

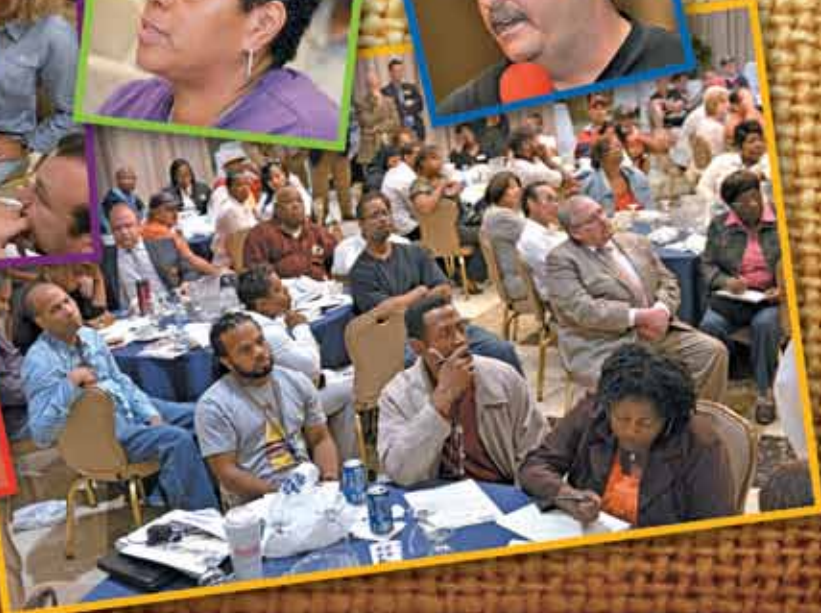
Local 400 UNION LEADER



Corporate Greed or Workers' Needs?



What's at Stake in Giant-Safeway Bargaining



Corporate Greed Run Amuck



How much is enough? That's a question I'd like to ask big business, because the greed of so many corporations is out of control, threatening the well-being of working families.

Many of these businesses are our employers. Take Kroger, for example. The largest retail grocer in the U.S., this company is so consistently profitable that it could shell out \$2.44 billion in July to buy the Harris Teeter chain.

Yet rather than reward the employees whose hard work made this purchase possible, Kroger is trying to operate a Virginia Beach store on a non-union basis. Why is the company flouting our collective bargaining agreements? To make it easier for Kroger to deny collective bargaining rights to employees working under the Harris Teeter banner.

Kroger's net profits were \$1.5 billion last year and Harris Teeter's were \$83 million. How much is enough?

Similarly, earnings from Giant-Landover and other U.S. operations are what keep

the international conglomerate Ahold in the black. Yet rather than share its wealth with the workers who generate those profits, Ahold is brutally denying the employees of its Martin's banner the same rights it provides to our members. And it is working

feverishly to transfer whatever operations it can from its union banners to its non-union banners.

Ahold's underlying income was nearly \$1.9 billion last year. How much is enough?

Walmart recently established that Bentonville, Ark., is more powerful than Washington, D.C., when the company blackmailed Mayor Vincent Gray and enough members of the City Council to kill a living wage for retail workers that was supported by 71 percent of their constituents.

Walmart basically told the District of Columbia it wouldn't open three planned stores unless it was free to pay poverty wages to its workers—meaning it would be subsidized by the government because its workers would need Medicaid, food stamps and other benefits to get by.

Walmart's profits were \$16 billion last year. How much is enough?

Even when our employers aren't trying to union-bust, most are demanding give-backs in collective bargaining—not because they need worker concessions to survive but because they want to make more money than ever. As a result, our negotiations have become more bitter, protracted and unproductive at a time when companies should recognize that their workers are their most valuable asset in gaining advantage over their competitors.

In response, we say, “enough is enough.” Skyrocketing inequality is not only morally wrong—it's unsustainable. Unless corporate greed is reined in, our economy will crash as Americans' purchasing power withers away. Corporations might be sitting on a heap of cash, but if no one can buy their products and services, they'll go belly up. It might be poetic justice that they sowed the seeds of their own destruction, but that would be little consolation to unemployed, destitute workers. We must fight back with everything we have to avoid this doomsday scenario and instead restore balance—and simple human decency—to our economy.

— Mark P. Federici, *President*

W Skyrocketing inequality is not only morally wrong—it's unsustainable. W

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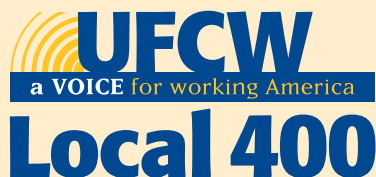
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UNION LEADER

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McAuliffe for Virginia Governor

Local 400 Also Recommends Herring for Attorney General

In the critical November 5th election for governor of Virginia, Local 400 recommends Democratic nominee Terry McAuliffe as the best choice for the commonwealth's working families and far superior to his anti-worker opponent, Republican nominee Ken Cuccinelli. Local 400 also recommends state Senator Mark Herring (D) for attorney general.

At stake is whether Virginia will have a governor and other leaders committed to creating good jobs, protecting workers' rights, providing schools with proper funding and improving transportation.

"The choice facing our members couldn't be more clear," said Local 400 President Mark P. Federici. "Terry McAuliffe is someone who knows what it's like to pay your way through college and who is dedicated to expanding Virginia's middle class. By contrast, Ken Cuccinelli is a radical extremist who stands for everything we find abhorrent—enabling corporate greed, driving wages down for working families, and promoting intolerance."

local businesses. He moved on to become a successful businessman, but with a full understanding of how essential education is to creating the opportunity to earn a better living. That's why he supports funding for pre-Kindergarten and early childhood education, community colleges and apprenticeship programs that train workers to get ahead.

McAuliffe has a jobs plan with real meat on the bone. He will shore up existing jobs, while creating good-paying jobs in new sectors, such as advanced manufacturing, health care, information technology, energy, and cyber security. And when it comes to easing gridlock, he showed real leadership by rallying lawmakers to pass a bipartisan bill for a modern and efficient transportation system.

Above all, he will be a practical-minded, worker-focused governor in the tradition of Mark Warner and Tim Kaine.

Cuccinelli: Anti-Worker Extremist

Ken Cuccinelli comes out of the extreme right wing of the Republican Party. His entire career in public office has been about trying to impose his intolerant, anti-worker ideology throughout state government.

Cuccinelli not only wants to make Virginia's "right-to-work-for-less" law part of the commonwealth's constitution—he has even said, "I will not support collective bargaining for public employees or private employees in Virginia." That makes him a direct threat to the well-being of every Local 400 member if he becomes governor.

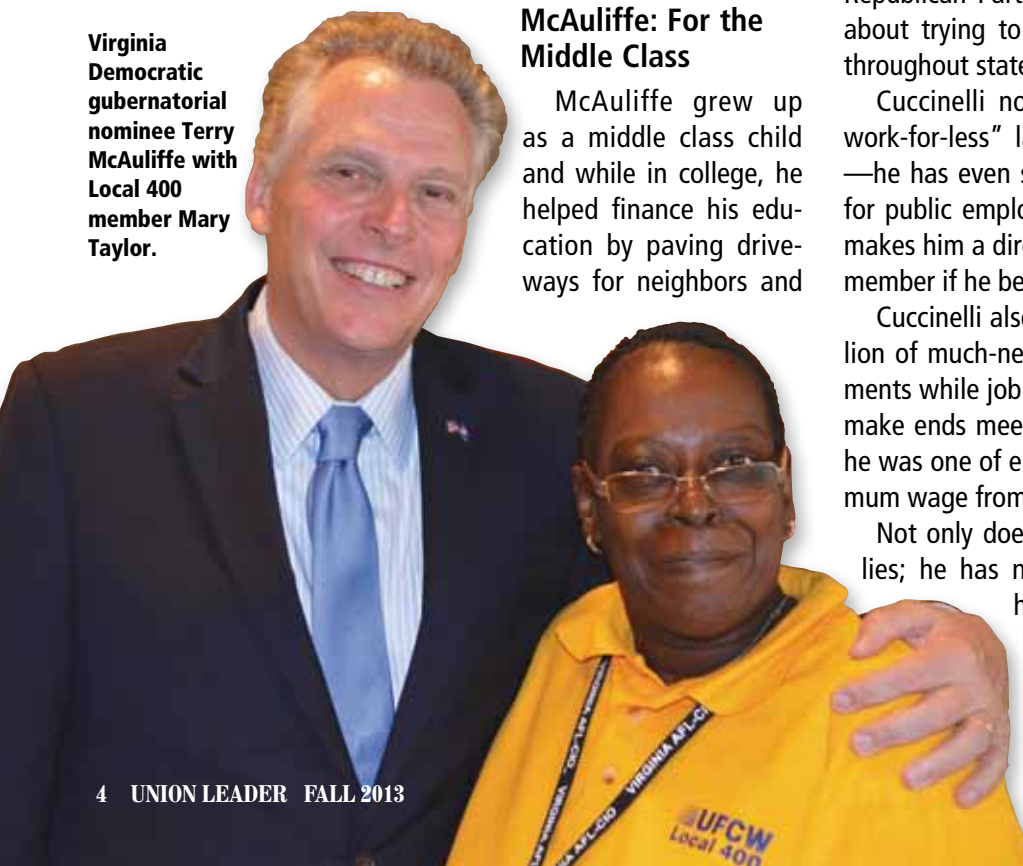
Cuccinelli also voted as a state senator to refuse \$125 million of much-needed federal funding for unemployment payments while joblessness skyrocketed and families struggled to make ends meet at the height of the recession in 2009. And he was one of eight senators to oppose raising the state minimum wage from \$5.15 to \$6.50 an hour in 2007.

