441

**Tuesday, Nov. 12
CHARLESTON**
Holiday Inn –
Civic Center
100 Civic Center
Charleston, WV 25301

**Tuesday, Nov. 26
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Tuesday, Dec. 17
LANDOVER**
Local 400 Headquarters
4301 Garden City Drive
Landover, MD 20785
(301) 459-3400

ALL IN THE FAMILY Condolences

Family of Bobby Hamlin, *Kroger*
Family of James Reed, *Giant*
Diane Nokes, Shopper's, *Loss of Sister*
Family of James J. Mitchum, *Giant*

Family of Linda I. Carter, *Safeway*
Chuck Miller, Local 400, *Loss of Father-in-Law*
Jerry Rexroad, *Loss of Mother-in-Law*

LOCAL 400 RETIREES

Boar's Head

John M Ivey, *Branchville, Va.*, 11 years

James H Tucker, Jr., *Emporia, Va.*, 19 years

Giant

Robert Q Cook, *King William, Va.*, 40 years

Stanley A Fisher, *Germantown, Md.*, 24 years

Soledad S Garcia, *Myrtle Beach, S.C.*, 14 years

James J O'Donnell, *Beltsville, Md.*, 23 years

Jimmy B Parker, *Frederick, Md.*, 43 years

Robert L Perry, *Landover Hills*, 45 years

Gloria Sanchez, *Rockville, Md.*, 23 years

Mary Linda Shatteen, *Camp Springs, Md.*, 41 years

Linda K Shelton, *Fredericksburg, Va.*, 28 years

Maria B Torres, *Rockville, Md.*, 21 years

Susan Va.squez, *Beltsville, Md.*, 20 years

Lanaya L Abernathy, *Fredericksburg, Va.*, 42 years

David R Baker, *Silver Spring, Md.*, 37 years

Phillip R Bates, Sr., *Edgewood, Md.*, 45 years

Charles E Butler, *Falls Church, Va.*, 11 years

Deborah L Cash, *Lusby, Md.*, 13 years

Shirley A Day, *Sumerduck, Va.*, 38 years

Glaucia M De Oliveira, *Centreville, Va.*, 14 years

Cylva K Janicki, *Mt Rainier, Md.*, 20 years

Iris C Parker, *Arlington, Va.*, 12 years

Sunit B Riddell, *Herndon, Va.*, 14 years

Patricia M Scott, *Alexandria, Va.*, 35 years

David W Shawgo, *Manassas Park, Va.*, 29 years

Naomi R Smith, *Manassas, Va.*, 18 years

Gilbert Teasley, *Alexandria, Va.*, 25 years

James G Roy, Jr., *Bladensburg, Md.*, 27 years

Kroger

Giovanni Anzalone, *Charles Town, W.Va.*, 6 years

Magruder's

Zhuo X Lu, *Vienna, Va.*, 25 years

Safeway

Salwa S Ayoub, *Frederick, Md.*, 21 years

Sudhamoy Basumallick, *Teaneck, N.J.*, 16 years

Samuel S Cabrera, *Alexandria, Va.*, 10 years

John T Crone, *Fredericksburg, Va.*, 27 years

Sofronia S Heischmidt, *Bristow, Va.*, 7 years

Cynthia E Houser, *Woodbridge, Va.*, 27 years

Kathy K Lew, *Washington, DC*, 25 years

Rosaland Newby, *Washington, D.C.*, 27 years

Alexander Ofori, *Rockville, Md.*, 11 years

Deborah L Shenk, *Prince Frederick, Md.*, 30 years

Kimberly B Triplett, *Stephenson, Va.*, 30 years

Manuela Zabala, *Silver Spring, Md.*, 26 years

Patricia M Cassell, *Gambrills, Md.*, 46 years

Lenora M Dodge, *Port Tobacco, Md.*, 32 years

Raymond B McCabe, Jr., *Charlotte Hall, Md.*, 42 years

Mattie R Scott, *Bowie, Md.*, 35 years

Brisco Speaks, *Hyattsville, Md.*, 12 years

Vassili B Triantos, *Rockville, Md.*, 39 years

Marvin E Wright, *Damascus, Md.*, 30 years

Shopper's Food

Doris Ellington, *Moneks Corner, S.C.*, 9 years

Alvita D Vanbens, *Fort Washington, Md.*, 25 years

Maria M Easterday, *Poolesville, Md.*, 21 years

Vivian E Senires, *Springfield, Va.*, 15 years

SYMS

Roger A Pounder, *Washington, D.C.*, 29 years

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Please fill in the information below.

