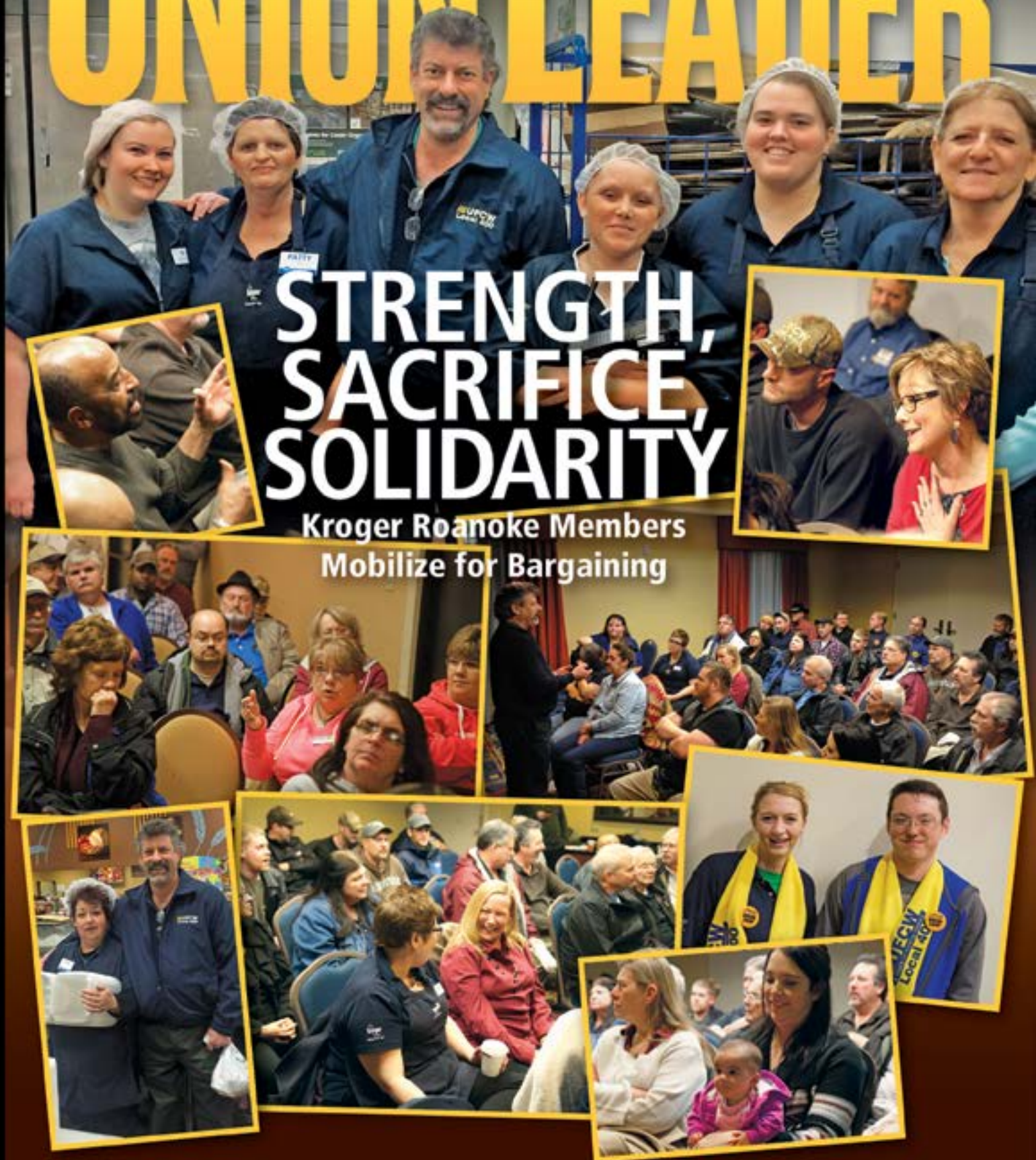


Local 400 UNION LEADER

STRENGTH, SACRIFICE, SOLIDARITY

Kroger Roanoke Members
Mobilize for Bargaining



Presidential Campaign Not a Reality TV Show



Car wreck, clown show, reality TV, take your pick. Increasingly, it seems like the 2016 presidential race has turned into one of these spectacles. Or perhaps all at once.

Maybe this has caused you to gawk at the horrific sight before your eyes. Or laugh at its absurdity. Or turn away in disgust.

But here's the thing: This is no joke. It's serious business. We are electing our nation's leader for the next four years. And the decisions he or she makes have life or death consequences.

Think that's an exaggeration? Not if you or a loved one serves in the military and could be sent to fight 5,000 miles from our shores. Not if the next president strips health care coverage from tens of millions of Americans. Not if the next administration stops enforcing worker safety and health protections—or repeals them entirely.

Our jobs, our standard of living, and our rights in the workplace are also at stake. The next president could abandon labor law enforcement, refuse to raise the minimum wage, or adopt misguided policies that blow up our economy once again. Some Local 400 members who are immigrants could even be deported.

So we must pay attention. And we can't treat the presidential contest as entertainment. Because this is how we decide where our nation will go in the

***W**In a democracy,
we always get the
government we deserve.**W***

future, what our quality of life will be, and what our values as a people are.

And more than that, we've got to get involved. Because we are not spectators when it comes to electing a president or any other officeholder. We are participants. Our decision to vote or not—and to choose whether or not to volunteer our time to help elect a particular candidate—will determine the outcome. It won't be a panel of judges or one big boss yelling "you're fired." We decide!

It's often been said that in a democracy, we may not get the government we need, but we always get the government we deserve. If we treat the election as a car wreck worthy of morbid curiosity, we'll get a government that turns our

economy into a car wreck for working families. But if rather than driving by, we pull over to help, rescue those trapped or hold someone's hand while the ambulance is on the way, we'll get a government that treats us as if we're all in this together. We owe it to ourselves and our country not to drive by, but to act.

Indeed, we have the power—in the brains we use to think, the feet we use to get to the polling place, and the hands we use to cast our ballots—to elect a president who is dedicated to raising the standard of living for working families, upholding our right to organize, building an inclusive society, and putting the well-being of the American people over the greed of big business.

While it is still relatively early in the primary season, no matter whom each party selects as its nominee, this really is the choice we face.

Together, let's take action to make the right choice for ourselves, our children and our grandchildren. Let's go out and get ourselves the government all working families deserve.