Not only does Cuccinelli want to stick it to working families; he has nothing positive to offer, either. He doesn't have a real jobs plan. He doesn't support public schools. And his solution for Virginia's constant transportation gridlock is to cut the infrastructure budget. That's why *The*

McAuliffe: For the Middle Class

McAuliffe grew up as a middle class child and while in college, he helped finance his education by paving driveways for neighbors and

Virginia Democratic gubernatorial nominee Terry McAuliffe with Local 400 member Mary Taylor.



Washington Post called his proposed budget a “gobbledygook” of “magical thinking.”

Herring: A Fighter for Working Families

The Democratic nominee for Virginia attorney general, state Sen. Mark Herring, is a longtime ally of Local 400 and a consistent fighter for working families.

In the Senate, he has strongly supported workplace safety, taken action to ensure that wage claims are not neglected, fought against misclassifications that unfairly deprive workers of benefits and stood in opposition to discrimination against state employees.

As Cuccinelli has shown to the detriment of working families, attorney general is a very important and powerful statewide

office. Local 400 members will benefit significantly by electing Herring and having a strong, pro-worker attorney general.

Vote Tuesday, November 5th

Local 400 members living in Virginia are urged to go to the polls and vote their best interests on election day. “There is so much riding on this election,” said Local 400 Secretary-Treasurer Lavis “Mikki” Harris. “We have the opportunity to take state government out of the hands of anti-worker, anti-women, anti-voting rights ideologues and return it to the hard-working people of Virginia. I enthusiastically encourage all of our brothers and sisters in Virginia to seize this opportunity by voting on November 5th and making our voice heard.”

McAuliffe vs. Cuccinelli on the Issues

ISSUE	MCAULIFFE	CUCCINELLI
COLLECTIVE BARGAINING RIGHTS	Supports	Opposes
HAS PLAN TO CREATE GOOD JOBS	Yes	No
MINIMUM WAGE INCREASE	Supports	Voted against
UNEMPLOYMENT BENEFIT INCREASE	Supported	Voted against
ENSHRINE “RIGHT-TO-WORK-FOR-LESS” LAW IN VIRGINIA CONSTITUTION	Opposes	Supports
EXPAND MEDICAID TO COVER ALL VIRGINIANS UP TO 133 PERCENT OF THE POVERTY LINE	Supports	Opposes
PUBLIC EDUCATION FUNDING	Will increase	Will cut
TRANSPORTATION AND INFRASTRUCTURE INVESTMENTS TO REDUCE GRIDLOCK	Will increase	Will cut
WOMEN’S HEALTH	Wants to increase access	Wants to impose restrictions
VOTING RIGHTS	Supports	Opposes, by championing Virginia’s new voter suppression law

2013 Virginia Voting Guide

HOW Candidates Are Recommended

Local 400 recommends candidates for office only after an exhaustive process of getting to know them, analyzing their records, and reviewing their positions on issues impacting our members' lives. These issues include jobs, the economy, workers' rights, health care, retirement security, workers' compensation and education. We recommend those candidates judged to have your best interests in mind.

In Virginia we:

1. Review the voting records of incumbents on labor issues.
2. Participate in the AFL-CIO interview process and schedule one-on-one interviews between Local 400 and many of the candidates.
3. Discuss with other union members and leaders the interviews and the written questionnaires candidates submit.
4. Make recommendations to the executive boards of the relevant area labor councils.
5. Participate in the Virginia State AFL-CIO Political Convention, where delegates from Local 400 and other unions around the state vote to give labor's recommendation to a limited number of candidates.
6. After acceptance, these recommendations are communicated to Local 400 members.

RECOMMENDED CANDIDATES FOR STATEWIDE OFFICE

Governor

Terry McAuliffe

Lieutenant Governor

No recommendation

Attorney General

Mark Herring

RECOMMENDED CANDIDATES FOR HOUSE OF DELEGATES

(There is no recommendation in districts not listed.)

2nd Michael T. Futrell
(Prince William and Stafford Counties)

3rd James M. O'Quinn
(Tazewell, Buchanan, Bland and Russell Counties)

6th Jonathan Lee McGrady
(Wythe, Carroll, and Smyth Counties)

7th Michael S. "Mike" Abraham
(Montgomery, Pulaski, and Floyd Counties)

10th Monte A. Johnson
(Loudoun, Frederick and Clarke Counties)

11th Onzlee Ware
(Roanoke City)

12th James D. Harder
(Montgomery, Giles, Radford and Pulaski Counties)

13th Atif M. Qarni
(Prince William County and Manassas Park City)

14th Gary P. Miller
(Danville City; Pittsylvania and Henry Counties)

16th Elizabeth Jones
(Pittsylvania, Henry and Martinsville Counties)

17th Freeda L. Cathcart
(Roanoke and Botetourt Counties; Roanoke City)

18th Colin S. Harris
(Fauquier, Warren, Culpeper and Rappahannock Counties)

19th Lewis Bain Medlin, Jr.
(Botetourt, Bedford and Alleghany Counties; Bedford City and Covington City)

21st Susan Bates Hippen
(Virginia Beach City and Chesapeake City)

22nd Katie Webb Cyphert
(Bedford, Campbell and Franklin Counties; Lynchburg City)

30th Traci L. Dippert
(Orange, Culpeper, and Madison Counties)

31st Jeremy S. McPike
(Prince William and Fauquier Counties)

32nd Elizabeth Amy Miller
(Loudoun County)

34th Kathleen J. Murphy
(Fairfax and Loudoun Counties)

35th Mark L. Keam
(Fairfax County)

36th Kenneth R. "Ken" Plum
(Fairfax County)

37th David L. Bulova
(Fairfax County and Fairfax City)

38th L. Kaye Kory
(Fairfax County)

39th Vivian E. Watts
(Fairfax County)

40th Jerry L. Foltz
(Fairfax and Prince William Counties)

41st Eileen Filler-Corn
(Fairfax County)

42nd Ed. R. Deitsch
(Fairfax County)

43rd Mark D. Sickles
(Fairfax County)

44th Scott A. Surovell
(Fairfax County)

45th K. Rob Krupicka
(Alexandria City; Arlington and Fairfax Counties)

46th Charniele L. Herring
(Alexandria City)

47th Patrick A. Hope
(Arlington County)

48th Robert H. Brink
(Arlington and Fairfax Counties)

49th Alfonso H. Lopez
(Arlington and Fairfax Counties)

50th Richard A. Cabellos
(Prince William County and Manassas City)

51st R. Reed Heddleston
(Prince William County)

52nd Luke E. Torian
(Prince William County)

53rd Marcus B. Simon
(Fairfax County and Falls Church City)

55th Toni L. Radler
(Hanover, Caroline and Spotsylvania Counties)

57th David J. Toscano
(Charlottesville City and Albemarle County)

60th Jasper L. Hendricks, III
(Halifax, Prince Edward, Charlotte and Campbell Counties)

63rd Rosalyn R. Dance
(Dinwiddie, Chesterfield and Prince George Counties; Petersburg City and Hopewell City)

65th William E. Quarles, Jr.
(Chesterfield, Powhatan, Goochland and Fluvanna Counties)

67th Hung Q. Nguyen
(Fairfax and Loudoun Counties)

68th William K. "Bill" Grogan
(Chesterfield and Henrico Counties; Richmond City)

69th Betsy B. Carr
(Richmond City and Chesterfield County)

70th Delores L. McQuinn
(Henrico and Chesterfield Counties; Richmond City)

