

Local 400 UNION LEADER



**Activism
Overcomes
Adversity**

**Tough
Contract Battles
End in Member Victories**

**UFCW
Local 400**

Inequality Defining Issue of Our Time



The news is everywhere: The 85 richest people in the world now own as much wealth as 3.5 billion people—half the planet's population.

Here in America, corporate profits comprise the largest share and wages the smallest share of our gross domestic product in history.

Since the late 1970s, real wages for the bottom 50 percent of U.S. workers have stayed the same or fallen, while the richest 1 percent have enjoyed a nearly 400 percent increase in their incomes. And it's getting worse—since the recession ended, the top 1 percent grabbed 95 percent of all the income gains produced by the economic recovery.

In other words, the divide between the rich and the rest of us has grown into a gaping chasm. Inequality is the defining issue of our time.

The main reason for this is the declining percentage of workers empowered by union representation. In 1967, 28.3 percent of all workers were union members. In 2013, the union share of the workforce

was just 11.3 percent. During this same period, the share of income going to the middle 60 percent of households dropped from 52.3 percent to 45.7 percent.

Thanks to the power of collective bargaining, union workers make more than

those who don't belong to a union. In 2013, the typical union member working full-time earned 27

percent more than the typical non-union worker—a pay premium of more than \$10,000/year. And that doesn't even take into account the fact that union workers are much more likely to have comprehensive health care coverage and defined benefit pensions. Plus, the more workers who are union members, the more *all* workers earn because non-union employers have to increase the pay they offer to compete for qualified employees.

That's why reforming labor law to give workers a fair shot at joining a union and stop management union-busting is the number one step we can take to reduce inequality.

¶ We must increase unionization and raise the minimum wage. ¶

Another vitally important step is raising the minimum wage. Because it hasn't risen with the cost of living, the national minimum wage of \$7.25/hour is a fraction of the \$10.60/hour it was worth (in today's dollars) in 1968. Most people working at or near the minimum wage, including many Walmart associates, live in poverty and need food stamps and Medicaid just to get by.

Fortunately, the District of Columbia City Council and the Montgomery and Prince George's County Councils recently took joint action to raise the minimum wage to \$11.50/hour on a regional basis (see page 5). This will go a long way toward lifting hard-working men and women out of poverty and stop the massive growth in inequality in the Washington metropolitan area. Maryland's likely move to raise its statewide minimum wage to \$10.10/hour would also help significantly. A similar increase nationally would benefit 30 million workers and lift five million of them out of poverty.

These two actions—increasing unionization and raising the minimum wage—would give us a great start toward reversing the awful trends of the past 45 years and ensuring that Americans share much more of the prosperity our hard work generates.

— Mark P. Federici, *President*

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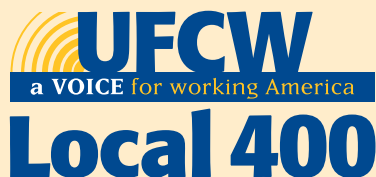
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Minimum Wage Hike, Combined Reporting Top Maryland Assembly Agenda

Increasing the state's minimum wage and making corporations pay their fair share in state income taxes are at the top of the agenda for Local 400 and the Maryland labor movement in the General Assembly's 2014 session.

Both priorities are central to the goal of achieving greater justice and reducing rampant inequality in Maryland at a time when virtually all of the benefits of the economic recovery have gone to the wealthiest Americans, leaving working families behind.

Statewide Minimum Wage Increase

Following the lead of the District of Columbia and the two Maryland counties bordering Washington, D.C., (see the story on the opposite page), Gov. Martin O'Malley and many members of the General Assembly are making a big push to raise the statewide minimum wage. Legislation backed by Local 400 would increase the minimum wage to \$10.10/hour by 2016 (without preempting the \$11.50/hour minimum wage in Montgomery and Prince George's Counties), index it to the cost of living, and boost the pay of tipped workers from 50 percent to 70 percent of the minimum wage.

This would increase pay for nearly 300,000 workers in Maryland currently earning less than \$10.10/hour, and it would likely lead to raises for many workers earning more, including Local 400 members. It would also reduce poverty in the state.

Similar legislation failed to pass in the 2013 session of the General Assembly, but there is new, strong momentum for action this year.

"Increasing the minimum wage and setting it as a floor for the state—allowing the higher Montgomery and Prince George's County standards to take effect—is the right thing to do, because no worker should live in poverty, and it's the smart thing to do because it will infuse our economy with new purchasing power," said Local 400 President Mark P. Federici. "Since the District of Columbia raised its minimum wage, passage of the Maryland law would lift up workers all the way from the Potomac River to the Mason-Dixon line."

Combined Reporting

The Combined Reporting Act might sound like an obscure tax bill, but it is actually an essential tool to stop corporate tax evasion, restore tax fairness and strengthen the state budget.

The legislation would end the widespread practice of corporations like Walmart using accounting schemes to transfer profits to subsidiaries created for the sole purpose of evading state taxes. It would require multi-state corporations to add together all of the profit from all of their subsidiaries, calculate how much of it was generated in Maryland, and pay taxes on that amount, just as Maryland-based businesses do. A majority of states with corporate income taxes already require combined reporting.

It is estimated that the Combined Reporting Act would generate up to \$170 million in new revenue, helping to ensure that Maryland can properly fund education, public safety and other investments in the well-being of state residents.

"At a time when corporations are bringing in record profits while working families struggle, the Combined Reporting Act would ensure that big business finally pays its fair share, giving the state more resources to invest in its people," Federici said.

Public Support

The Maryland workers' agenda enjoys overwhelming public support. More than 82 percent of state voters support raising the minimum wage from \$7.25 to \$10.10/hour, according to a Gonzales Research and Marketing Strategies poll conducted for Progressive Maryland. The survey also found that 70 percent support the Combined Reporting Act.

Local 400 members living in Maryland are strongly encouraged to call their state delegates and state senators toll-free at **1-800-492-7122**, and urge them to pass the minimum wage increase and the Combined Reporting Act.

Unprecedented Region-Wide Minimum Wage Hike Enacted in D.C.; Montgomery, Prince George's Counties

To Reach \$11.50/Hour within Three Years

In a bold, unprecedented move to improve the standard of living for workers throughout an entire region, the District of Columbia City Council, Montgomery County Council and Prince George's County Council all recently enacted huge increases in the minimum wage.

Local 400, the D.C. Metro Labor Council, the Respect DC coalition, and a broad-based alliance of community allies led the charge that resulted in this remarkable victory for working families.

The lowest wage a worker can be paid will rise to \$11.50/hour by 2016 in Washington, D.C., and by 2017 in Montgomery and Prince George's Counties.

"I am very proud of the role Local 400 members and our sisters and brothers throughout the labor movement played in spearheading this bold action to help lift working families out of poverty on a region-wide basis," said Local 400 President Mark P. Federici. "Our members and millions of other workers will benefit, because a rising minimum wage lifts up wages above it, too."