Mark P. Federici
President

**UNITED FOOD &
COMMERCIAL WORKERS
LOCAL 400**

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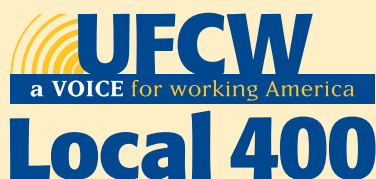
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UNION LEADER

Contents

WINTER/SPRING 2016

F E A T U R E S

- 4 "Right to Work" Rammed Through in W.Va.**
Local 400 Will Make Reversal Top Election Issue
- 6 Va. Members Fight "Right to Work" Amendment**
May Be on November 2016 Ballot
- 7 "Just Hours" Bill Before D.C. City Council**
Will Benefit Thousands of Working Families
- 8 Local 400 Leads Paid Sick Leave Fight in Md.**
Fair Scheduling also on the Agenda
- 10 Local 400 ACTS!**
Profiles of Four Members Making a Difference

C O V E R S T O R Y

- 14 Kroger Members Mobilize for Bargaining**
Negotiations Underway; Contract Expires April 2

A L S O I N S I D E

- 18 Faces of Local 400**
- 25 Local 400 Retirees**
- 26 All in the Family**
- 26 Financial Report**

"Right to Work" Rammed Down Throat of West Virginia Workers

Local 400 Will Make This Top Election Issue

February 12, 2016 will be remembered as a dark day in West Virginia history. Because on that day, the state Senate and House of Delegates voted to override Gov. Earl Ray Tomblin's (D) veto of a "right to work" bill that will drive down workers' wages, undermine pensions and lead to more dangerous workplaces.

Local 400 and the entire West Virginia labor movement waged an all-out, spirited fight to stop "right to work" from becoming law. In the Senate, just one vote separated passage and defeat. Ultimately, the out-of-state billionaires and anti-worker organizations like the American Legislative Exchange Council and Heritage Foundation that pushed for "right to work" managed to prevail. But if they won this battle, they haven't won the war, because Local 400 and the labor movement will work tirelessly

to defeat pro-"right to work" legislators in this November's elections.

"Every West Virginia state legislator who supported passing this bill should be ashamed of themselves," said Local 400 President Mark P. Federici. "Bills like this bring lower wages, fewer benefits and more dangerous workplaces to every place that it is passed. It is a sweetheart deal for corporations that's going to be paid for by everyday West Virginia families.

"The bottom line is 'right to work' will make it much more difficult for hard-

working men and women to earn better wages, secure family-supporting benefits, or ensure proper safety in the workplace," he said. "This unfair law is nothing but a special-interest scam to lower the wages of workers so that corporations can enjoy larger profits. The UFCW Local 400 union family understands that people deserve better than partisan bills backed by out-of-state billionaires.

"We will continue to hold our elected leaders accountable to our members and voters," Federici pledged. "We will fight every single day to help hardworking people push beyond the limits of this legislation to find the better life that they deserve."

On January 21—just eight days after the start of the 2016 session—the state Senate passed the "right to work" bill on a party-line 17-16 vote. It passed the House on February 3. Gov. Tomblin vetoed the bill, but unlike the U.S.



Congress and most other state governments, West Virginia law allows the legislature to override vetoes with a simple majority vote. Thus, an unpopular bill with bipartisan opposition but only partisan support was able to become law.

Local 400 members throughout the state mobilized to stop the legislation. We participated in a January 13th rally at the State Capitol that drew more than 3,000

protesters and sent a loud and clear message that there would be consequences for senators and delegates who voted for the bill.

"Our members spent weeks placing calls to delegates and lobbying legislators in both chambers to oppose the bill," Federici said. "We even delivered more than 500 handwritten letters to legislators gathered from members in Kroger stores

across the state urging them to oppose 'right to work.'

"But instead of listening to hardworking men and women that live, work, and vote in West Virginia, the legislature instead chose to bow to pressure from outside special interest groups backed by the infamous, billionaire Koch brothers," he charged.

Continued on next page 21

Member Activists Lead the Battle

In a courageous fight to stop "right to work" and the threat it poses to West Virginia's working families, six Local 400 member activists worked full-time to mobilize opposition to the bill by going into stores, talking with their brothers and sisters, and helping to organize rallies and protests.

Tami Faulkner, a shop steward who heads the deli at Kroger #768 in Dunbar, and Mike Belcher, a shop steward and maintenance coordinator at Kroger #668 in Logan, were two of the member activists who traveled across the state and led the fight.

Tami has long been familiar with the issue. She comes from a union family and first heard about "right to work" as a teenager. When she mentioned it to her father, she recalled, "my dad grabbed me, and said 'SIT DOWN. HELL NO RIGHT TO WORK—IT TRASHES YOUR UNION. It's anti-union and it's not what our family believes in.'"

Federal labor law requires unions to represent all employees in a workplace, regardless of whether or not they pay dues. By allowing workers to receive all the benefits of collective bargaining without having to pay a penny for it, Mike and Tami both noted that "right to work" denies unions the resources to fully represent their members and ultimately undermines wages and benefits.

"I can't imagine someone working right beside me and not being there for the same cause that I am," Tami said. "Freeloading is the biggest problem of all. We have enough of that in this country."

"Union dues are the best money I've ever spent," Mike said. "My allergy medicine is \$200 a month. I only pay \$20 a month now. If we didn't have health care, I'd pay \$200 a month."

"When my wife was sick, we had over \$100,000 in hospital bills," he explained. "I only paid \$3,000 out of pocket. That's a \$97,000 difference. That pays for all the union dues I've ever



Tami Faulkner



Mike Belcher

paid in my life. Not to mention vacations, benefits, all that. That's why it's worth fighting for.

"We've worked too hard and too long for what we have for it to be taken away," Mike said.

Observing that out-of-state business interests led the charge for "right to work," Mike asked, "Why do they want it so bad? Because it's going to cost them less. They want more money."

"If only 50 percent of people are in the union, you only have 50 percent of people speaking and deciding on everyone's contract," Mike said. "It's like voting in an election, if only 50 percent of people vote, do you really want half the people deciding for your life? Let's all get together and head in the same direction."

"The main thing to me [about 'right to work'] is the negotiations," Tami said, "because we lose that bargaining power. When they realize not all of us are together, they can put things more their way. And it takes from us by doing that."

Tami and Mike emphasized that their experience in fighting "right to work" brought home the need for Local 400 members to be involved in political and legislative action. "I don't know how you couldn't care about politics," Tami said. "You're directly affected."