71st Jennifer L. McClellan
(Richmond City and Henrico County)

74th Joseph D. Morrissey
(Henrico and Charles City Counties; Richmond City)

75th Roslyn C. Tyler
(Brunswick, Southampton, Greenville, Dinwiddie, Sussex, Lunenburg, Isle of Wight and Surrey Counties; Emporia and Franklin Cities)

77th Lionell Spruill, Sr.
(Chesapeake City and Suffolk City)

78th Linda L. Bryant
(Chesapeake City)

80th Matthew James
(Portsmouth City, Suffolk City, Chesapeake City and Norfolk City)

82nd William W. "Bill" Fleming
(Virginia Beach City)

84th Brent N. McKenzie
(Virginia Beach City)

85th William J. "Bill" Dale
(Virginia Beach City)

86th Jennifer B. Boysko
(Fairfax and Loudoun Counties)

87th John J. Bell
(Loudoun and Prince William Counties)

88th Kathleen T. O'Halloran
(Spotsylvania, Stafford, and Fauquier Counties; Fredericksburg City)

89th Daun Sessoms Hester
(Norfolk City)

90th Algie T. Howell, Jr.
(Norfolk City and Virginia Beach City)

92nd Jeion A. Ward
(Hampton City)

93rd T. Monty Mason
(Newport News City, James City and York Counties; Williamsburg City)

94th Robert C. Farinholt, Jr.
(Newport News City)

95th Mamyé E. BaCote
(Newport News City and Hampton City)

Gray Vetoes Large Retailer Accountability Act; Council Fails to Override

D.C. Officials Choose Walmart over Workers' Wages

In a harsh blow to the hopes of workers seeking to earn a living wage that lifts them out of poverty, D.C. Mayor Vincent Gray vetoed the Large Retailer Accountability Act (LRAA) and the City Council failed to gather enough votes for an override.

As a result, retailers with more than \$1 billion in annual profits and at least 75,000 square feet of store space will not have to pay their employees a minimum of \$12.50/hour, and many workers will not earn enough to support a family.

“By choosing the corporate greed of Walmart over their constituents’ need for living wage jobs, these Council members and the mayor are pursuing a race-to-the-bottom economic strategy, where whatever jobs are created will keep our neighbors mired in poverty,” said Local 400 President Mark P. Federici. “These politicians’ action is also fiscally irresponsible, because the District of Columbia government will now have to subsidize Walmart’s \$16 billion in profits by paying for Medicaid, food stamps and other public services needed by its workers.”

Voting to override Gray’s veto on September 17th were D.C.



Council Chairman Phil Mendelson (D) and Council Members Vincent Orange (D-At Large), David Grosso (I-At Large), Jim Graham (D-Ward 1), Jack Evans (D-Ward 2), Kenyan McDuffie (D-Ward 5) and Marion Barry (D-Ward 8). Siding with Gray and Walmart against retail workers were Council Members Anita Bonds (D-At Large)—(who flip-flopped on the issue), 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). Nine votes were required for the override to succeed.

Some Council members tried to mask their support for poverty wages by proposing to raise the minimum wage, but Local 400 member, Macy’s steward and Ward 7 resident Kimberly Mitchell called them out for their hypocrisy.

“While a minimum wage increase would be a good thing,” she said, “it is not the same living wage the LRAA was calling for, and some Council members, like Tommy Wells and David Catania, are using their minimum wage proposals as something to hide behind. If they cared about working people in the District they would understand that they could both vote to override the LRAA veto AND pass a broader minimum wage increase. We can walk and chew gum at the same time!”

Local 400 joined with the Respect DC Coalition to wage an all-out grassroots campaign aimed at Gray and the Council. They succeeded in generating overwhelming support for the LRAA—a Hart research poll found that 71 percent of D.C. residents backed the living wage legislation—but Gray and too many Council members found the lure of Walmart’s money more persuasive than the views of their constituents.

“The mayor and Council Members Alexander, Bonds, Bowser, Catania, Cheh and Wells should know that in the next election, we will make sure D.C. voters remember that they stood with the Bentonville behemoth over Washington’s working families,” Federici said.



Community and labor activists packed the house at Pennsylvania Avenue Baptist Church in Washington, D.C., on August 27th as they stepped up the pressure on the mayor and Council to enact the LRAA.

Kroger Roanoke Members Ratify Three-Year Agreement

New Contract Raises Living Standards, Maintains Benefits for 4,800 Workers

Local 400 members working at Kroger in the Roanoke area successfully ratified a new, three-year collective bargaining agreement on August 29th that raises their living standards and maintains their health and retirement benefits.

"This agreement is as good as any in the country," said Local 400 President Mark P. Federici. "Despite the damaging impact of the Affordable Care Act on the joint labor-management Taft-Hartley Funds providing health care to our members, we were able to maintain current



Local 400 President Mark P. Federici discusses the new Kroger Roanoke contract.



Local 400 members vote on contract ratification.



extended for five months, though many other negotiations in the grocery industry have required extensions lasting a year or longer.

Highlights of the new agreement include:

- Increases in total compensation of nearly \$2/hour over the life of the contract including wages and employer contributions to the health and retirement funds, plus bonuses.
- Maintenance of health and retirement benefits for current employees.
- Expansion of job classifications that increase the number of lead positions, creating new paths for career advancement and increases in earnings.
- Defeat of numerous management proposals for worker concessions.

"I couldn't be more pleased that our Kroger Roanoke members will be able to work for the next three years under an industry-leading collective bargaining agreement that empowers them to continue improving their lives," Federici said.



Local 400 members working at Kroger in the Roanoke area listen to the details of their new collective bargaining agreement.

benefits. And despite the still-struggling economy, we were able to negotiate actual raises and bonuses. Our members deserve all the credit for this strong contract, because their solidarity and activism is what made everything possible."

The bargaining was challenging and protracted, largely because Obama administration regulations covering implementation of the Affordable Care Act deny Taft-Hartley Funds any of the benefits of the new law while imposing major new burdens. As a result, the previous contract, which expired on March 31, 2013, was

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.

Sharon Glaser **Speaking for All Members**

Walk into the break room at Safeway #1956 in Rockville, Md., and take a look at the Union Board. You'll see a vibrant, colorful array of flyers, articles, brochures, news stories, buttons and other information keeping members informed about their union and the issues that affect their workplace lives.

This Union Board, widely regarded as among the best anywhere, is the work of the store's shop steward, Sharon Glaser, and a reflection of her deep dedication to member education and empowerment. She also comes in early and stays late to talk with members, answer their questions, listen to their concerns and make sure they're on top of everything they need to know.

Sharon became a steward just two years ago, but she had made a point of keeping herself informed throughout her 28 years at Safeway, and was ready to step into the role and hit the ground running. "I like to help others," she said. "I like working with people." She also feels her education at the University of Maryland, where she received a Bachelor's Degree



Sharon Glaser marches to show her support for OUR Walmart members.

in Family Studies and considered becoming a social worker, serves her well as a steward.

"I talk with our members all the time," she said, "and if there are questions or problems, I go straight to management. It doesn't matter whether the issue is scheduling, seniority or something else, management knows I'm eager to help my members and I'm not going to stop until they're satisfied with the result. If that means we have to file a grievance, we will."

Sharon brought this attitude of strong advocacy to her service on the Member Advisory Committee during the 2012 negotiations with Safeway and Giant. "Not every activist gets to be at the bargaining table, so I felt it was my responsibility not to speak for myself, but rather for all of our members," she said. "I really appreciated the opportunity to tell management directly what we would and would not accept."

She also participated in many member actions as part of that contract campaign, and has volunteered in many other ways, including supporting Walmart workers fighting for better pay and working conditions.

Sharon is just as involved in the current round of bargaining with Safeway and Giant. In addition to giving members a voice at the table, she wants to make sure they are informed and active in the campaign. "We all need to understand the contract and participate in actions," she said. "This affects all of us. We should come to the meetings, speak up, read about what's going on, and be ready to fight to get the best deal we can."

A resident of Frederick, Sharon is grateful for the chance to give back to her union. "Being a union member is great," she said. "We have job security, job protections, good wages, pension and severance plans, options to buy stock and opportunities to invest in a 401(k) plan, and union reps to go to bat for us in case of any problems or trouble. I'm proud to be a part of it all."

Maria Gomez

Passionate Organizer

"I love to organize," Maria Gomez says. It's good that she does, because she has certainly been doing a lot of it.