With the minimum wage stuck at \$7.25/hour in Maryland and \$8.25/hour in the District of Columbia—and the Washington metropolitan area having one of the highest costs of living in

America—labor and many elected officials have long wanted to take action to help struggling low-wage workers. The expansion of Walmart, where many workers are paid at or near the minimum wage, made this all the more imperative.

But holding them back was the fear that if one jurisdiction raised its minimum wage, businesses could easily move a few miles—or even a few blocks—into a neighboring jurisdiction with a lower minimum wage. By working together in concert, they removed this obstacle and paved the way for this breakthrough.

Special credit goes to Montgomery County Council Member Marc Elrich (D-At Large) and Prince George's County Council Chair Andrea Harrison (D-Springdale), who initially discussed working jointly last summer, and D.C. Council Chairman Phil Mendelson (D) who soon joined them. All three introduced the legislation in their chambers and spearheaded passage.

Elrich's bill passed the Montgomery County Council on November 26th on an 8-1 vote. The next day, Harrison's bill passed the Prince George's County Council unanimously. The District of Columbia passed Mendelson's bill unanimously on December 17th.

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Local 400 Member Plays Key Role in Minimum Wage Breakthrough

Back in the late 1960s and early 1970s, Local 400 member Bobby Ferraro, Local 400 Executive Director Craig Simpson and Montgomery County Council Member Marc Elrich were friends, fellow students and campus activists at the University of Maryland. Fast forward more than four decades to August 2013, when the three of them and other good friends got together for a reunion.

"A bunch of us were sitting around talking when someone said he thought Walmart was a terrific business," recalled Bobby, a 31-year member who works as a receiver at Giant #347 in Largo, Md. "That got us going. Craig and I and several others took him on, explaining how Walmart workers are paid so little they need food stamps just to eat. That led to a discussion about how the minimum wage hasn't kept up with inflation and is worth only a fraction of what it used to be, and I pointed out what a scandal it is that it's nowhere near a living wage, especially in a place as expensive as the D.C. metro area.

"Marc's long been a champion of raising the minimum wage, but I think this got him thinking harder about now being the

time for a new push," Bobby said. "He was also really interested when I told him about how bad things have gotten at Giant, with some ex-Walmart executives coming there and having the same attitude about cutting hours and keeping people at part-time status, especially for those of us who make the highest wages due to our seniority.

"At one point, Marc did say he felt a big minimum wage increase needed to happen at the regional level, because other-

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Bobby Ferraro (far left) with Marc Elrich (center), Craig Simpson (right) and another University of Maryland classmate (second from left) at a recent reunion.

Virginia Bestway Workers Win Recognition But Continue to Fight Union-Busting Tactics

On October 19th, workers at the Falls Church, Va., Bestway won a great victory when their employer recognized Local 400 as their union during a card check at the store. But the ordeal members had to endure before then—and the struggles they continue to face—are a case study in the pathetic state of labor law in America and the ways in which extremist politicians and union-busting employers often collude to deny workers their rights.

Workers at the Takoma Park, Md., Bestway have been represented by Local 400 for many years and employees at the Falls Church store wanted to join them. In September 2013, an overwhelming majority signed Local 400 membership cards. But when the workers asked Bestway to recognize their union and set dates for collective bargaining, management did the opposite. The company engaged in systematic illegal retaliation against union supporters by cutting hours, changing schedules, holding one-on-one interrogation meetings, and threatening to call immigration authorities on the workers, among other scare tactics.

In response, 30 workers staged a one-hour work stoppage October 9th. Bestway then fired the workers who participated in the action, a brazen violation of federal labor law.

The decision to do this—and its timing—was no accident. Because the extremist Republicans who control the U.S. House of Representatives had shut the fed-



Bestway worker and Local 400 member Matilde Reyes speaks to the crowd and the news media upon their victory.

eral government down on October 1st and no end was in sight.

Due to the shutdown, the federal agency charged with enforcing labor law, the National Labor Relations Board (NLRB), was unable to do anything to protect the Bestway workers. Management was free to run amuck without worrying about being held accountable.

Several days later, the fired Bestway workers along with their Local 400 sisters and brothers, and community and labor allies held a rally on the steps of the shuttered NLRB to draw public attention to the miscarriage of justice caused by the government shutdown.

"We are fighting for respect and just trying to hold onto our dignity," said Vilda Yolanda Godines, a four-year employee at Bestway. "We came together to ask Bestway to negotiate with us. Instead, they called the police to keep us away from our jobs. But we are saying 'No' to threats and intimidation. We are saying 'No' to illegal firings."

"The government shutdown has shut us out from justice," said Matilde Reyes, a Bestway supervisor who walked off the job to support her co-workers. "Bestway doesn't feel that they have to follow the law while the government is shut down. But we will continue to fight until Bestway recognizes our right

Bestway workers celebrate winning Local 400 representation



to stick together and bargain for better jobs.”

Throughout their ordeal, the workers picketed the Falls Church Bestway, and conducted an active boycott and publicity campaign. Business was down noticeably—as the workers struck 12 hours each day, the parking lots remained empty.

The workers stayed strong and united. And just three days after the government shutdown ended, Bestway management did what it should have done right from the start—recognize that its Falls Church workers are now represented by Local 400 and commit to bargaining in good faith. In addition, Bestway agreed to pay all lost wages for the period when workers were illegally fired.

“We look forward to the day when all Bestway Supermercados are union shops,” Reyes said. “Thank you to the community for supporting our efforts and standing up for workers’ rights!”

Unfortunately, management has continued its anti-union tactics of cutting hours and threatening Local 400 activists. Bargaining has started, but the struggle continues.

“I am honored that the Falls Church Bestway workers are part of the Local 400 family,” said Local 400 President Mark P. Federici. “Their solidarity and courage could not be stronger. And all 35,000 of their fellow Local 400 members have their backs. Now, we will keep fighting together to stop the union-busting and negotiate a fair contract.”



Tyson Workers Win New Gains

Long, Hard Bargaining Battle Ends in Victory

Local 400 members working at the Tyson poultry processing plant in Glen Allen, Va., had been disrespected by management for far too long. Then, it got even worse when a new round of bargaining started this fall, as Tyson came forward with a series of unacceptable demands, including an end to sixth and seventh day overtime, and switching workers from their health care plan into the Affordable Care Act's health insurance exchanges.

This time, they had enough. Fed up—and fired up—Tyson workers fought back. They stood up to management and forced a series of contract extensions after the November 2, 2013, deadline passed. On December 6th, they voted to authorize a strike. The members also held a series of actions on the shop floor, wearing UFCW yellow t-shirts every Thursday—pay day—and openly discussing the issues at stake in the negotiations.

This unprecedented member activism paid off in January, as management withdrew its demands for givebacks and Local 400 members bargained—and then overwhelmingly ratified—a strong, fair contract.

“Our Tyson members’ dedication and solidarity are awe-inspiring,” said Local 400 Secretary-Treasurer Lavis “Mikki” Harris. “They stood up to management, got involved, took matters into their own hands, and laid the groundwork for them to be treated with the respect and dignity they deserve.”