"It's a real shame that the agenda of 'right to work' supporters is against working families," Mike said. "That's not right. It's not a fair way to treat people."

"A lot of these politicians ran on false pretenses," Tami added. "They talked about guns and abortion, not 'right to work.' But that's the first thing they do—go after workers who voted them in."

"I urge our members to get involved," Tami said. "Go to a meeting, see what your dues are paying for and understand what you're getting. Be active, be involved, and we'll get results."

Virginia Members Fight for Minimum Wage Hike, Against “Right to Work” Amendment



Major battles have been underway in the Virginia General Assembly on two issues central to the commonwealth’s working families—trying to pass an urgently-needed minimum wage increase and stopping an effort to make “right to work” language part of the state’s constitution.

Local 400 members joined with the Virginia labor movement to hold rallies in Richmond and lobbying days at the State Capitol to make their views known directly to their state legislators.

Virginia’s minimum wage remains stuck at \$7.25/hour, far less than most neighboring jurisdictions. Today, the minimum wage is \$10.50/hour in Washington, D.C., \$9.55/hour in Montgomery and Prince George’s Counties in Maryland, \$8.25/hour in the rest of Maryland, and \$8.75/hour in West Virginia. It will rise further later this year in Maryland and the District of Columbia.

But despite Virginia falling further and further behind, anti-worker members of the House of Delegates Commerce and Labor Subcommittee killed legislation that would have raised the state minimum wage in late January. For good measure, they also voted to defeat a bill that would have guaranteed paid sick leave.

“It is inexcusable for Virginia state senators and delegates to let their hardworking constituents get paid poverty wages,” said Local 400 President Mark P. Federici. “Every worker in our state needs a living wage and it does great damage to Virginia that so many residents can’t keep their heads above water even when they’re working full-time.

“A higher minimum wage will make Virginia competitive with its neighbors, strengthen the state’s economy by increasing workers’ purchasing power, and improve the quality of life,” Federici added. “I urge our members to call their state delegates and senators and tell them to raise the minimum wage right now.”



Local 400 members gathered at the state Capitol in Richmond before lobbying legislators to support the minimum wage and oppose “right to work.”

In addition to its low minimum wage, workers’ earnings in Virginia lag behind those of workers in other states due to the commonwealth’s “right to work” law that limits unions’ bargaining power. In fact, “right to work” is the major reason why Kroger workers in Virginia earn less than their sisters and brothers in West Virginia.

Unfortunately, having this wrongheaded law in place isn’t enough for some anti-worker politicians. They are trying to put an amendment on the ballot making “right to work” part of the Virginia Constitution. In February, the House and Senate passed legislation to do this. Voters will decide the fate of this extremist referendum either on November 8, 2016 or on November 7, 2017, depending on the decision of election officials.

“Our members in Virginia get a raw deal compared with our members in other states that don’t have ‘right to work’ laws,” Federici said. “Its sole purpose is to make it harder for workers to bargain with management on a level playing field, and the result is lower wages in ‘right to work’ states like Virginia. It doesn’t belong on the law books, and it certainly doesn’t belong in the constitution.”



"Just Hours"

LEGISLATION INTRODUCED IN

D.C. City Council

Groundbreaking Bill Will Benefit Thousands of Working Families

With the strong support of Local 400, District of Columbia Councilmember Vincent Orange introduced the Hours and Scheduling Stability Act, legislation that would guarantee stable hours and predictable scheduling for retail workers in the nation's capital.

"Too many retailers are treating employees like inventory by constantly shifting around their schedules with little to no advance notice," said Local 400 President Mark P. Federici. "The men and women who work in the District's retail industry need and deserve to know when they're scheduled to work so that they can plan their lives and prepare themselves for successful futures."

"The Hours and Scheduling Stability Act would begin to curb these abusive scheduling practices by giving retail workers advance notice of their schedules, stopping on-call practices, and promoting full-time work opportunities by offering available hours to current employees before new ones are hired," he said.

The Hours and Scheduling Stability Act, which was co-introduced by Councilmembers Mary Cheh, Brianne Nadeau and Elissa Silverman, and co-sponsored by Councilmembers Charles Allen, David Grasso, LaRuby May and Brandon Todd, would:

- ★ Require scheduling with advance notice so people aren't living day-to-day. Employers would have to post schedules 21 days in advance. If an employer changes the schedule fewer than 21 days in advance, workers would be awarded one hour of pay as compensation; if the change occurs within 24 hours of a shift, the employee would be awarded four hours of pay.
- ★ Promote full-time work opportunities so people have enough hours to make ends meet. Employers would have to offer available hours to qualified current employees before hiring new employees.

★ Stop abusive "on-call" practices so families can plan their lives. If an employer cancels an employee's shift or declines to bring in an "on-call" employee with less than 24 hours' notice, the employee will receive four hours of pay. While D.C. law already guarantees employees a minimum daily pay of four hours when they report to work, this provision would close the "on-call" shift loophole.

★ Ensure equal treatment for hourly employees. An employer may not discriminate against employees of the same job qualification with regard to rate of pay, leave and promotion opportunities regardless of the hours worked.

The bill applies to chain retail employers with at least five establishments nationwide, and chain fast-food and full-service restaurants with at least 20 establishments nationwide.

"The bottom line is that uncertain work schedules are too common in this city and they're making it increasingly difficult for people who work at retail stores throughout D.C. to make ends meet," Federici said.

"This bill would go a long way towards ensuring retail workers in D.C. are given the consistent hours and schedules they need to create better lives for themselves and their families," he added. "We urge the D.C. Council to pass the Hours and Scheduling Stability Act as soon as possible."

Similar legislation was passed in San Francisco last year and is under consideration in Massachusetts, New York and California, as well as in Congress.

Local 400 members living or working in Washington, D.C., are urged to call their city councilmembers at (202) 724-8000 and Mayor Muriel Bowser at (202) 727-2643 to urge support for the Hours and Scheduling Stability Act. For the latest information, please visit www.dejusthours.org.

Local 400 Leads Push for Paid Sick Leave In Maryland General Assembly

Fair Scheduling also on the Agenda

For more than 720,000 hardworking men and women in Maryland, coming down with an illness—or having a loved one do so—is far worse than an inconvenience. It means having to make an unacceptable choice: Either go to work sick (or send a sick child to school or day care)—or stay at home, lose a day's pay and even risk the loss of their job. That's because these workers do not have paid sick leave.