A meat cutter for the past nine years at Giant #799 in Leesburg, Va., Maria has helped sign up members at Safeway, Giant and Shoppers stores in northern Virginia; organized the JBS meat plant in Philadelphia; and talked with workers at the Cargill turkey processing plant in Harrisonburg, Va., and at Walmart stores in the Washington, D.C. area about how to improve their working conditions.

Maria is relentless, passionate and spirited as she listens to the concerns of workers and explains how the UFCW empowers them to improve their lives. "I really love it," she said. "A lot of people don't know what unions do. I tell them that one person can't do much, but when everyone gets together, we can make change everywhere—and then they get it. They know that I'm a meat cutter and I'm a member of the union and that builds trust."

The JBS organizing campaign was especially satisfying. "It was such a great experience," Maria recalled. "People had so much energy and excitement. And we won, 764 to 277!"

Maria has been a shop steward at her store for the past eight years. "I was asked to serve because we have a lot of Spanish-speaking workers here, so I could explain things to them," she said. "I make a point of passing along information to our members that they need to know, no matter what language they speak. I encourage people to go to meetings and get involved. And I talk with all the workers about why they need to be Local 400 members."

"Our union for me is about power. ...To help other people get that power is the greatest feeling in the world."

—Maria Gomez

Maria plans to play an active role in the upcoming negotiations over a new collective bargaining agreement for Giant and Safeway members. "I'm going to meetings and I expect to get involved in this fight," she said. "We want a good contract, we don't want to let them take away what we have, and we need to be ready to do what it takes to get that."

A Leesburg resident, Maria came to America from El Salvador 13 years ago and originally worked at an Asian grocery store that was unorganized. "They treated me very badly because I was an immigrant," she said. "But then, when I went to work for Giant and became a Local 400 member, I was treated the same as everyone else."

"Our union for me is about power," Maria said. "It makes me feel powerful, like a person, like I have the same rights as anyone else. To help other people get that power is the greatest feeling in the world."

Bobby Wyatt

Steward Extraordinaire

When Bobby Wyatt first went to work in the Maintenance Department at the Holly Farms chicken processing plant in Glen Allen, Va., 36 years ago, he didn't know much about unions or why they were so important. But he soon found out.

"My supervisor was always riding my back," he recalled. "But once I joined Local 400, he backed off. If you're not a union member, managers can be real hard on you, but once you join, they have to be more careful and treat you with more respect. Being in our union, it's been a real help to me."

Not long after he became a Local 400 member, Bobby became a steward as well.

"There was a whole lot of favoritism going on," he



Bobby Wyatt

Local 400 ACTS

Continued from page 11

said. "If the supervisor liked you, you could do anything, but if he didn't, it was awful. I felt that I could help straighten things out and we made a lot of progress."

Over the years, there have been other changes, too—Tyson's bought Holly Farms and now runs the plant, and Local 400's presence has grown bigger and stronger. A big reason is Bobby's success at recruiting members; the facility is approximately 80 percent to 90 percent organized.

"I tell workers about the benefits of being a member, the job security, the fact that if you need help with problems, there is

***"There's nothing better
than knowing your union's
got your back."***

—Bobby Wyatt

someone you can talk to and you don't have to do it all yourself," he said. "You get a lot for what you put in, you're treated better, and you get a contract that protects your rights."

Bobby has served on several bargaining committees in the past and found them to be quite the experience. "When you sit across the table from management, you find out where the company's really coming from," he said. "It can get some kind of nasty and disrespectful. They just try to take back what you've already got. But most of the time, you get through it and get a pretty good contract."

Bobby will serve on the bargaining committee for this fall's negotiations on a new agreement. "We're looking at pay, holidays and benefits," he said. "What matters the most is that our membership stays strong and that people are informed and active."

A resident of Montpelier, Va., Bobby and his wife have four daughters who range in age from 22 to 31. He is grateful for what union membership has done for him and his family, and above all, he wants to make sure that his co-workers benefit, too. As he put it, "There's nothing better than knowing your union's got your back."

Lavern Wilson

Proud Union Member

Lavern Wilson has been a proud Local 400 member ever since she started work at Commodore Homes, a manufacturer of high-performance, system-built homes in Danville, Va. "I just like being a member," she said. "You don't ever know when you might need your union."

Recently, she discovered first-hand just how right she was about that. Lavern was inexplicably laid off. Her performance reviews had been excellent and she had seniority. But she was told her job was being taken away because she had an "attitude."

Lavern couldn't believe it. "We might voice our opinions," she said, "but that never stopped me or anyone else from doing our work. It wasn't right. It was favoritism. That's what happened."

So Lavern fought back. Local 400 filed a grievance on her behalf. It was taken to arbitration. And she won. Her job was restored with back pay.

Recently, she became a shop steward, too—an experience she is finding to be very fulfilling. "I just enjoy working with everyone, going to meetings, learning more about what's going on, and passing that information along," she said.

Lavern spends much of her time as a steward working to sign up her co-workers. "I tell them, joining Local 400 is a good thing," she said. "There's always something wrong, you can ask questions, get answers, know more about what's going on."

She also relays her own experience. "Our union is like insurance," Lavern said. "You never know when you need it. That gives people more understanding about why they should be members."

Lavern expects to be involved in the next round of bargaining. The previous negotiations took place during the recession

***"Our union is like insurance.
You never know when
you need it."***

—Lavern Wilson

when the home-building industry was reeling and there was a risk of the plant shutting entirely. "We took a cut in pay last time to keep the plant running," she said. "Now I'm hoping we can stay open and get our pay back. What we need is for people to be informed and get involved."

The mother of three adult children, Lavern works in final finish where she paints crowns and baseboards and looks for crooked walls, damaged panels and other problems. She likes her job and is grateful to be able to support her union. "I'm just glad to be a member and hoping to be the best shop steward I can be," she said.



Lavern Wilson

Local 400 Members Join 50th Anniversary March on Washington



So often we overlook the worth and significance of those who are not in professional jobs. Of those who are not in the so-called 'big jobs.' But let me say to you tonight, that whenever you are engaged in work that serves humanity and is for the building of humanity, it has dignity and it has worth."

— Dr. Martin Luther King, Jr.

Pledging to make Dr. Martin Luther King, Jr.'s dream a reality five decades after his historic speech in front of the Lincoln Memorial, and vowing to uphold the dignity and worth of labor, a large group of Local 400 members joined tens of thousands of people from all walks of life for the 50th Anniversary of the March on Washington.

Gathering in front of the Lincoln Memorial on August 24th, the members listened to speeches by a broad array of civil rights and union leaders, and then marched to the Martin Luther King, Jr., Memorial.



Local 400 Secretary-Treasurer Lavoris "Mikki" Harris and President Mark P. Federici.

"It was deeply moving to commemorate one of the greatest moments in American history, but it was even more inspiring to join with hundreds of thousands of our fellow Americans to demand economic and social justice today," said Local 400 Secretary-Treasurer Lavoris "Mikki" Harris.

"Thanks to the heroism of Dr. King and so many others in the Civil Rights Movement, there is less racism and discrimination than there was in 1963, but we still have a very long way to go," Harris said. "Economic inequality is far worse than it was then, and wages for most working families are falling while the top 1 percent get richer than ever. Not coincidentally, the percentage of workers who are union members is much smaller than it was 50 years ago.

"The strong participation of Local 400 and our sisters and



Local 400 leaders, staff and members at the 50th Anniversary of the March on Washington.

brothers throughout the labor movement in this march serves as a reminder that Dr. King was taken from us while standing with striking workers in Memphis demanding dignity and decent pay," she added. "As he showed us, we are all part of one big movement and we must work together in solidarity if we are to achieve his dream."

The UFCW International Union was a sponsor of the march and issued a statement noting that, "In spite of the advances we have made since the March on Washington 50 years ago—including the election of our first African American president—the dream of freedom, economic equality and jobs has not been realized. The Great Recession has widened the gap between the rich and poor, and African American and Latino communities, in particular, have been hit the hardest by the economic downturn. These and other communities have also been the targets of voter suppression. . . . The need to mobilize for freedom, jobs and equality has never been stronger."

Speakers at the 50th Anniversary march included then-AFL-CIO Vice President Arlene Holt Baker, who shouted, "We need jobs. We need freedom. Shame on us if we return here 50 years later with the same demands."

A highlight was the speech of Rep. John Lewis (D-Ga.), the only speaker from the original March on Washington who is still alive. Standing at the very same place he spoke from 50 years earlier, Rep. Lewis said, "I gave a little blood on that bridge in Selma, Alabama for the right to vote. I am not going to stand by and let the Supreme Court take the right to vote away from us.

"We must stand up and fight," Lewis called out. "One man, one vote. We cannot wait, we cannot be patient."