“This collective bargaining agreement reflects that respect and dignity in tangible ways,” Harris said, “with real hourly wage increases, health and retirement security, and better treatment on the job.”

Key provisions of the collective bargaining agreement include:

- No givebacks to management.
- Continued sixth and seventh day overtime pay, meaning that when members work more than five days a week, they are paid time-and-a-half on days six and seven even if they have worked fewer than 40 hours over the course of the week. This is the only Tyson contract in the country with this protection, according to the company's chief bargainer.
- Wage increases totaling 85 cents/hour over the four-and-a-half year life of the contract.
- All additional pay comes through these hourly wage hikes—none is diverted into one-time bonuses.
- Health benefits are maintained with no workers sent into the health insurance exchanges; retirement benefits are also maintained.

“This was an empowering experience,” Harris said. “Members stepped up and saw first hand how their activism made the defining difference. This was all the more important because we are in one of the toughest bargaining environments in memory. Between the underperforming economy and the impact of the Affordable Care Act, negotiations everywhere are longer, more drawn out, and more contentious. In these circumstances, member activism becomes all the more important. And that's why our Tyson members deserve all the credit in the world for this impressive victory.”

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 three members who stand out because of their activism, their special talents and skills, and the unique stories they have to tell. Like so many of their brothers and sisters, they are making our world a better place.

Colin McGowan

Union Stalwart

When Colin McGowan went to work at Giant, he had served eight years in the U.S. Navy, worked for a government contractor, and had little exposure to unions. Today, after 27 years as a Local 400 member and 23 years as a shop steward, he is convinced that, "The union for the American worker is the fiber of our country."

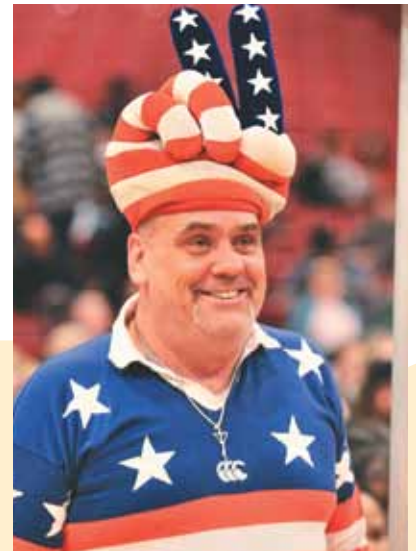
Colin believes wholeheartedly in the labor movement and in Local 400 because of what he has witnessed and experienced first-hand. "I've seen the way management is willing to toss people aside even though we're a people business," he said. "To step in on behalf of someone who looks like he's out the door without a prayer and tell management, 'It's not going to go down that way,' nothing makes me more proud. It's tremendously rewarding."

A cashier at Giant #743 in Arlington, Va., Colin has always made organizing his top priority and the membership percentage of workers in his store is well over 90 percent. "I tell members there is no other way for them to have a voice in how things are

done than through their union," he said. "Local 400 is respected and listened to. And when people have problems, they know we've got their ear and we've got their back."

This past fall presented new challenges to Colin and his fellow stewards as they prepared for a possible strike against Giant and Safeway. While he has been on Bargaining Advisory Committees during previous negotiations, this was the first time he had to set up strike pantries, put together picket line schedules, and make sure he had the backing of everyone in his store.

"This was the toughest bargaining I've ever been involved



Colin McGowan attended the December 17th Giant ratification meeting dressed in a red, white and blue patriotic outfit. "With the American flag and hat, I feel like I'm representing American union workers, the best our country has to offer," he explained.

in," Colin recalled. "We had to sit there and listen to Ahold executives tell us how little they thought of their workers—how we were just a big cost they had to cut, even though the company makes money every year and the real problem was the cost of Obamacare. It was like they didn't have a clue. At times, I had to excuse myself because I was so angry. It felt like they were talking about me personally.

"The district managers knew how Local 400 members were making money for Giant quarter after quarter, and I think we could have done a deal with them in an hour or two, but it was the executives from headquarters who had an agenda to tear us down," he said. "Thankfully, the cooler heads in the room prevailed. Our union leadership is experienced and battle-tested. They kept their eyes on the prize, our members were ready to strike, and the result was that we got a strong contract."

Colin, who lives in Arlington with his wife of 28 years, Laura, and their 21-year-old twins, Ian Anthony and Alyssa Helene, has also experienced in the deepest, most personal way imaginable what unions like Local 400 mean to their members. For the past 16 years, Ian has been fighting Hodgkin's Lymphoma. His twin sister donated stem cells for a transplant to stave off the disease. "It was only because of our union's health benefits that we were able to make sure Ian got the best treatment possible, and it was only because of our family and medical leave that I was able to take the time off needed to care for him," Colin said. "It gives us a tremendous sense of security that our union is there for us during these tough times. Local 400 has truly made all the difference in the world.

"Through my education and years of experience, I know that I am very fortunate and honored to be a part of our union," he said. "To have the opportunity to help my fellow employees, to make an impact, to give something back to the union that's done so much for me and my family gives me a great feeling of satisfaction."

Kuljeet Rathore

Journey to Justice

When Kuljeet Rathore emigrated to the United States from northern India in 2000 with her husband and children, she was grateful to be able to improve her family's quality of life.

Her gratitude was so deep, she felt obligated to help others improve their lives, too. And when she had the opportunity to do that, by becoming a shop steward at Safeway #1417 in Great Falls, Va., she took it and ran.

"There were a lot of people here who couldn't speak

for themselves," she said. "I love helping people and trying to get things straightened out for them. We put a lot of effort in our job and don't want to be mistreated by management. Before I became a steward, people would tell me their problems, but I couldn't do much about it. Now I can. This is a golden opportunity for me to help my union brothers and sisters."

When Kuljeet was hired at Safeway, it was not only her first job in the U.S.; it was her first job anywhere. (In India, she had a farm but had not worked for an outside employer.) But she was committed to her union from day one. "Large employers are unionized in India," she said. "Unions are strong there. So even though I hadn't been a member, I knew unions mean justice for workers."

This fall, Kuljeet served on the Bargaining Advisory Committee for the Giant and Safeway negotiations. Despite the animosity of many bargaining sessions, she said, "It was a pleasure to be there and see how our union fights for the people and tries to get the best contract for us. It also enabled me to explain things to my people better; I could open their eyes to what was going on. I felt very blessed to be in the Bargaining Committee—it was a great honor."

Kuljeet was centrally involved in the member actions that followed the November 13th strike authorization vote. "At our store, it's like a family," she said. "I know most of the customers. And when I explained what was at stake, they supported us. I know for a fact that most of them wouldn't shop at the store if we went on strike. We were prepared. We were very united."