To remedy this injustice, Local 400 and a broad coalition of labor and community allies are fighting to pass statewide paid sick leave legislation that would build on Local 400's success enacting similar laws in Montgomery County, Md., last fall and the District of Columbia in 2014.

The Healthy Working Families Act, introduced by Senate Majority Leader Catherine Pugh (D-Baltimore) and Del. Luke Clippinger (D-Baltimore), would require employers to provide all full-time workers with an hour of paid time off for every 30 hours worked, up to seven days over the course of a year. Hearings have been held and there is strong support for passage in the General Assembly.

"No employer should have the power to force a sick worker—or the parent or guardian of a sick child—to go to work," said Local 400 President Mark P. Federici. "But that's what happens when an employer can dock a worker's pay or fire an employee for staying home when he or she is sick. That's wrong and



"No employer should have the power to force a sick worker—or the parent or guardian of a sick child—to go to work."

—Local 400 President Mark P. Federici.

paid sick leave is the solution. That's why we passed it in Washington, D.C. and Montgomery County, and why we're doing everything in power to enact it statewide in Maryland.

"The current situation is especially unfair to low-income workers, because they're the least able to afford losing a day's pay and the least likely to have paid leave," Federici said, noting that more than half of full-time workers in Maryland

who earn less than \$35,000 a year have no paid sick leave.

"And this is a public health issue," Federici added. "Workers in many jobs, especially those involved in handling food, risk infecting customers if they have to show up on the job with a contagious illness."

In addition to paid sick leave, Local 400 is working hard for passage of the Fair Scheduling Act, introduced by state Sen. Joanne Benson (D-Prince George's), which would require employers to provide schedules to employees three weeks in advance, with extra pay for last minute changes. This is similar to the Hours and Scheduling Stability Act introduced in the District of Columbia City Council (see page 7).

"This is a small minority of corporations in Maryland that schedule their employees as if they were robots, less than human," Del. Jeffrey Waldstreicher (D-Montgomery) told *The Washington Post*.

"By fighting for paid sick leave and fair scheduling, we have an opportunity to make both Maryland and Washington, D.C. places where workers can have good jobs without sacrificing their health and their family responsibilities," Federici said.

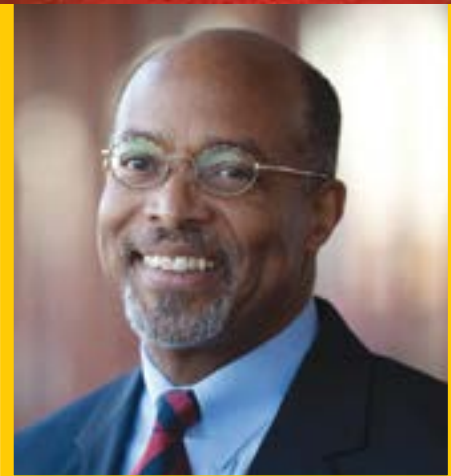
For the latest information on this legislation, please visit www.ufcw400.org or <https://mdpaysickdays.wordpress.com>.



Donna Edwards



Jamie Raskin



Glenn Ivey

Local 400 Recommends Donna Edwards for U.S. Senate; Jamie Raskin, Glenn Ivey for U.S. House

In the important April 26th Maryland Democratic primary election, there are three strong, dedicated pro-worker candidates who have earned Local 400's enthusiastic recommendation: Donna Edwards for Senate, Jamie Raskin for Congress (District 8) and Glenn Ivey for Congress (District 4).

In recommending Edwards, who currently represents Maryland's 4th district in the U.S. House, Local 400 President Mark P. Federici said, "I've been involved in state and congressional politics for decades, and I can honestly say that Congresswoman Edwards truly understands the everyday struggles of working families in Maryland.

"Congresswoman Edwards has always been there for our hardworking members and their families," he said. "She's stood on picket lines with us, led the fight to raise the minimum wage, and never hesitated to speak out against bad trade deals that threatened our livelihoods. She's willing to take on the tough fights for our members regardless of which direction the political winds are blowing. We are proud to stand with her now in her race to become Maryland's next senator, and we are confident that she will continue to be a progressive voice for working families."

Raskin, a nationally renowned constitutional law scholar, has been a state senator for the past decade, during which he has been among the most progressive—and prolific—legislators in Annapolis. He is running for the U.S. House from Maryland's 8th district, which includes much of Montgomery County and parts of Frederick and Carroll Counties.

"Senator Raskin has consistently been there for our members when they've needed him most," Federici said. "It was his fervent leadership as chairman of Montgomery County's Senate delegation that helped secure the votes needed to increase the state minimum wage. Mr. Raskin is a uniquely effective legislator. I was not surprised to learn recently that he helped to pass more than 100 bills into law under his tenure."

Ivey, who is running for the U.S. House in Maryland's 4th district, which cov-

ers much of Prince George's and Anne Arundel Counties, served for two terms as Prince George's County's state's attorney.

"We know Glenn Ivey will be a champion for our hardworking members and working families throughout Maryland," Federici said. "He has strong ties to our community and a proven track record as state's attorney, where he served with distinction. We look forward to his leadership as a lawmaker.

"We are proud of all that Congresswoman Edwards, Senator Raskin and Glenn Ivey have accomplished, and we look forward to their much-needed leadership in Congress," Federici said.

Local 400 members living in Maryland are urged to cast their ballots during the early voting period, which takes place from April 14-21, or to vote on election day, April 26th. Polls are open from 7:00 a.m. to 8:00 p.m.

MARYLAND PRIMARY TO BE HELD APRIL 26

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.

Mary Little **Tenacious Organizer**

Mary Little doesn't take no for an answer. Whether at her store—Kroger #408 in Lynchburg, Va.—or two dozen others, she organizes relentlessly, signing up new members right and left.

"I tell 'em straight up the benefits of being in our union," she said. "It's important for all of us. We're all family and we have to stand strong together. If we don't, Kroger's gonna get their way with us and we're not gonna have a good contract."

Mary doesn't take a single day off. She works five days a week at Kroger as a drug GM Department head and shop steward, and then spends the remaining two days organizing. Over a seven week period in August and September, she signed up 86 new members!

"I love doing this work," she said, "and I wouldn't change a thing."

Mary, who has worked at Kroger for eight years and served as a steward for nearly seven years, is proactive about reaching out to new members. "I get 'em as soon as they come through the door," she said. "The first thing I do is talk with them and get them to sign up. The second thing I do is go to management and ask, 'Why didn't you introduce me to them?'"

"You really have to want to have a good contract," Mary

said. "If you don't want that, you're not gonna be successful in signing people up. You have to believe."