Members Mobilize for Tough

Health Care, Scheduling, Other Issues At Stake

Employer Greed Biggest Obstacle

Local 400 members working at Giant and Safeway are mobilizing for what could be a long, challenging, fierce battle for a new collective bargaining agreement. The current contract expires on October 31, 2013, and based on recent negotiations between UFCW Local Unions and these grocery chains, the bargaining might not be resolved by then.

Members and stewards have been attending a series of meetings being held to determine members' priorities in a new contract, to organize actions to galvanize customers and community allies in the workers' cause, and to prepare members for a lengthy, difficult fight.

The bargaining takes place at a time when both Safeway and Royal Ahold (owner of the Giant banner) are earning healthy profits and expanding. Safeway CEO Steven A. Burd took home \$11.3 million in total compensation in 2012—more than any other retail food industry executive—while Ahold CEO Dick Boer made \$3.1 million (2.4 million Euros).

But despite these obscene levels of prosperity, both companies have been seeking to squeeze ever-greater profits out of their workers by demanding givebacks at the bargaining table, and showing no recognition of the fact that those profits only come because of the hard work of their employees.

Further complicating matters is the harsh impact of the Affordable Care Act on multiemployer Taft-Hartley health and welfare funds like those that provide health coverage to Local 400 members. This is increasing costs and adding another roadblock in the way of achieving strong collective bargaining agreements.

"Just like with Kroger-Roanoke, this is going to be a very tough round of bargaining," said Local 400 President Mark P. Federici. "What it comes down to is a fight between corporate greed and workers' needs.

"Our members need to understand the environment in which this bargaining is taking place," Federici explained. "The attitude in corporate boardrooms these days is to maximize profits at all costs, to enrich themselves and their shareholders, and to treat workers not as their most valuable asset, but as a cost to be driven down to the lowest possible level. This

is true in California, where Safeway is headquartered, and in the Netherlands where Ahold executives call the shots. And looking at the bigger picture, it's why income inequality in our society is greater than it's ever been.

"Adding to the challenge are the growing cost of our health plans due to the Affordable Care Act, the still-struggling economy, the need to maintain retirement security, and the presence of non-union competitors—one of which, Martins, happens to be an Ahold banner," he said.

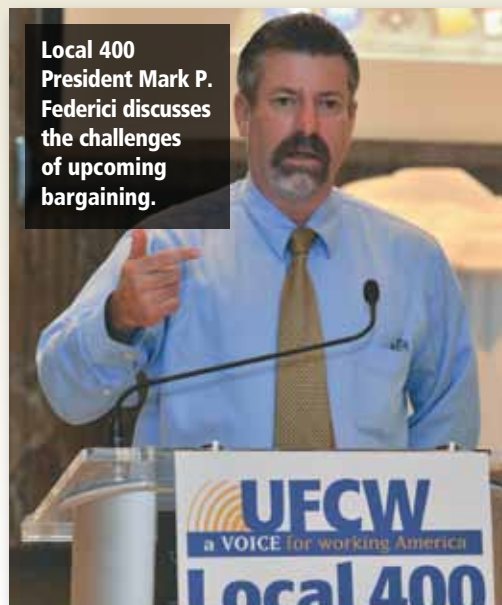
"We must be fully mobilized for this fight," Federici emphasized, "because it's going to take every weapon in our arsenal to get the kind of agreement our members deserve. We must be ready for anything. And we must be ready to do whatever it takes."

Bargaining Priorities

One of the greatest current problems cited by members is inconsistent and inadequate scheduling, with workers not receiving enough hours or getting switched around at the last minute. This can make it impossible for members to plan their lives, and inconsistency in hours

from week to week also wreaks havoc with family budgets.

As a result, there has been a large increase in the number of scheduling grievances filed in recent months. Fixing the schedul-



Giant-Safeway Contract Fight



Giant and Safeway shop stewards listen to a presentation on the impact of the Affordable Care Act on their health and welfare fund.



Members meet in small groups to plan their bargaining strategy.

ing mess, ensuring that full-time employees get their hours, and stopping possible employer attempts to switch workers from full-time to part-time status will be major objectives in bargaining.

Maintaining health and retirement security will also be key goals. But achieving them will be more difficult because, as has been noted elsewhere, the Affordable Care Act imposes taxes on Taft-Hartley Funds for the exclusive benefit of for-profit insurance companies, while denying workers the subsidies available for participants in other health plans. The health care law also creates financial incentives for employers to move workers to part-time status—working fewer than 30 hours a week—to deny them any coverage at all.

“Health insurance is the biggest issue, especially with the part-time people,” said Maria Gomez, a shop steward and meat cutter at Giant #799 in Leesburg, Va. “It’s big for everyone.”

Sharon Glaser, a shop steward and food clerk at Safeway #1956 in Rockville, Md., cited health care, pensions, severance, wages and benefits as key priorities. “We all have to understand the proposals, get involved and be ready to fight until the very end,” she said. “It’s our contract and it affects how we work, how we live and how we pay our bills.”

Bargaining Difficulties Elsewhere

In the Seattle metropolitan area, members of UFCW Local 21, UFCW Local 367 and Teamsters Local 38 recently authorized a strike against Safeway, Fred Meyer, QFC and Albertsons. The vote was overwhelming, with 98 percent in support.

The strike authorization came after more than six months of negotiations, including 12 bargaining sessions, had resulted in no progress. Safeway and the other grocers have refused to budge from proposals to deny health care coverage to employees working less than 30 hours a week, deny workers paid sick

days, and cut pay, including for holiday work.

“My parents have been grocery workers my entire life,” said Ariana Davis, who works at Safeway in Washington state. “Losing health care for our family would not only hurt my family, but the other 30,000 grocery store workers. I don’t think kids should ever have to worry if their parents can afford medical bills, medicine or dental care.”

At the time this article was written, it was unclear whether the strike authorization vote would lead to a work stoppage or force a breakthrough in bargaining. For the latest on the status of these negotiations, please visit the UFCW International Union’s website at www.ufcw.org.

The most recent large-scale Ahold negotiations were also extremely difficult. Workers at UFCW Locals 328, 371, 919, 1445 and 1459 at Ahold banner Stop & Shop in New England endured months of tough bargaining—and management scare tactics, including Stop & Shop placing ads to hire replacement workers in the case of a strike or lockout—before they were able to reach agreement.

It took unprecedented solidarity among the five locals and a willingness to craft creative solutions that invest resources back into workers’ paychecks to succeed. Their contract includes wage increases, protections for part-time workers, and the continuation of health benefits.

“There’s no sugar-coating any of this,” Federici said. “It’s not going to be easy and it may not be pretty. But if we stick together, like our brothers and sisters in New England and the Pacific Northwest, and we fight with all the tenacity we have, I am confident that in the end, we’ll get ourselves a fair and decent agreement.”

For the latest information on Giant/Safeway bargaining, please visit www.occupygiantandsafeway.org or www.ufcw400.org.

UFCW International Convention Moves Union Members Forward

Ratifies Affiliation with AFL-CIO • Local 400 Delegation Plays Key Role



The Local 400 delegation to the UFCW Convention.

Pledging to raise standards and build power for workers in the grocery, retail, and food manufacturing industries, delegates to the 7th regular UFCW International Convention met in August to chart the union's course over the next five years.

With the largest delegation, Local 400 played a central role in the Convention, which ratified the UFCW Executive Board's vote to affiliate with the AFL-CIO, re-elected President Joe Hansen and the four other members of the International Executive Committee, and welcomed members of OUR Walmart who have gone on strike for better working conditions.

Coming together under the theme, "We are proud to be blue, gold and bold—and we are powerful together," delegates also deliberated about how to strengthen

the UFCW's strong base of member activists who are at the forefront of creative organizing campaigns, dynamic collective bargaining programs and political action.

"We came out of this Convention with greater solidarity than ever," said Local 400 President Mark P. Federici, who led the local's delegation. "In the months and years to come, we will be working together as never before to empower our members through more aggressive organizing, more innovative strategies, and greater cooperation in dealing with our common employers."

AFL-CIO Affiliation

Noting Local 400's longtime leadership in the State Labor Federations and Central Labor Councils in its jurisdiction, Federici praised the UFCW's move to affiliate with the national AFL-CIO. "In unity there is certainly strength," he said. "All of us at Local 400 look forward towards a more active involvement with our sisters and brothers within the AFL-CIO."

"We join the AFL-CIO because it is the right thing to do for UFCW members, giving them more power and influence," said UFCW International President Joe Hansen. "This is not about which building in Washington D.C. we call home—it is about fostering more opportunities for workers to have a true voice on the job. It is about joining forces to build a more united labor movement that can fight back against the corporate and political onslaught facing our members each and every day."