That solidarity, combined with the lengthy extension of the old contract, put some fear into the companies, Kuljeet believes, and helped lead to the new collective bargaining agreement. "The contract was really good compared to what we thought it would be," she said. "When I went through it with my brothers and sisters,



Kuljeet Rathore spoke out in favor of the new collective bargaining agreement at the Safeway ratification meeting.

Local 400 ACTS

Continued from page 9

they all agreed. Mark Federici and everyone on the committee worked incredibly hard and did a remarkable job."

Kuljeet spends much of her time as a steward keeping membership high at her store. "I explain to new workers about the benefits, health care, retirement, and all that we reap because of our union," she said. "I tell them, if they don't join, it's not fair to the other people because we are paying the dues for you."

"It's like insurance," she explained. "When you have a car, you never know when you're going to be in an accident; when you get a job, you never know when management will do something that hurts you. If you get in trouble, it's our union that's backing you."

A resident of Dunn Loring, Va., Kuljeet is widowed; she has a 30-year-old daughter and 24-year-old son who both live in suburban Maryland. She returns to India once a year to help manage her farm, but otherwise is very settled and happy here. Her union is a big reason why. "All our members need to know all that Local 400 does for us," she said. "My job as a shop steward is to explain to them what's happening; if I don't tell them, they won't know. I really enjoy being a shop steward. It's a great honor to help. Anything I can do for our union, I'll do."

Beverly McFarland

Fighting for Her Fellow Members

Beverly McFarland knows what it's like to fight for your job. Several years ago, she had to do just that after she was treated unfairly by management. She fought back—and she won. And she realized that experience, difficult as it was, could be of enormous benefit to her Local 400 sisters and brothers.

So Beverly became a shop steward. And for the past five years, she has been a tenacious advocate for her fellow members. "My experience makes me fight hard to get all the information I can to help an employee who is facing disciplinary action," she said. "It makes me dig deeper, find out what led to the incident, and help them work things out, come to an agreement and most of all, keep their job."

A 36-year Local 400 member who works as a floral manager at Giant #135 in Leisure World, Beverly said, "I'm very passionate about what I do and I really like helping people.

I get the most rewards doing that, especially when we help get people their jobs back."

This fighting spirit served Beverly and her co-workers well during this fall's lengthy collective bargaining battle with Giant. "In all my 36 years, this was one of the roughest contracts we've ever gone through," she said. "This was the first time I had to stand up and say I'm ready to strike and I've been through a lot of them."

"Management wanted to take our benefits from us," Beverly said. "I didn't think it was fair. After all these years of service, why did they want to do this? I know many of my members depend on their health care benefits just to survive. I do, too—my husband is self-employed and one of my sons is in college, and they need these benefits, too."

Beverly organized her store to hold actions outside, informing customers about how Giant was trying to hurt its workers. "We really worked hard to get everyone on our side," she said. "We had a lot of support from the senior citizens we serve in Leisure World. They agreed it wasn't fair for Giant to take our benefits away. All of us came out on breaks and when our shifts ended. We got 150 signatures in just one hour. Customers would even come up to us and ask questions. They know how hard we work. So it was really gratifying to know they were with us."

"We got a good agreement because we stuck together and everyone was willing to sacrifice," Beverly explained. "I think management expected us to take whatever they gave us. They didn't think we would strike. And it would have been hard—none of us could afford to give up our paychecks—but we were ready to. It might have been different if this was a struggling company, but Giant's number one. They had the money. And at the end of the day, we got what we needed."

Beverly lives in Damascus with her husband, Charles McFarland, Sr.; they have two sons, Charles, Jr., who is 40 and Coleman, age 20. "I am happy and proud to be a Local 400 member," Beverly said. "Our union fights hard for us. I've sat in on the meetings and seen it first hand. And we fight hard for ourselves."



Beverly McFarland addressed her fellow members at the Giant strike authorization meeting on November 13th.

Kroger Shoppers, Workers Mobilize To Keep Galax, Va., Store Open

On January 17, Kroger announced that it will close its legacy store in Galax, Va., on March 21. But workers and customers aren't taking the news lying down. They are mobilizing through social media and applying pressure in many different ways to force the company to change its plans.

Kroger has been a community staple of Galax, located seven miles from the North Carolina border, since 1931. Upset at the prospect of not being able to buy affordable, healthy food locally and receive the high quality customer service they've been accustomed to for decades, customers joined with Local 400 members in mobilizing the community to contact company executives and sign petitions to keep their Kroger open. Literally within hours of the announcement, Melissa Turman, a customer and restaurant owner who lives two miles from the store, launched a Facebook Page "Save Kroger in Galax, Virginia." In less than a week, it garnered 3,200 "likes."

"With Kroger in Galax, everyone feels like family," said Turman. "This family has given Kroger 80 years of loyalty and this is how they pay us back? For them to say the store hasn't been profitable in many years—we're not buying it."

Local 400 member and shop steward Kristy Key echoed these sentiments. "If Kroger decides to close," she said, "it would be like our community center closing. It warms my heart that the customers gathered together on their own—no one told them to do it—to start the Facebook page and the online and hard copy petitions as well as making countless phone calls and emails to Kroger's headquarters to keep the doors open. That should tell Kroger something."

"When I went to the grocery store the day they made the announcement, there was sadness in the store and it bothered

me," Turman explained. "Having previous experience and success with getting the word out on Facebook, I started the page that very day to bring back that sense of hope to our community."

Customers are reaching out to local businesses, community organizations, religious groups, and area political leaders to have them call and email Kroger executives, sign petitions, and post their thoughts on the company's Facebook page.

Thelma Holder is the owner of Thelma's Place, a beauty salon that has been in business for 40+ years in the same shopping center as Kroger. "If Kroger decides to shut its doors in March I'm really not sure what's going to happen to my business," she said.

Questionable Decision

Customers and employees recently learned that the lease for Kroger's current location is up in May, leaving many saying, "this seems like the easy way out for Kroger."

Kroger Mid-Atlantic spokesperson Allison McGee told the *Galax Gazette*, "We are very gracious of the community to support and show that they love Kroger that much. Unfortunately, we wish support financially could have come a little bit earlier." However, in January, employees were told that Galax sales increased by 29 percent over the sales from the same week last year.

"Kroger's math just doesn't add up," said Key. "Our store is profitable and making more money than before, which begs the question about the company's real reason for taking this action."

In fact, many Kroger employees find it hard to believe that finances have anything to do with their store's closing, since the corporation just bought the Harris Teeter grocery chain for \$2.4 billion in cash. Moreover, just a few months ago, they spent time installing new shelving and refrigerators at the check stands.

"Sure, Kroger wants to be able to compete with Walmart and other big box retailers, that's evident in their new 'marketplace' store model in the Virginia Beach area," said Key. "But when executives are making the decision to close our doors when they've never really stepped foot in this location just doesn't make sense."



From left to right, Matthew Jones, meat clerk; Bryan Gravley, customer service manager; Randall Lowe, meat manager; David Williams, backdoor receiver; Kristy Key, shop steward and assistant customer service manager. Photo courtesy of Kristy Key.