Asked where her passion and energy come from, Mary replied, "My heart. I just care for people. I try to take care of everybody in my store. They all know if they get in any kind of trouble, they can call me. I'm very confidential, they know they can talk with me and it's gonna stay with me."

Mary is a member of the Bargaining Advisory Committee now negotiating for a new Kroger Roanoke contract; the current agreement expires April 2nd. "I would definitely want to see a pay raise and progress on hours and insurance," she said. "I hope to be able to work on this, to keep our members informed, and to make sure we're active and united throughout the process."

A Boonsboro resident, Mary is grateful for what Local 400 membership has meant to her. "I'm spoiled by our union," she explained. "I know everyone's got my back and they're there if I need them. I would not work for a company that isn't union. I've worked at other places that aren't union, and the way they treat you is totally different. I'll always be union—always."



Mary Little

William Ivey

Community Leader

When William Ivey says, "We try to give back to the community," he's not kidding. A Local 400 member working as a sanitation specialist at Boar's Head in Jarratt, Va., for the past 12 years, Billy goes far above and beyond the call of duty to support not only his Local 400 brothers and sisters, but his neighbors, too.

Together with his Local 400 colleagues Emerson Tennessee and Andrew Blunt, his brother Leon and other friends, Billy founded the Community Fellowship of Men, an organization that has "adopted" the second grade class at Capron Elementary School in Capron, Va., as their own. The Community Fellowship hosts an annual cookout every October, which raises funds to provide every second grader with a backpack filled with school supplies. The 2015 cookout marked the 10th year of this great event, which includes inflatable bounce houses for the children, and a car show for the adults.

"We provide the sausages and the meats and we man the grills," Billy said. "It's a real family gathering. People look forward to it every year. And the children love their backpacks."

Community Fellowship members support the students in other ways, too, volunteering in the school, passing out healthy snacks, and helping with athletic contests, for example.



William Ivey

And it's not just children who benefit. The Community Fellowship assists widows in Southampton County, with members mowing the grass when it's hot outside and helping out around the house as needed.

Billy's community spirit is also seen in his involvement with his church, Pleasant Plains Baptist, located in his hometown of Drewryville, Va. Billy is a member of the church's Ministry of Comfort and serves on the Usher Board. "The church is very important to me," Billy said. "It helps me be a better person."

Billy's exemplary leadership and activism reflect the values of his union. "It's great being a Local 400 member," he said. "It helps me on the job having my union standing behind me. And that enables me—and many of my Local 400 brothers and sisters—to do what we can for our community."

Bertha McKiver

Helping Her Sisters and Brothers

Long before she became a shop steward, Bertha McKiver was helping her Local 400 sisters and brothers. Currently the bakery manager at Giant #783 in Burke, Va., Bertha spent many of her 24 years at the company helping to solve her co-workers' problems. Whether they had issues with their health care coverage or a conflict with a supervisor, Bertha had the answers to their questions and good advice to give.



Bertha McKiver

So it was only natural—even inevitable—that she was asked to become a steward in 2007, a job she has been performing brilliantly ever since. In fact, she is so effective that Local 400 members from other stores often come to her with questions and seeking guidance.

"I love helping people," Bertha said. "I believe strongly in making sure everybody's treated fairly, and it's very gratifying every time I can help achieve this goal. It gives me joy to see the smile on someone's face when they get justice."

Bertha also makes it a priority to sign up members at her store and others. "I tell new hires that their opinion counts every bit as much as anyone else's," she said. "But if they want their



William Ivey and the Community Fellowship of Men at their annual cookout to benefit second grade students at Capron Elementary School

Continued on next page

Local 400 ACTS

Continued from page 11

opinion to count, they need to become members and they need to be involved. They also get discounts, deals on cell phones, help buying a new car and other useful services."

During the 2013 round of bargaining, Bertha participated in contract campaign actions, handing out flyers and talking to customers in front of her store and others. She hopes to be even more involved in the next round of bargaining, which will take place this fall. "I'm going to be out there telling people what's going on and I'm ready to do whatever it takes to protect our health and pension benefits, increase wages, and reduce the high turnover among younger workers," she said.

Bertha is similarly active in other Local 400 activities. She has participated in actions at area Walmart stores, and rallies on issues ranging from food stamps to immigration.

A proud mother and grandmother who lives in Woodbridge, Va., Bertha has a special appreciation for what it's like to be represented by a union. "I've worked at a franchise where there was no union," she said. "The things management did could never have happened at Giant and there was no way for me to do anything about it. It was like night and day.

"Being a Local 400 member has had such a big impact on me," Bertha said. "It enables me to help people and that's what I love doing."

Sarah Strong

Rock of Strength

Sarah Strong has a powerful sense of justice. An assistant front end manager at Kroger #335 in Bristol, Va., there is little that makes her angrier than to see how courtesy clerks at the store are mistreated.

In an increasing practice, Kroger has hired "courtesy clerks" to push carts, bag groceries, and assist customers in the front of the store. These employees are paid Virginia's minimum wage of just \$7.25 an hour, and are ostensibly prohibited from promotion opportunities or pay raises. According to several members, few courtesy clerks last more than a matter of months.

"They do the hardest job but they're paid the least," Sarah said. "They're out there in the bad weather collecting the carts and they clean the bathrooms, too. They're just as important as me, but they're certainly not treated that way. It's just not fair.

"What's even worse is they're not given an opportunity to make more money or move up no matter long they've worked



Sarah Strong

there," she said. "We're not even allowed to train courtesy clerks to become cashiers. They should be able to make a career of it, get health insurance and afford to pay their bills. Yes, some are kids in school who aren't expecting to stay long, but improving the position—or eliminating it entirely—would reduce the high turnover rate."

Sarah has turned her outrage into activism. She was hired at her store seven years ago as—yes—a courtesy clerk, but within a week she was moved up. Since that time, she has worked in virtually every department of the store. And she has made a point of speaking up for her co-workers. That led to her becoming a shop steward, a position she had to give up three years ago due to family obligations. But she remains deeply involved in the affairs of her store and her union.

Sarah has been attending meetings to prepare for the upcoming Kroger-Roanoke bargaining (see page 14) and plans to play an active role in the process. "I'm going to encourage our members to vote when the time comes for ratification," she said. "It's very important that members listen to what's been offered, to understand what's happening, and to know what we're fighting for. We've got to get our membership up and our voices heard. If our members don't care, things won't get better. We can't expect change if nothing changes.