AFL-CIO President Richard Trumka addressed the Convention, welcoming the union back into the house of labor. "I'm proud—damn proud—that the letters U. F. C. W. will be on the wall in the entrance hall at the AFL-CIO," he told the delegates. "On behalf of the 12 million working men and women of the affiliate unions of the AFL-CIO, I want to welcome you to the federation—we're stronger together. ... And I want to compliment all of you on your creative orga-



OUR Walmart members tell their stories of fighting for better working conditions.

nizing—particularly your activism at Walmart, and your toughness.”

Leadership Re-Elected

On the Convention’s second day, the more than 2,500 delegates endorsed the leadership of the UFCW “Our Team” slate by unanimously re-electing Hansen, International Secretary-Treasurer Anthony M. Perrone, and Executive Vice Presidents William T. McDonough, Patrick J. O’Neill, and Wayne E. Hanley.

“Thank you for your support, and most of all the great work you do for our 1.3 million members in Canada and the United States,” Hansen said after the election. “I am excited—along with the rest of our team—to continue building the best union in North America. We should all be proud of the way we work together. We have built a foundation for

success. It is now up to us to build on that foundation.”

Trumka and Canadian Labour Congress President Ken Georgetti then swore the officers in to their new five-year terms.

OUR Walmart Members Welcomed

In one of the most moving moments of the Convention, more than a dozen OUR Walmart members, including Cindy Murray, who has worked at the Laurel Walmart for more than 13 years, got a hero’s welcome from their sisters and brothers in the UFCW.

Speaking to the Convention, several OUR Walmart members described how they were illegally fired for joining with their fellow workers to stand up for better pay and working conditions and to speak out against management abuses.



Local 400 activist and Giant worker Michele Hepner tells the Convention about her efforts to help fellow Ahold employees working under the Martin’s banner in Virginia achieve their dream of union representation.

Others told of being arrested for exercising their right to protest outside Walmart facilities. And they recounted traveling to Walmart’s annual shareholders meeting in Bentonville, Ark., and offering pro-worker resolutions that received record numbers of votes.

They thanked the UFCW for its support, pledged that no matter how much Walmart tries to retaliate they will keep organizing, and expressed confidence that their efforts will ultimately win lasting, positive change at the world’s largest retailer.

In addition to receiving a standing ovation from Convention delegates, the OUR Walmart members were hailed by Rep. John Lewis (D-Ga.), a legend of the civil rights movement who followed them to the podium. *Continued on page 25*



The Local 400 delegation to the UFCW Convention, including (second from right) Secretary-Treasurer Lavoris “Mikki” Harris and (right) President Mark P. Federici, listens as International President Joe Hansen speaks.



From left to right, Local 400 President Mark P. Federici, D.C. Metro Labor Council President Joslyn Williams, and Local 1994 President Gino Renne.

Local 400 Members Join In Nation

Demand End to Illegal Retaliation, Low Wages

100 Workers Arrested Nationally



Walmart associates, Local 400 members and community allies march to protest illegal retaliation against worker activists.

As calls to rebuild the economy with better jobs reverberate across the country, Local 400 members joined Walmart workers and their supporters in the largest mobilization since Black Friday 2012 with a series of protests on September 5th in 15 cities across the country, including the Washington, D.C. area.

One-hundred Walmart workers and community members were arrested in 11 cities after calling on management to reinstate illegally fired and disciplined workers, publicly commit to improve jobs and end the company's aggressive violations of workers' rights.

Speaking to a crowd of hundreds outside Walmart's Capital Plaza store in Landover Hills, Md., 13-year associate Cindy Murray said, "Walmart, we cannot wait any longer for you to do the

right thing for American workers. Our jobs should not be at risk when we speak out about improvements that would help our families and Walmart customers. Walmart employees like me are not making enough to support our families even though we work at the country's largest company."

Tonya Cauley worked at the Laurel Walmart and was praised by managers as one of her store's top performers. But in August, she was fired after she was caught talking with Murray about OUR Walmart in the break room. This was one of a number of recent firings that violate the law, OUR Walmart alleges, as retaliation against legally-protected activity.

"We've had enough of Walmart's inaction," Cauley told the protestors. "As the country's largest employ-

er, Walmart can and should do better."

Noting that Walmart paid her just \$8.41 hour, forcing her to rely on food stamps to make ends meet, Cauley said, "We aren't calling for much—a minimum full-time yearly wage of \$25,000 and assure us that we can stand up for what's right without being attacked.

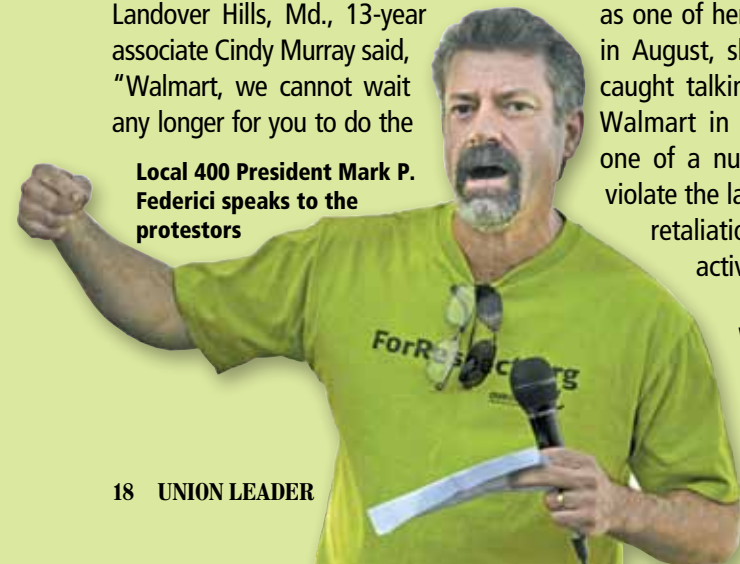
"Our jobs should not be at risk when we speak out about improvements that would help our families and Walmart customers," she added. "We must stand up together because enough is enough."

Local 400 President Mark P. Federici told the protestors that the Walmart workers who have joined OUR Walmart to fight for better working conditions are "the heroes of our time."

"We're here to honor and respect the workers at Walmart who are standing up here in Maryland and all over the nation today protesting Walmart's illegal firings and retaliation," he said. "And on behalf of the 35,000 UFCW Local 400 members, we thank you for your bravery and strength to stand up in order to live better!"

After the rally, Cauley, two other

Local 400 President Mark P. Federici speaks to the protestors



n Walmart Associates onwide Day of Protest



associates and three community supporters were arrested for refusing to leave the intersection of Annapolis Road and 65th Avenue until they received a meaningful response from Walmart.



OUR Walmart activist Tonya Cauley tells the crowd, "Walmart can and should do better."

Economists, labor market experts and others are increasingly voicing concern about skyrocketing income inequality and its impact on the economy. Walmart made \$16 billion in profits last year. The majority owners of the company, the Waltons, have the combined wealth of nearly half of all American families. Yet, like Cauley, many Walmart workers earn poverty wages. A Congressional report released earlier this year calculates that Walmart workers' reliance on public assistance, including food stamps, Medicaid and other needs, costs the taxpayers an estimated \$900,000 per year at just one of the company's 4,000 stores.

A report from the national public policy center Demos shows that better jobs

at Walmart and other large retailers would help each store's bottom line, and have a positive impact on individual families and the larger economy. A wage floor equivalent of \$25,000 per year for a full-time, year-round employee for retailers with more than 1,000 employees would lift 1.5 million retail workers and their families out of poverty or near poverty, strengthen economic growth, increase sales and create more than 100,000 jobs.

But rather than providing good jobs, Walmart is trying to silence associates who are standing up with their co-workers to live better and continuing to deny workers a decent day's pay. These harsh practices have contributed to record levels of votes against Walmart Board of Directors and even shareholder divestment this year.

Since June, Walmart has illegally disciplined nearly 80 workers, including firing 20 worker-leaders. More than 100 Unfair Labor Practice charges have been filed

with the National Labor Relations Board (NLRB). After an investigation, the NLRB regional office found that Walmart committed 11 violations of national labor law in California.

The growing national organization OUR Walmart, or Organization United for Respect at Walmart, formed two years ago, when 100 Walmart associates came together to voice their concerns about retaliation against those who speak out for better working conditions. With thousands of members across the country, the group organized the first strikes in company history last year and helped bring more than 30,000 supporters to protest at stores on Black Friday in 2012. An even larger number of protestors is expected for Black Friday 2013.