Giant, Safeway Members

Maintains Health Benefits, Retirement Security, Standard of Living

It was a long, hard struggle—one of the most challenging rounds of bargaining in Local 400's history. But the tougher negotiations got, the tougher Giant and Safeway members got, too. They waged a series of store actions, engaged community allies, and then on November 13th, they voted to authorize a strike.

Fortunately, a work stoppage never became necessary. The members' activism, unity, and willingness to do whatever it would take for a fair contract forced management to withdraw its demands for painful concessions and bargain in good faith.

The result was a new, three-year collective bargaining agreement that preserves their health and retirement security and increases their wages—one of the strongest contracts negotiated anywhere in America in 2013. And on December 17th, Local 400 members working at Giant and Safeway overwhelmingly ratified their new contract.

In the process, Local 400 became one of the only unions in the industry this year to reach an agreement keeping all current workers—part-time

and full-time—in their current health care plans, with no one kicked into the health care exchanges set up under the Affordable Care Act (ACA).

"This is one of the best retail food contracts in the country," said Local 400 President Mark P. Federici. "Unlike many other agreements, our members will keep their current health care coverage and won't be forced onto the inferior plans offered through the ACA's health care exchanges. Giant and Safeway will pay all benefits in full through the life of the contract and our members' pensions will be properly funded.

"In addition, the collective bargaining agreement increases our members' standard of living, and it's one of the few contracts in the country providing

all of its economic benefits in the form of hourly wage increases rather than a one-time bonus," Federici said.

"I've worked at Giant for more than 38 years and served on the Local 400 Executive Board and every Bargaining Advisory Committee for the last 28 years," said Michele Hepner, who works at Giant #243. "We've never had negotiations as tough as these, with two contract extensions. Management showed their greed and disrespect for us, but we worked long and hard and got a very good contract that keeps our health care, our pension, and premium pay for Sundays and holidays."

Vivian Sigouin, a Bargaining Advisory Committee member who works at Safeway #1431, said, "From what we started with, when the company proposed taking away part-time and spousal health care and taking away Sunday and holiday pay, we've come a long way. We have worked together as a union, we showed we are a union."

"Management wanted to take everything away from us," said Maria Gomez, a member of the Bargaining Advisory Committee who works at Giant #799. "But we told the companies we are strong. We told them we are ready to fight. And that is what made the difference."

"These companies wanted to send us off a cliff," said Mark Underwood, a Bargaining Advisory Committee member



The Giant-Safeway Bargaining Advisory Committee. Seated from left to right: Chris Mitchell, Michele Hepner, Lawanda Nedd Kea, Jane St. Louis and Susie Lacy. Standing from left to right: Tasha Schrantz, Vivian Sigouin, Lawrence Bazemore, Kuljeet Rathore, Mark Federici, Sharon Glaser, Maria Gomez, Lloyd Norwood, Evelyn Alvarado, Mark Underwood, Waqas Ahmad and Johnnie Perry.

Ratify Contract

Members stand to vote to ratify the collective bargaining agreement.

who works at Giant #788. "What made the difference was our strike authorization vote last month. We showed Giant and Safeway we're not one strong, we're thousands strong. We showed them we can't be pushed around."

"We could have lost it all, health benefits, pension and raises in this contract," said Jane St. Louis, who works

Continued on next page

"This is one of the best retail food contracts in the country."

LOCAL 400 PRESIDENT MARK P. FEDERICI

CONTRACT OVERVIEW

The contract ratified by Giant and Safeway members on December 17th is one of the strongest retail food collective bargaining agreements negotiated in 2013 anywhere in the country. The solidarity of Local 400 members enabled us to beat back dozens of management demands for givebacks. But like every collective bargaining agreement, this is a product of compromise. Each side had to give a little to get what they wanted. The small concessions made are more than counterbalanced by the protections we won and the gains we achieved, which far surpass most other contracts in our industry.

Here is an overview of key contract provisions:

HEALTH CARE

- All current workers keep their health coverage—none are forced onto state health care exchanges.
- Health Care Maintenance of Benefits will continue for the duration of the contract, meaning Giant and Safeway will pay whatever is needed to keep current benefits.
- The Plan I, Plan X and retiree medical plans will be modified to 80%/20% plans, along with an emergency room co-pay of \$75 (to be waived if admitted) as of March 1, 2014.
- The Plan XX medical plan will be modified to a 75%/25% plan, with a \$500 deductible, a \$5,000 out-of-pocket maximum, and an emergency room co-pay of \$75 (to be waived if admitted) as of March 1, 2014.

PENSION AND SEVERANCE

- Pension benefits are maintained—the employers will pay all increases required by the fund's rehabilitation plan.

- Severance plan accruals ceased on December 31, 2013, but severance benefits are guaranteed beyond the life of the contract and would survive the sale of the companies or any store.

WAGES

- All pay increases are provided through hourly wage hikes rather than one-time bonuses.
- Effective November 3, 2013, wages increased by 35 cents/hour for department managers and most classifications; by 25 cents/hour for service clerks, Starbucks clerks, personal shoppers and fuel attendants; and by 15 cents/hour for courtesy clerks. These increases included back pay for the period between November 3 and December 17, 2013.
- On November 2, 2014, wages increase by 35 cents/hour for department managers and most classifications; by 25 cents/hour for service clerks, Starbucks clerks, personal shoppers and fuel attendants; and by 15 cents/hour for courtesy clerks.
- On November 1, 2015, wages increase by 30 cents/hour for department managers and most classifications; by 20 cents/hour for service clerks, Starbucks clerks, personal shoppers and fuel attendants; and by 10 cents/hour for courtesy clerks.

ECONOMIC BENEFITS

- Total compensation (pay and benefits) increases by 90 cents/hour in the first year of the contract, an additional \$1.09/hour in the second year, and another \$1.36/hour in the third year for a total of \$3.35/hour.

Continued from previous page

at Safeway #2794, "But thanks to the hard work and long hours President Federici and the bargaining team put in we didn't have to give up anything!"

Over the course of the three-year contract, members will receive an average of \$3.35/hour in additional compensation, including wage increases, and health, pension and other benefits.

The collective bargaining agreement, which took effect retroactively as of November 1, 2013, runs through October 29, 2016.



Member Activism Makes the Difference

Throughout the fall, Local 400 members working at Giant and Safeway held informational pickets, organized flash mobs, handed out letters of support for customers to sign, reached out to the community, and engaged in a host of other actions that ultimately played a critical role in turning the tide of bargaining.

A highlight of the campaign was a region-wide day of action on October 30th—one day before the previous contract's original expiration date—when members at nearly 40 stores dressed up as Rosie the Riveter with red and white polka dot scarves, or displayed Rosie tattoos and Rosie cutouts to show strength. In the Halloween spirit, they handed out candy and other items outside the stores, generating an enormous response.

As members learned about management proposals to eliminate health benefits for part-time workers, retirees and working spouses, and to get rid of Sunday and holiday pay, they got fired up, voted overwhelmingly to authorize a strike on November 13th, and ramped up their activism even further.