"Above all, we can't bicker among ourselves," she said. "It's not all about 'you.' It's all about 'us.' Being in a united front means more than you would think."

Sarah, who lives in Bristol with her 10-year-old son, Landon, is a people person above all else. Her favorite part of her job is her customers. "Sometimes you see their whole families, you know them for years, and they're the funniest, sweetest people you can meet," she said. "All you have to do is say, 'Hi, did you find everything OK?' and you can make some very good friendships."

And people are what Local 400 means to her, too. "We've got support," she said. "When I went after the position I have now, I had to fight tooth and nail. My shop stewards went above and beyond the call to make sure I was treated fairly. Without their support, I never would have gotten this position. I've also become very good friends with several members. In a big company like Kroger, you can feel alone. But being a Local 400 member means I'm not alone. And that means the world."

Jackie Norris: Founding Father, Organizer, Leader



Local 400 members working at Omega Protein in Reedville, Va., lost a true founding father this past November with the passing of Emerson “Jackie” Norris, Jr.

A longtime Omega fisherman, Jackie organized his co-workers and won collective bargaining rights in 1988. “It was his idea,” said his co-worker and close friend, former Local 400 Vice President Ken Pinkard. “Jackie did the legwork. We had 11 boats and he talked to all of them, pulled them all together. He enlightened everyone about how a union could increase their pay, win retirement benefits and provide dignity and respect on the job. Then we asked him to be our first president. But instead, he said to me, ‘Ken, you be president.’”

“That was just like Jackie,” Ken said, “because he was so humble. He was self-conscious about having a high school education. But he was always a source of wisdom. And he knew more than anyone about our industry.”

Jackie and Ken went on to negotiate the first two contracts at Omega, which raised members’ standard of living and strengthened their safety and security.

They also spearheaded the merger of their union, the Reedville Fishermen’s Association, with Local 400 in 1991. “We were a small union and the company had many more resources than us,” Ken said. “We needed more. I had worked for Safeway many years earlier, so I knew affiliating with Local 400 was what we needed.” And he was right—the merger gave Omega members new clout not only at the bargaining table, but also in the Virginia and Maryland state legislatures, where members’ jobs were threatened year after year by proposed limits on the menhaden catch.

Jackie Norris (center), with, from left to right, Local 400’s Ken Pinkard, Donna Waddell, President Mark P. Federici and James Stancil at Omega Protein’s 100 year celebration in 2013.

In 1993 and 1994, Jackie led a heroic 14-month strike that ended in victory. “Jackie was very concerned about making sure our members had retiree health benefits, which up until that point were unheard of in our industry,” Ken said. “It was long and hard and we have the battle scars to prove it. But thanks to Jackie’s leadership and the members’ solidarity, our brothers and sisters got those benefits.

“What was amazing about Jackie is that while he was leading our strike, he also went out and organized the competition, too,” Ken recalled. “There was a small North Carolina fishing company that Omega contracted with to fish while we were on strike. Jackie got them representation and then we bargained their first contract.”

Jackie retired in 1998, but his dedication to his union and his fellow members never waned. That’s why he staffed Local 400’s office at Omega on weekends from his retirement in 1998 until his passing in 2015. He also provided fish and crabs at the annual Northern Neck Fish Fry, a gathering organized by the Omega fishermen that helps people throughout the community learn about the benefits of union representation, and get health information about sickle cell anemia, leukemia and other diseases.

Jackie’s survivors include his wife Grace, their daughter Yvette, their grandchildren, and all of the Local 400 members working at Omega.

“Jackie was like a brother and father to me,” Ken said. “He was that way for all of us—a role model, mentor, friend, advocate and rock of support. We will miss him dearly.”



Local 400 members in Roanoke, Lynchburg and Bristol plan for the next round of collective bargaining

Kroger Roanoke Members Mobilize For Bargaining

Local 400 members working at Kroger in the Roanoke bargaining region are fired up and ready to fight for a contract that improves their living standards and working conditions. That was the clear message that emerged from a series of recent meetings in which Kroger members and Local 400 leaders planned for the upcoming round of bargaining.

The current contract expires on April 2nd and the meetings—which were held in Roanoke, Lynchburg and Bristol—gave members the opportunity to determine their union’s bargaining priorities. They expressed their frustrations with

many aspects of Kroger’s management policies and outlined their hopes for a better future with the company.

“We convened these meetings with one purpose—to listen,” said Local 400 President Mark P. Federici. “It’s

our members’ lives that will be directly affected by the next collective bargaining agreement and it’s their needs and desires that will shape our strategy in negotiations with Kroger.

“A remarkable consensus emerged,” Federici said. “Members want change. What’s most impressive is that they want change to benefit their sisters and brothers. Members with seniority want younger workers to move up the pay scale. Members with experience want new hires to get the training that would improve their career opportunities. There is a great spirit of selflessness and solidarity. Above all, our Kroger Roanoke members want fairness in the workplace—for everyone, young and old, to be treated with respect and dignity.”

Members at all of the meetings raised concerns about the poor treatment and



Local 400 President Mark P. Federici with members at the Kroger store in Bluefield, W.Va.



rock-bottom pay of courtesy clerks, many expressing a desire to eliminate the position entirely. They noted that even store managers have problems with the current arrangement and indicate that it comes from corporate headquarters. There is a sense that the company's management strategy is to keep one-third of its workers experienced and fairly paid, while leaving the rest as "chug and churn" teenagers.

"You walk in that door and see how people are treated differently," said Sarah Strong, an assistant front end manager at Kroger #335 in Bristol, Va. "There's so much favoritism. The younger people in the front end are just as important as older workers and they need to be treated that way."

Members joined together in commit-

ting themselves to doing what it takes to get a strong contract. "If we don't come together and fight for what we need, ain't nobody going to do it for us," said Local 400 member Kelly Tribbett. She served on the 2013 bargaining committee and recalled how at the first meeting, eight Kroger executives entered the room, threw down a pad of paper, said "this is what we want," then left the room and never came back. "They'll try to take away everything if they can get away with it," Kelly said. "We have got to fight."

"The most important thing to remember is that bargaining doesn't work on its own," Federici said. "We've got to make it work. The only way for our Kroger Roanoke members to get the best deal possible is for everyone to make clear to

management that they stand united in unbreakable solidarity and they are ready to do whatever is necessary to win a fair contract.

"There are no guaranteed outcomes at the bargaining table," Federici noted. "The only thing we can guarantee is that the priorities identified by our members will be the number one focus of negotiations. Members who serve on the bargaining committee and those who don't can be assured that their voices will be heard loudly and clearly."