OUR Walmart activist Tonya Cauley is arrested along with five other protestors, after refusing to leave the premises until Walmart responds to their charges.

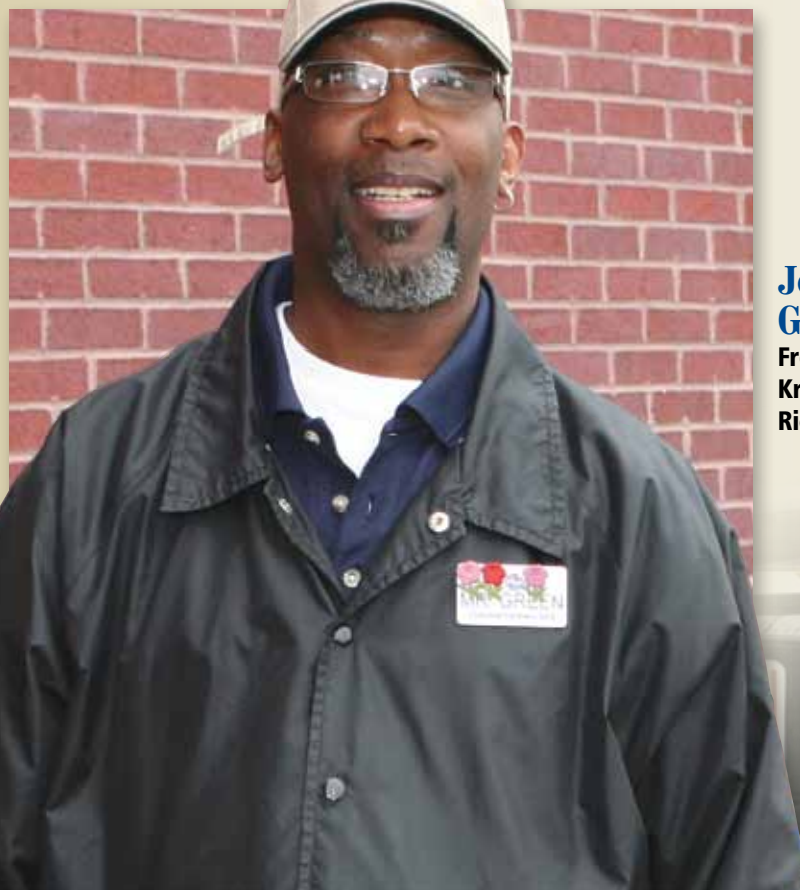


**Lawanda
Edwards**
Lead Person-
Day Sanitation
Boar's Head
Jarratt, Va.

**Erick
Taylor**
Bakery
Safeway #1588
Annandale, Va.



FACES OF *Local 400*



**Johnnie
Green**
Front End
Kroger #511
Richmond, Va.

Marie Mata
RN/Vascular
Kaiser Holy Cross
Silver Spring, Md.





**Cheryl
Ballard**
Floral Manager
Giant #743
Arlington, Va.



**James
Hunley, Jr.**
Meat Manager
Shoppers #2648
Falls Church, Va.





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

2014 Annual Scholarship Awards

If you work for Giant, Safeway or Fresh & Green's, under the provisions of your employer's collective bargaining agreement, you and your dependents may be eligible to apply for a scholarship from the **UFCW and FELRA Scholarship Fund**.



Cut and mail



PRELIMINARY SCHOLARSHIP APPLICATION

SCHOLARSHIP FUND

The Scholarship Fund expects to be awarding scholarships to a select number of eligible participants and their dependents who will be attending college or a university as a full-time student in the fall of 2014. Participants and their dependents are eligible to apply for a scholarship award if the participant completes at **least one uninterrupted Year of Service as of December 31, 2013 and is actively employed as of that date**. In addition, dependent applicants must be **under the age of 24 on December 31, 2013**.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be **mailed a full application in early January 2014**.

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

Employee's Information

Name (Please Print) _____

Social Security Number _____

Employer _____

Employee's Email Address _____

Employee's Home Address _____
(if different from Employee's address) Street Number, City, State, Zip Code

Applicant's Information

Name (Please Print) _____

Social Security Number _____

Applicant's Home Address _____
(if different from Employee's address) Street Number, City, State, Zip Code

Date of Birth (If Dependent of Employee) _____

E-Mail Address _____

**PRELIMINARY
APPLICATION MUST
BE POSTMARKED BY
DECEMBER 31, 2013.**

Cut, complete and mail to:

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

ACT! for Safety

Protect Your Fingers and Hands, Wear Your Cutting Gloves

The Occupational Safety and Health Administration (OSHA) requires Personal Protection Equipment (PPE) to be provided by the company, but Local 400 members need to make a point of wearing it, too.

This is especially critical when it comes to “the cutting glove.” Made from either chainmail or Kevlar, it is designed to protect your free hand and fingers from being severely cut while working with knives or slicers.

Obviously, Meat Departments are the first place one expects cutting gloves to be used, but they are far from the only one. Workers in many other departments also need them to prevent injuries—or worse, amputations—to their fingers and hands. The Seafood, Produce, Salad Bar and Deli Departments use slicers and knives, and with them must come cutting gloves.

Equally important, cutting gloves must be used not only when cutting or slicing, but when cleaning and wiping down knives and slicing machines.

Despite this, how often do we see a fellow worker attempting to cut something or clean a slicer in their bare hands? Local 400 representatives report that when they see this and ask members whether the company provided a cutting glove, the response is often along the lines of, “Oh, it’s around here somewhere.”

It’s important for members to recognize that safety is a two-way street. While management has to provide PPE and create a safe environment, workers have to wear that equipment

and follow proper procedures without taking shortcuts.

And it’s not just a matter of protecting yourself. If a member is injured and a Worker Compensation Claim is filed, it could be denied if it is found that he or she did not follow safe practices.

What members, stewards and representatives must do is this: Whenever we see coworkers using or cleaning a knife or cleaning a slicer without using a cutting glove, tell them to put one on. If no cutting glove is available, insist that management provide one immediately. If management refuses, notify your steward and call your Local 400 representative right away.

Staying safe should always be job one.



Injustice No More: Bestway Workers Demand Union Recognition

On the morning of Sept. 25, in Falls Church, Va., 25 Bestway Supermarket employees stood together to present their boss with dozens of signed authorization cards, and request that UFCW Local 400 be recognized as their union.

Members of UFCW Local 400, SEIU Local 512 and the Virginia New Majority joined the workers as they informed their boss they’re organizing for living wages and respect with an overwhelming majority of 98 percent of their

co-workers signing cards. After calling the police, the boss reviewed the cards but refused to recognize the union. His blatant disrespect prompted new employees to sign cards on the spot.

Since the employer examined the cards, Local 400 has formally requested bargaining dates. UFCW Local 400 currently represents members at the Bestway in Silver Spring, Md.



**Attention: Employees of
Shoppers Food Warehouse**

2014 Annual Scholarship Awards

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



Cut and mail



PRELIMINARY SCHOLARSHIP APPLICATION

SCHOLARSHIP FUND

The Scholarship Fund expects to be awarding scholarships to a select number of eligible participants and their dependents who will be attending college or a university as a full-time student in the fall of 2014. Participants and their dependents are eligible to apply for a scholarship award if the participant completes at **least one uninterrupted Year of Service as of December 31, 2013 and is actively employed as of that date**. In addition, dependent applicants must be **under the age of 24 on December 31, 2013**.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be **mailed a full application in early January 2014**.

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

Employee's Information

Name (Please Print) _____

Social Security Number _____

Employer _____

Employee's Email Address _____

Employee's Home Address _____
Street Number, City, State, Zip Code

Applicant's Information

Name (Please Print) _____

Social Security Number _____

Applicant's Home Address _____
(if different from Employee's address) Street Number, City, State, Zip Code

Date of Birth (If Dependent of Employee) _____

E-Mail Address _____

**PRELIMINARY
APPLICATION MUST
BE POSTMARKED BY
DECEMBER 31, 2013.**

Cut, complete and mail to:

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

August Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	290,968
2	RECEIPTS (from all sources):	
	DUES	1,379,774
	MISCELLANEOUS	146,376
3	TOTAL RECEIPTS	1,526,150
4	TOTAL OF LINES 1 AND 3	1,817,118
5	DISBURSEMENTS for current months	1,455,594
6	CASH ACCOUNT BALANCE at the end of current month	361,524
7	BALANCE AT END OF MONTH as shown on bank statement	461,838
8	DEPOSIT IN TRANSIT	20
9	TOTAL OF LINES 7 AND 8	461,858
10	LESS: Checks included in item 5 not returned with bank statement	100,334
11	BALANCE (Should agree with Line 6)	361,524
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	1,741,496
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	389,863
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	590,639
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	960,275
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	2,123,997

2013 AREA MEETINGS SCHEDULE *

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

*All meetings are at 6 p.m.