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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.

Voting Rights Under Attack



For most of my adult life, I lived and worked in Danville, Va., and was active in the civil rights movement there. Not many people realize that Danville was home to some of the nation's most significant civil rights demonstrations five decades ago, including the June 10, 1963, "Night of Infamy," when police attacked young people holding a prayer vigil with clubs and fire hoses. Dozens were hospitalized.

Hundreds more were arrested for exercising their freedom of speech and assembly, and for demanding the right to vote.

Recently, Local 400 helped commemorate the 50th anniversary of this pivotal event. It was led by Lawrence Campbell, bishop of the Bibleway Cathedral and one of the original marchers in 1963.

The "Night of Infamy" was one of a series of events that shocked the nation's conscience and built public pressure on Congress to enact the Voting Rights Act of 1965. This landmark law finally forced the end of poll taxes and other schemes to keep African Americans out of the voting booth.

That's why the Supreme Court's June 25th ruling that effectively struck down the Voting Rights Act is a brutal slap in the face—and a direct assault on the right of Americans of color to fully participate in our democracy.

For years, leaders of the Republican

Party have tried desperately to suppress the votes of African Americans and Latinos. They've tried to make it harder to register, to limit early voting, and to require photo iden-

tification—something many lower-income people, seniors and younger voters lack, because they don't have drivers' licenses.

The Voting Rights Act was the one thing standing in the way of these undemocratic measures in states like Virginia that have a history of voter suppression. Suddenly, that's gone.

Within hours, Republicans pounced.

In Virginia, the General Assembly passed and Gov. Bob McDonnell (R) signed a photo ID law aimed squarely at keeping voters who look like me away from the polls. Only a photo ID will let you vote. Other forms of identification, such as a social security card, utility

bill, bank statement, or—get this—even a voter registration card will no longer be accepted. They also imposed onerous restrictions on non-profit groups seeking to register new voters.

Alabama, Arkansas, Mississippi, North and South Carolina, and Texas similarly jumped to enact voter suppression laws the courts had previously blocked as discriminatory.

These actions are morally reprehensible. While they are rooted in a desire to rig the voter pool for partisan political gain, rather than in the overt racism of the past, their impact is just as much of a threat to our democracy and to the fundamental rights great leaders like Medgar Evers, Dr. Martin Luther King, and many others died for.

There is only one way to fight back—to vote in higher numbers than ever before and defeat the elected officials trying to keep us away from the polls. In 2012, efforts to suppress the African American and Latino vote created a backlash that led to record minority turnout. We must do the same each year until every single one of these unconscionable laws is repealed.

Lavis "Mikki" Harris
Secretary-Treasurer

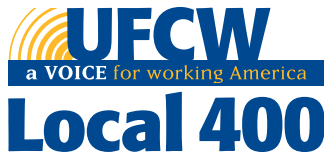
Photo ID laws are morally reprehensible.

United Food and Commercial
Workers Local 400

4301 Garden City Drive
Landover, MD 20785



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Union Plus Scholarships

Online application now available!

Ngoc plans to
succeed in business,
with a degree in
finance and, one
day, a career in
management
consulting.

Apply
Online
Now!



Ngoc Duong

of Fairfax, VA Daughter of UFCW Local
400 member Phuong Dong. Ngoc has
been awarded a \$3,000 scholarship

Over 2,300 students in union families have received money for college through the Union Plus Scholarship. **The online application is now available!** You can complete the application in stages and save your answers before you submit.

Who can apply:

Current and retired participating union members, their spouses and their children.

What kind of school is eligible:

The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts:

Recipients will receive \$500 to \$4,000.

Deadline to apply: January 31, 12pm (noon), Eastern Time

Scholarship recipients announced: May 31

Details and online application available at:
UnionPlus.org/Scholarships

To receive mobile text alerts about education-related deadlines and information, **text STUDENT to 22555.**

Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.



UnionPlus.org/Scholarships