In addition to holding the three Virginia meetings, Federici and other Local 400 officials visited Kroger stores across the border in Princeton and Bluefield, W.Va., whose workers are covered by the Kroger Roanoke contract. That anomaly brings home the high stakes involved in the West Virginia "right to work" debate. Because Virginia has long had a "right to work" law—which limits union clout at the bargaining table by design—Kroger Roanoke workers receive lower pay and less generous benefits than workers covered by Kroger West Virginia contracts, a situation workers in Princeton and Bluefield know all too well. Local 400 members at these stores joined the chorus of workers throughout West Virginia opposing the "right to work" bill.

For the latest information on the Kroger Roanoke bargaining, please visit www.ufcw400.org.



Local 400 President Mark P. Federici listens to Lynchburg area members discuss what they want in a new contract.

Esther López Elected UFCW International Secretary-Treasurer

The UFCW International Executive Board recently elected Esther López as the new international secretary-treasurer. The historic announcement reflects the commitment by the UFCW, as the largest private sector union with 1.3 million members, to build a diverse and strong union family.

López is a leading champion of hard-working men and women, and has worked tirelessly for decades on behalf of immigrants and all families seeking a better life. She has helped lead the UFCW's groundbreaking outreach effort to the Latino and immigrant communities, and is recognized as a national leader in the areas of immigration reform, as well as civil, human and labor rights.

"To become a better and stronger union family, I have been absolutely committed to building a diverse and inclusive union," said UFCW International President Marc Perrone. "It is why I'm so proud to announce that the UFCW International Executive Board elected Esther López as our union family's new international secretary-treasurer. Esther is a tireless advocate for the rights of all hard-working men and women. Esther believes, as I do, that our nation's diversity is our strength, that we must grow our union family, and that by working together we will provide a better life to all our incredible members."

In accepting her position, López said, "I am truly honored to be elected as the international secretary-treasurer. This union and our members are my family. Doing everything I can to improve the lives of hard-working families, and provide them with the better life they've earned, has been my life's mission. It is why the UFCW's commitment to building a stronger and



"Esther is a tireless advocate for the rights of all hard-working men and women. Esther believes, as I do, that our nation's diversity is our strength, that we must grow our union family, and that by working together we will provide a better life to all our incredible members."

**— UFCW International President
Marc Perrone**

more diverse union family is so important. It inspires me to never stop fighting to better the lives of our members, and those who deserve to be our members. Under Marc's leadership, and as part of this incredible UFCW team, I'm more optimistic than ever about the future of our great union family."

Throughout her career, López has been a champion of the rights of all workers—regardless of where they come from or where they were born. To help provide hope to immigrant workers, López launched a groundbreaking program to ensure eligible UFCW members were first in line to apply for citizenship. Prior to that, she spearheaded the Union Citizenship Action Network, also known as UCAN, to help UFCW members become naturalized and get on the path to citizenship. López was the lead staff person on the UFCW Commission on ICE Enforcement that highlighted civil rights abuses in the 2006 Swift raids. All along, López has never lost focus on the broader goal of giving aspiring Americans the chance to become citizens and ensuring all workers and their families are protected from exploitation.

López joined the UFCW family in November 2006 when she was hired as director of the Civil Rights and Community Action Department. In that role, she has helped put the UFCW on the front lines of the most crucial civil rights battles of our time—fighting back against

voter suppression, working to end exploitation of refugees from countries like Burma, Sudan and Somalia, creating more opportunities for women, and expanding LGBT equality.

Prior to her career at the UFCW, López played an active role in improving labor conditions within the state of Illinois, serving as deputy chief of staff for labor, as well as in the governor's cabinet as director of the Illinois Department of Labor.

ACT! for Safety

Making Sure Emergency Exit Doors Work

Functioning, unlocked, accessible emergency exit doors on every jobsite are absolutely critical to the well-being of Local 400 members. In case of a fire, smoke or other mishap, everyone must be able to leave the premises swiftly and safely.

But many employers also see emergency exit doors as a security risk—a way for thieves to make their escape undetected—especially when they are located in out-of-the-way places beyond the view of employees and security cameras. So the question is how is to address this concern without compromising worker safety.

In some states, the answer has been to permit “delayed egress” locking systems on emergency exit doors. When you push on the door, the alarm activates but there is a 15 or 30 second delay before it opens. The idea is that the delay might be long enough to allow a thief to be caught before making a getaway, but not too long to threaten employee safety.

However, Local 400 is concerned that even a nominal delay makes it harder for workers to exit the store, exposing them to needless risk. So in states where delayed egress locking systems are permitted, Local 400 and other unions are demanding that the following four conditions be met:

- Delayed egress doors must have proper signage at least one inch high to let workers know that the door will not open until 15 or 30 seconds have passed.
- The building must be equipped with an automatic fire detection system and/or approved fire sprinkler system.
- The delayed egress locking system

must automatically unlock the doors upon activation of either the fire detection or sprinkler system. So in a true emergency, every fire exit door will open immediately, with no delay.

You should check on the status of the emergency exit doors in your workplace. If any of the doors have delayed egress locking systems, talk to your shop steward or union representative, who can then ensure that it meets the standards permitted by law and the four conditions outlined above. Safety must always be priority number one!



- Delayed egress doors should only be located in out-of-the-way places far from the front end of the store. All other emergency exit doors must open immediately.