After the strike authorization vote, Local 400 representatives organized dozens of meetings with members in the public areas of the stores. As soon as the meetings ended, members turned in cards to store managers pledging to do whatever it takes to get a fair contract. In addition, the number of stores where actions took place increased exponentially, while shop stewards and picket captains drew up picket schedules for their stores.

At every stage of the bargaining battle, Local 400 was able to count on widespread support from labor, community and other allied groups.

Members won the support of customers and community members by making the case that neighborhoods throughout the D.C. metropolitan area need good jobs that enable everyone the opportunity to take care of themselves and their families.

As activism and support increased, Giant and Safeway management withdrew their concession demands, creating the framework for the collective bargaining agreement that was ratified on December 17th.

"It is the activism of our members that enabled us to achieve these gains and defeat management givebacks at the bargaining table," said Local 400 President Mark P. Federici. "Their dedication and solidarity in fighting for a better future is the reason why we have an industry-leading contract."

On November 21st, members and community supporters held an informational picket at the grand opening of a new Giant at 8th and O Streets, N.W., in Washington, D.C.



ACT! for Safety

Caution Required Around Propane Exchanges

Local 400 members who work in supermarkets—and those who don't but shop at union grocery establishments, as they should—need to be aware of the presence of propane exchange cabinets outside these stores.

As members know, propane is flammable and explosive, so extra precautions must be taken around tanks containing the gas. It is essential that no one smoke or light a match within 10 feet of propane exchanges. Equally important, stores must have fire extinguishers located within 50 feet of each propane exchange cabinet.

Heightened awareness is all the more essential because workers who smoke must go outside to do so—often right in the vicinity of propane exchange cabinets. All it takes is one leaky cylinder and disaster could loom.

Propane safety is just as important for consumers, as well as workers. If you are taking a tank home to use with your gas grill, it is absolutely critical to secure it upright. It should never be laid down on its side or allowed to roll around. Even empty cylinders being returned to the store should be secured

upright because there are always traces of gas remaining.

Furthermore, no propane cylinder should be left in a hot vehicle for any significant length of time because when it overheats, the pressure inside the tank increases and the emergency valve expels some propane to restore it to safe levels. Even a tiny amount of gas inside your car can be a danger.

And not only can propane catch fire or explode if not treated properly; if sprayed on your skin, it can cause severe frostbite.

So whether as workers or shoppers, members should be on alert and extra careful around propane exchanges. And if you don't see a fire extinguisher within 50 feet of your store's propane exchange, please tell your store manager right away, and if he or she doesn't respond promptly, speak with your shop steward or union representative immediately.



Unprecedented Region-Wide Minimum Wage Hike

Continued from page 5

Montgomery County Executive Ike Leggett (D), Prince George's County Executive Rushern Baker (D) and D.C. Mayor Vincent Gray (D) all signed the bills into law.

"I want to commend and thank Marc Elrich, Andrea Harrison and Phil Mendelson for their leadership and courage on this issue," Federici said. "They overcame the naysayers and apologists for inequality and injustice to make a positive profound difference in many people's lives."

Local 400 Member Plays Key Role in Minimum Wage Breakthrough

Continued from page 5

wise there would be too much fear of losing business," Bobby said. "That seemed like a tall order, but then he went out and made it happen!

"Going from \$8.25 to \$11.50 an hour like Marc's bill does is a much larger percentage increase than we could ever get through collective bargaining," Bobby added. "That's a huge boost for all of us, no matter what our wages are."



**Michael
Arthur**
Deli
Safeway #1588
Annandale, Va.



**Fatima
Sankara**
Lancome
Macy's
Bethesda, Md.



Pam Mayo
Customer Service
Kroger #334
Charlottesville, Va.

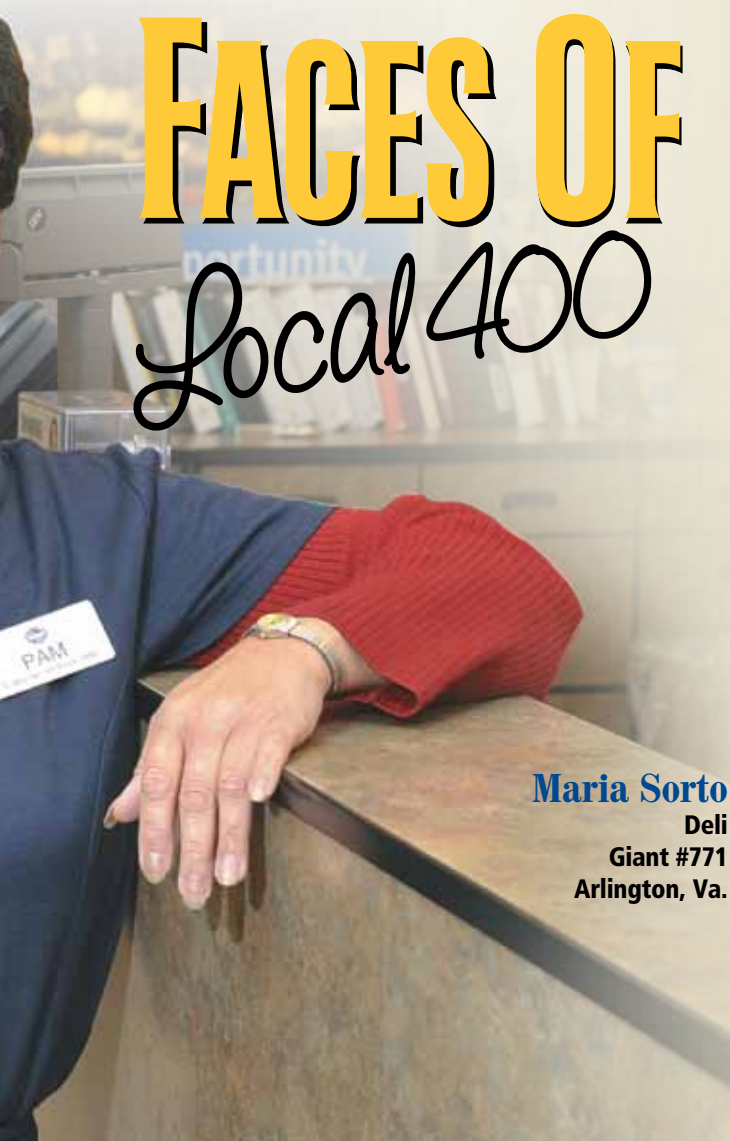


Kirk Stell
Dairy
Shoppers #2648
Falls Church, Va.

Elfidio Saselno
Seafood
Bestway
Takoma Park, Md.



FACES OF Local 400



Maria Sorto
Deli
Giant #771
Arlington, Va.