2013 QUARTERLY MEETINGS SCHEDULE *

Tuesday, Nov. 5 RICHMOND	Tuesday, Nov. 12 CHARLESTON	Tuesday, Nov. 26 ROANOKE	Tuesday, Dec. 17 LANDOVER
Clarion Hotel Richmond Central 3207 N Boulevard Richmond, VA 23230 (804) 359-9441	Holiday Inn – Civic Center 100 Civic Center Charleston, WV 25301	Central Labor Council 2101 Dale Ave. SE Roanoke, VA 24013 (540) 345-4561	Local 400 Headquarters 4301 Garden City Drive Landover, MD 20785 (301) 459-3400

*All meetings are at 6 p.m.

ALL IN THE FAMILY Condolences

Mark Collins, Local 400, Loss of Grandfather

David Nettles, Shopper's 2657, Loss of Father

Iadoria Halmon-Daniels, Giant 384, Loss of Father

UFCW International Convention

Continued from page 17

Lewis connected the courageous efforts of OUR Walmart members with the strikes by fast food workers around the country and with the work of the UFCW, calling their collective fight for economic justice the continuation of the work he and Dr. Martin Luther King, Jr., did in the 1960s.

Lewis also reminisced about his days growing up on a farm in Alabama, where he would practice preaching to the chickens he cared for. "Some of these chickens would bow their heads," he said, "some of these chickens would shake their heads, they never quite said amen, but I'm convinced that some of those chickens that I preached to in the '40s and the '50s tended to listen to me much better than some of my colleagues listen to me in the Congress. As a matter of fact, some of

those chickens were a little more productive. At least they produced eggs."

When Lewis finished, he left the podium, walked to where the OUR Walmart members were sitting and shook each of their hands.

Moving Forward

Delegates left the Convention energized for the battles ahead and better equipped to fight them.

"This was an outstanding experience for me and for my sisters and brothers," said Local 400 Secretary-Treasurer Lavis "Mikki" Harris. "More importantly, this Convention will serve as a catalyst for greater gains for our members. Because we come out of here a union of 1.3 million women and men that is united and more fired up than ever to win justice for all working families."

LOCAL 400 RETIREES

Giant

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

Jo Ann Blackburn, *Germantown, Md.*, 32 years

James F Burks, *Manassas, Va.*, 38 years

Pooran Dyal, *Port St. Lucie, Fla.*, 8 years

William Folta, *Leesburg, Va.*, 25 years

James C Glassford, Jr., *Falls Church, Va.*, 15 years

Sang V Ha, *Alexandria, Va.*, 9 years

Frances M Harris, *Centreville, Va.*, 19 years

Ronald N Hicks, *Linthicum, Md.*, 39 years

Margaret R Ingwersen, *College Park, Md.*, 8 years

Janet V Knott, *Manassas, Va.*, 23 years

Marvis C Newton, *Upper Marlboro, Md.*, 34 years

Gloria J Novell, *Bristow, Va.*, 30 years

James J O'Donnell, *Beltsville, Md.*, 24 years

James W Reed, Jr., *Manassas, Va.*, 24 years

Thomas H Reeping, Sr., *Millsboro, Del.*, 33 years

Douglas A Sandoval, *Germantown, Md.*, 32 years

Joseph E Sayres, *Haymarket, Va.*, 33 years

Leo J Shannon, *Saltsburg, Pa.*, 37 years

Barbara A Smith, *Culpeper, Va.*, 22 years

Remedios T West, *Springfield, Va.*, 25 years

Magraders

Gloria V Spearman, *Clarksburg, Md.*, 13 years

Safeway

Suzanne M Baker, *Leesburg, Va.*, 8 years

Robert W Day, *Woodbridge, Va.*, 32 years

Fred D Maddox, *Upper Marlboro, Md.*, 20 years

Denise A Meagher, *Burtonsville, Md.*, 30 years

Ernest L Messick, Jr., *Olney, Md.*, 44 years

Jensie J Pope-Mackey, *Washington, D.C.*, 29 years

Winston S Toney, *Beltsville, Md.*, 7 years

Shoppers Food

George R Charles, *Fredericksburg, Va.*, 11 years

Chrow K Perot, *Haymarket, Va.*, 16 years

Kenneth A Rankin, *Beaeton, Va.*, 5 years

Mary E Weeks, *Waldorf, Md.*, 19 years

Syms

Antonia E Rodriguez, *Montgomery Village, Md.*, 18 years

Messrak Tessema, *Gaithersburg, Md.*, 15 years

Convention Delegates Increase Per Capita Tax

To strengthen the UFCW's capacity to increase members' power at the bargaining table, to grow the union and bolster its clout, and to defeat anti-worker legislation, delegates to the 2013 Seventh Regular Convention adopted a \$1.50 monthly increase in the per capita tax, effective October 1st.

In conjunction with this increase, Article 31(A)3 of the International Constitution provides for a simultaneous

automatic increase in local union dues of \$3 per member per month or 69 cents a week.

This decision was not made lightly, but was deemed essential by Convention delegates to fight back against the all-out assault on working families and the labor movement being waged by big business and its political allies throughout the economy, in Congress and in State Houses across the country.

Have You Moved? Then Let Us Know!

Please fill in the information below.

NAME _____

NEW ADDRESS _____

CITY _____

STATE _____

ZIP _____

PHONE NO. _____

COMPANY & STORE NO. _____

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

¿Se ha mudado? ¡Entonces déjenos saber!

Por favor llene la información a continuación.

NOMBRE _____

NUEVA DIRECCIÓN _____

CIUDAD _____

ESTADO _____

ZIP _____

TELÉFONO NO. _____

COMPAÑIA Y TIENDA NO. _____

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

Dr. King's Dream Includes A Living Wage



I was fortunate to join with many of my Local 400 sisters and brothers in attending the 50th Anniversary of the March on Washington (see page 13). It was an inspiring gathering that was even more about building a movement today than it was about celebrating history.

Unfortunately, there was one discordant note. D.C. Mayor Vincent Gray spoke at the rally about the need to “let freedom ring” in the District of Columbia and how Dr. Martin Luther King, Jr.’s dream would not be fully realized until all D.C. residents had the same rights as everyone else. On this point, I agree with him wholeheartedly.

But then, just several weeks later, Gray undermined Dr. King’s dream by vetoing the Large Retailer Accountability Act (LRAA) and denying thousands of D.C. workers a living wage.

What Gray did was this: On August 24th, he demanded that Congress give back its power to veto laws enacted by the

District of Columbia City Council, but then on September 12th, he unilaterally gave away this very same power to Walmart. In his mind, home rule should apply to federal-D.C. relations, but not to a giant multinational corporation from Bentonville, Arkansas. Why else would he have vetoed a bill that was backed by a majority of the City Council and 71 percent of D.C. residents, and that would have helped reduce poverty in the District?

But this wasn’t only about power and home rule. It was also about morality.

Because any corporation raking in \$16 billion in profits a year is morally obligated to pay the workers who earn those profits a living wage, so they can be lifted above poverty and are no longer reliant on public services like food stamps and Medicaid just to get by.

People often forget that the name of the event we commemorated was the March on Washington for Jobs and Freedom, and that its purpose was to end economic inequality as well as racial discrimination. Its founder

was labor leader A. Philip Randolph, and in his speech opening the march, he said, “Yes, we want all public accommodations open to all citizens, but those accommodations will mean little to those who cannot afford to use them.”

Similarly, it’s important to remember that economic justice was as central to Dr. King’s dream as was racial equality. After all, he gave his life marching with Memphis sanitation workers who were on strike for dignity and a living wage. While no one knows with certainty what Dr. King would be doing today were he alive, I am confident he would be marching with the courageous OUR Walmart workers who have been striking for the very same things—dignity and a living wage.

That’s why Mayor Gray betrayed the legacy of Dr. King and the citizens of the District of Columbia when he vetoed a living wage for retail workers. More importantly, that’s why members of Local 400 and the labor movement need to rise up—just as hundreds of thousands of marchers did 50 years ago—and take our fight for economic justice to all who stand in our way.

Lavis “Mikki” Harris
Secretary-Treasurer

Mayor Gray betrayed the legacy of Dr. King and the citizens of the District of Columbia.

**United Food and Commercial
Workers Local 400**

4301 Garden City Drive
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