Striking Walmart Workers, Local 400 Members, Allies Hold Black Friday Protests for Better Jobs

For the second Black Friday in a row, striking Walmart workers, Local 400 members and community supporters joined a nationwide day of action calling for an to end illegal retaliation against associates and a public commitment to improve labor standards, including providing workers with more full-time work and at least \$25,000 a year.

Nine people, including one Walmart associate, were arrested at the Alexandria, Va., Walmart as they engaged in civil disobedience to condemn the company's exploitation of its workers.

Protests were held at 1,500 Walmarts, including the store in Laurel, Md., as well as in Los Angeles, the San Francisco Bay area, Seattle, Sacramento, Miami, Minneapolis and hundreds of other cities and towns.

"The support we're seeing for Walmart workers across the country is overwhelming," said Tiffany Beroid, who works at the Laurel Walmart. "I've worked at Walmart for two years and earn less than \$25,000 a year. As a wife and mother, I've had to depend on food stamps to get by, and that's unacceptable. As the largest employer in the country, Walmart can and should pay its workers a living wage."

Many Local 400 members from Giant, Safeway and

Shoppers Food and Pharmacy came out to support the Walmart workers' fight for justice and respect on the job.

"This fight is our fight," said Kuljeet Rathmore, a shop steward from Safeway #1417. "Walmart sets the standards for retailers across the board and as a retail food worker for 13 years I am here today to show my solidarity with these brave Walmart associates, who are standing up for their rights."

The Black Friday protests occurred in the wake of Walmart's admission that more than 800,000 of its 1.4 million workers are paid less than \$25,000 a year. Many make much less than that. (The federal poverty level for a family of four is \$23,550.) Walmart associates make so little that a store in Cleveland actually held a holiday food drive for them.

Because they are paid so little, many Walmart workers not only need charity but also food stamps, Medicaid and





Protesters cross Richmond Highway as they march toward the Alexandria Walmart.



other forms of aid just to get by. In fact, a congressional study found that a single Walmart supercenter costs taxpayers between \$900,000 and \$1.7 million annually in food stamp and Medicaid expenditures. As a result, America's largest retailer—a company raking in \$17 billion in profits each year—may be receiving taxpayer subsidies totaling approximately \$3 billion nationally.

In response, many Walmart associates have joined OUR Walmart, a rapidly growing organization fighting to improve their income and working conditions. Even though OUR Walmart is not a union, management has deployed standard union-busting tactics against member activists, including unlawful firings and disciplinary actions.

OUR Walmart filed charges with the National Labor Relations Board (NLRB) on behalf of 117 workers. In November,

the NLRB's general counsel issued a decision to prosecute the company for widespread violations of workers' rights.

These violations include threats by managers and the company's national spokesperson against associates who have participated in one-day strikes and illegal disciplinary actions against workers who were on legally protected strikes. Workers could be awarded back pay, reinstatement and the reversal of disciplinary actions through the decision. Walmart could also be required to inform and educate all employees of their legally protected rights.

"Walmart's business model of lining shareholders' pockets at the expense of its workers and our entire economy is failing," said Local 400 President Mark P. Federici. "Americans from all walks of life are standing up for the right of Walmart workers to earn a living wage and to exercise their rights free from management abuses."

STUDY SHOWS WALMART COULD AFFORD A LIVING WAGE

The think tank Demos recently issued a landmark report revealing that Walmart could easily pay all its workers at least \$25,000 a year without raising prices or hurting its profitability. The report found that:

- Walmart spent \$7.6 billion last year to buy back shares of its own stock. The buybacks lined the pockets of the billionaire Walton family but did nothing to improve the company's financial health.
- If this \$7.6 billion was instead invested in Walmart's low-wage workers, they would each see a raise of \$5.83/hour.
- This would not only lift Walmart workers out of poverty—it would also improve worker productivity and sales without costing the company or its customers a penny. This would benefit all Walmart stakeholders—customers, stockholders, taxpayers, employees and their families—and the economy as a whole.



The Martin E. Gerel Memorial Union Scholarship 2014

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

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

If you, your spouse or child, plan to pursue *full-time* education or training, you can apply now. Applicants must be enrolled for their post-high school education or training by fall of 2014 to be eligible for this year's award.

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

www.AshcraftandGerel.com

April 30, 2014 is the deadline to submit your application. If you have any questions, please contact Suzanne Faye or Liliana Chang at 703-931-5500.



LOCAL 400 RETIREES

KROGER

Anna M Davis, *Chesapeake, VA, 5 years*

Delores E Flood, *Tangier, VA, 11 years*

Ella M Walker, *Midlothian, VA, 8 years*

SAFEWAY

Ali Anousheh, *Fairfax, VA, 40 years*

Leroy C Brown, *Washington, DC, 39 years*

Garland M Burner, *Waldorf, MD, 5 years*

Leon L Comer, *Stephens City, VA, 47 years*

Velma J Cooper, *Falls Church, VA, 10 years*

Robin A Demmin, *Bethesda, MD, 16 years*

Errol E Ekener, *Reston, VA, 16 years*

James A Fitzgerald, *Manassas, VA, 30 years*

Virginia D Hall, *Bean Station, TN, 19 years*

Gene A Jenkins, Jr., *Middletown, VA, 36 years*

Regene Johnson, *Washington, DC, 24 years*

German C Mariano, Sr., *Silver Spring, MD, 7 years*

Wesley A Marshall, *Temple Hills, MD, 26 years*

Dean E McDonald, *Silver Spring, MD, 13 years*

Jerry D McNeal, *Manassas, VA, 33 years*

Deborah J McPherson, *Mount Airy, MD, 27 years*

Zoila F Morales Minan, *Falls Church, VA, 21 years*

Jensie J Pope-Mackey, *Washington, DC, 28 years*

Ozell E Robinson, Jr., *Landover, MD, 12 years*

Erik J Rosenfeld, *Melbourne Beach, FL, 31 years*

Thomas L Shenk, *Prince Frederick, MD, 32 years*

Clint L Smith, *Camp Springs, MD, 30 years*

Joseph Smoot, *Silver Spring, MD, 24 years*

Tilman R Swanson, Jr., *Manassas, VA, 43 years*

James P Sweeney, *Bethesda, MD, 7 years*

Jocquin H Thomas, *Hyattsville, MD, 44 years*

John A Tolson, *Hagerstown, MD, 32 years*

Georgia T Tripplaar, *Bethesda, MD, 40 years*

Debra A Walston, *Washington, DC, 9 years*

Jeffrey K Watson, *Temple Hills, MD, 19 years*

George D Williams, Jr., *Fort Washington, MD, 13 years*

Thomas M Wynkoop, *Leesburg, VA, 36 years*

Eddie G Yee, *Rockville, MD, 39 years*

December Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	467,624
2	RECEIPTS (from all sources): DUES MISCELLANEOUS	1,217,482 5,088
3	TOTAL RECEIPTS	1,222,570
4	TOTAL OF LINES 1 AND 3	1,690,195
5	DISBURSEMENTS for current months	1,383,971
6	CASH ACCOUNT BALANCE at the end of current month	306,223
7	BALANCE AT END OF MONTH as shown on bank statement	475,628
8	DEPOSIT IN TRANSIT	20,276
9	TOTAL OF LINES 7 AND 8	495,904
10	LESS: Checks included in item 5 not returned with bank statement	189,681
11	BALANCE (Should agree with Line 6)	306,223
12	PETTY CASH FUND	750
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	1,441,705
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	460,518
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	563,570
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,189,395
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16)	1,583,371

ALL IN THE FAMILY

Condolences

The family of Roberta Lambert – *Safeway 1801*

The family of Larry Comer – *Shopper's 2341*

William Osborn – *Giant 339, Loss of Father*

Rick Sanders – *Giant 262, Loss of Mother*

James Reynolds – *Safeway 870, Celebrating 50 years of marriage*

2014 QUARTERLY AND AREA MEMBERSHIP MEETINGS *

**Tuesday, Mar. 4
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Thursday, Mar. 6
DANVILLE**
Faces of Our Children
Outreach Center
505 Arnett Boulevard
Danville, VA 24541

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

**Thursday, Mar. 27
CLARKSBURG**
Best Western
100 Lodgeville Road
Bridgeport, WV 26330
(304) 842-5411

**Tuesday, Apr. 8
RICHMOND**
Clarion Hotel Richmond
Central
3207 N Boulevard
Richmond, VA 23230
(804)359-9441

**Wednesday, Apr. 9
BECKLEY**
Holiday Inn
114 Dry Hill Road
Beckley, WV 25801
(304) 252-2250

**Thursday, Apr. 10
CHARLOTTESVILLE**
Holiday Inn
1901 Emmett Street
Charlottesville, VA 22901
(434) 977-7700

**Wednesday, April 30
NORFOLK**
Iron Workers Local
Union No. 79
5307 East Virginia
Beach Blvd.
Norfolk, VA 23502
(757) 461-7979

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

**Tuesday, May 6
DANVILLE**

Faces of Our Children
Outreach Center
505 Arnett Boulevard
Danville, VA 24541

**Wednesday, May 7
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Thursday, May 8
CHARLESTON**
Holiday Inn – Civic Center
100 Civic Center
Charleston, WV 25301
(304) 345-0600

**Tuesday, May 13
HUNTINGTON**
Hampton Inn
3442 US Route 60 East
Barboursville, WV
(304) 733-5004

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

**Tuesday, Sep. 2
CHARLESTON**
Holiday Inn –
Civic Center
100 Civic Center
Charleston, WV 25301
(304) 345-0600

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

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

**Tuesday, Sep. 9
BECKLEY**
Holiday Inn
114 Dry Hill Road
Beckley, WV 25801
(304) 252-2250

**Wednesday, Sep. 10
ROANOKE**
Central Labor Council
2101 Dale Ave. SE
Roanoke, VA 24013
(540) 345-4561

**Tuesday, Sep. 16
LANDOVER**
Local 400 Headquarters
4301 Garden City Drive
Landover, MD 20785
(301) 459-3400

**Wednesday, Sep. 17
DANVILLE**
Faces of Our Children
Outreach Center
505 Arnett Boulevard
Danville, VA 24541

**Thursday, Sep. 18
HUNTINGTON**
Hampton Inn
3442 US Route 60 East
Barboursville, WV
(304) 733-5004

**Tuesday, Sept 30
NORFOLK**
Iron Workers
Local Union No. 79
5307 East Virginia
Beach Blvd.
Norfolk, VA 23502
(757) 461-7979

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

**Thursday, Oct. 2
PARKERSBURG**
Comfort Suites
167 Elizabeth Pike
Mineral Wells, WV
26150
(304) 489-9600

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

**Thursday, Oct. 30
NORFOLK**
Iron Workers Local
Union No. 79
5307 East Virginia
Beach Blvd.
Norfolk, VA 23502
(757) 461-7979

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

**Thursday, Nov. 6
CHARLOTTESVILLE**
Holiday Inn
1901 Emmett Street
Charlottesville, VA 22901
(434) 977-7700

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

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

**Tuesday, Dec. 16
LANDOVER**
Local 400 Headquarters
4301 Garden City Drive
Landover, MD 20785
(301) 459-3400

* All meetings are at 6 p.m.

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.

This Is Your Victory!



Local 400 members working the Tyson poultry processing plant in Glen Allen, Va., have been through an extraordinary ordeal—probably the toughest round of bargaining in at least a generation.

The negotiations were marked by extreme demands for givebacks, especially on health benefits and overtime pay. An extension of more than two months was required because the sides were so far apart and our employer's greed seemingly knew no bounds. And our members voted to authorize a strike—not a step anyone wanted to take but one that became necessary as the only way to force progress at the bargaining table.

But the contract campaign was also marked by unprecedented levels of member activism. That is why, at the end of the day, we were able to hammer out a collective bargaining agreement with no concessions. It retains health and retirement security, keeps sixth and seventh day overtime pay, and—a rarity in these tough economic times—provides real hourly raises.

Our Tyson members were fed up with management treating them with no dignity or respect, and they were determined to take matters into their own hands. They held t-shirt Thursdays, where the members wore UFCW yellow, talked about the contract and stood together when managers tried to intervene. And while they could not afford to miss the paychecks that would vanish in a strike, they were nevertheless prepared to make this sacrifice to improve their lives.

Once Tyson managers realized their workers were ready to do whatever it takes for a good contract, they changed their tune. Negotiations became productive and we were able to craft a strong contract. Our members kept their health benefits because we stopped Tyson from dumping them onto the Affordable Care Act's health exchanges. Our members kept time-and-a-half pay for working more than five days even when they haven't totaled 40 hours for the week. And all of their pay hikes came in the form of hourly raises rather than as one-time bonuses.

This process closely parallels the experi-

ence of Local 400 members working at Giant and Safeway, who also had to fight back and conduct a strike authorization vote to secure their own industry-leading contract.

Over the past year, members throughout Local 400's jurisdiction—from D.C.-area supermarket workers to Virginia poultry processing plant workers to Kroger workers in the Roanoke area—have all experienced first-hand that what you get out of collective bargaining depends on what you put into it. All were able to make gains at the bargaining table at a time when economic forces favored management. Member activism was the "X" factor that turned potential defeat into real-world victories.

Simply put, bargaining is not a spectator sport. Members cannot afford to watch from the sidelines. It's only when management realizes that it will pay a fearsome price for sending workers on a race to the bottom that we create an environment in which a strong, fair contract becomes possible. That's why our most recent collective bargaining agreements with Tyson, Giant, Safeway and Kroger are truly our members' victories. They put in the hard work. They earned it!

Lavis "Mikki" Harris
Secretary-Treasurer

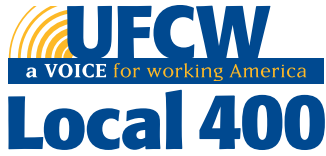
***Bargaining
is not a spectator
sport.***

**United Food and Commercial
Workers Local 400**

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