**Kelly
Boddie**
Shoe Department
Macy's #68
Washington, D.C.

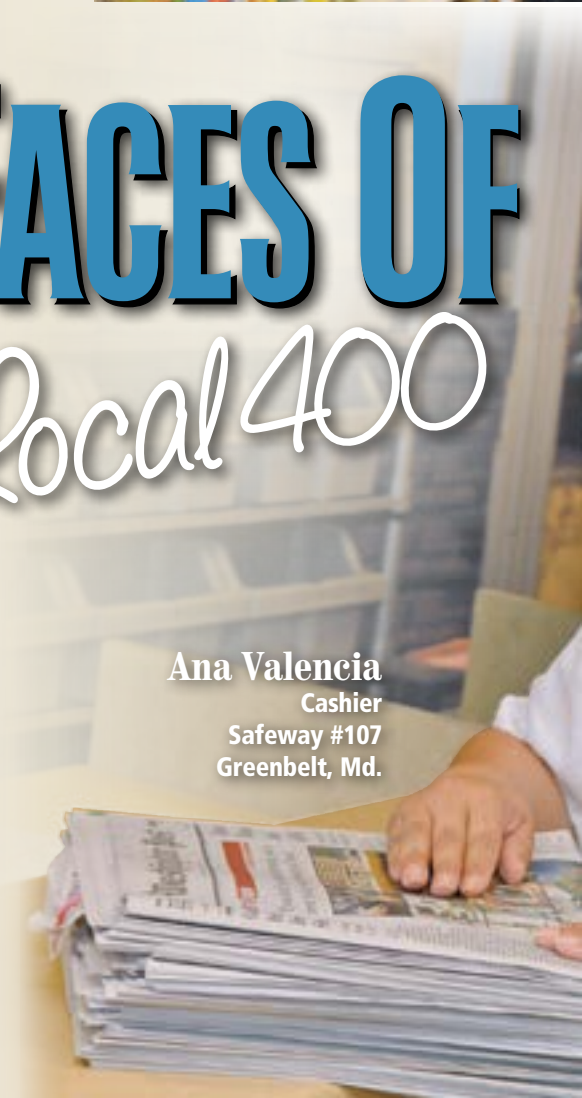


Judy Mowatt
File Maintenance Clerk
Giant #350
Silver Spring, Md.



Lois Dunbar
RN
Kaiser
Internal Medicine
McLean, Va.

FACES OF Local 400



Ana Valencia
Cashier
Safeway #107
Greenbelt, Md.



Abu Conteh
Dairy
Shoppers #2649
Alexandria, Va.



Mamie Stephens
Day Frank
Packaging
Boar's Head
Jarratt, Va.

Local 400 Awards College Scholarships

One Local 400 member and the son of a member have been awarded \$1,000 college scholarships from their union for the current school year. As part of its mission to help members and their families achieve their dreams, Local 400 awards these scholarships on an annual basis.

"It's an honor to be able to support two of the most promising members of our Local 400 family," said Local 400 President Mark P. Federici. "We congratulate Lisa and Taiwo and wish them the very best in college and beyond."

The winners of this year's Local 400 Scholarships are:

Taiwo Dosunmu of Washington, D.C. Taiwo is a sophomore at the University of Michigan in Ann Arbor. He is considering majoring either in Economics or an interdisciplinary combination of Philosophy, Politics and Economics, and he also plans to minor in Chinese Language.

Taiwo's long term career goals range from law school to working in politics and public policy. He has already moved toward this goal, having recently been elected to the board of the University's College Democrats, where he serves as communications director. They are working to register voters and distribute information on the candidates to students.

Taiwo is a graduate of the School Without Walls, a Washington, D.C.,



Taiwo Dosunmu

public magnet high school. There, he was captain of the Debate Team and played varsity soccer and lacrosse. His father, Fatai Dosunmu, is a Local 400 member who works at Bethesda Co-op.

"I was very grateful to receive the scholarship," Taiwo said. "I'm very proud of my dad and the work that he's done to help me succeed in life and this is part of that. It's very helpful and makes a big difference."

Lisa Hostutler of Fayetteville, W.Va. A Local 400 member who has worked for Kroger Pharmacy since 2009, Lisa is a sophomore at West Virginia University in Morgantown. She is enrolled in the School of Pharmacy, where she is a member of the American Pharmacists Association, Academy of Student Pharmacists, and Academy of Managed Care Pharmacy.

A graduate of Fayetteville High



Lisa Hostutler

School who served as salutatorian with a 3.9 grade point average, Lisa worked originally at Kroger #755 and then transferred to Kroger #714 (both in Morgantown) to be within walking distance of the School of Pharmacy. "I give so much credit to all of the awesome staff at both Kroger stores for helping me get to where I am now," she said. Her goal after she graduates is to be a retail pharmacist and work for a chain—ideally Kroger.

When she learned she had been awarded the Local 400 scholarship, "I was so excited and could not believe it," Lisa said. "I put in my application thinking, there are so many other people doing this same thing and there is no way that I will be chosen. I could not be more grateful because the cost of school only increases every year. This was truly an unexpected and gracious gift!"

"Right to Work"

Continued from page 5

With members working for the same company in West Virginia and neighboring "right to work" Virginia, Local 400 brings a special perspective to the debate. Kroger workers in West Virginia have had better contracts than their counterparts next door in Virginia, due to that state's longstanding "right to work" law. Steve Meador, a Local 400 representative who worked at Kroger in Virginia for 28 years—and whose wife still does—noted, "My wife pays approximately five times the amount she would pay for her health care benefits than she would if she worked here in West Virginia. The only difference? Virginia is a 'right to work' state."

"Even working the same job for the same company, under 'right to work,' you are paid less, your health care benefits cost five times as much, and you can't earn as much vacation," he said.

"Kroger doesn't give you anything," said Local 400 member Chris Stover, who worked at Kroger for nearly 40



years. "Our vacation time, our wages, our benefits—they give that to us because we, with our union, make them. 'Right to work' would take all of that away."

"Right to work" has been sold by its supporters as a move that would reduce West Virginia's high unemployment rate. However, seven of the 10 states with the nation's highest unemployment have "right to work" laws. Oklahoma's experience also serves as a cautionary tale. In the 10 years

after "right to work" was passed in Oklahoma in 2001, both manufacturing jobs and the total number of new jobs coming into the state fell by one-third.

The next step for Local 400 members in West Virginia is to unseat the state legislators who voted for "right to work"—and against workers' living standards—in this November's elections and to elect a pro-worker governor. With enough success at the ballot box, it may be possible to overturn this disastrous law next year.



2016

A blue silhouette of a group of graduates in caps and gowns, some holding diplomas and others celebrating with their arms raised.

PROGRAMA DE BECAS DE LA UFCW CHARITY FOUNDATION

La educación es el arma más poderosa que usted puede usar para cambiar el mundo. —Nelson Mandela

En el año 2016 la UFCW Charity Foundation, la fundación benéfica de la UFCW, otorgará varias becas de hasta \$8,000 a los miembros de la UFCW o sus dependientes no casados menores de 20 años de edad.

Para más información y averiguar si usted es elegible, visite:

www.ufcwcharityfoundation.org/scholarship

La solicitud de beca estará disponible en línea comenzando el 20 de enero hasta el 16 de abril del 2016.



Si no le es posible presentar la solicitud en línea, puede pedir una solicitud por correo a la UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006 o por correo electrónico a cfscholarship@ufcw.org. Si usted necesita las reglas de la beca o una solicitud en otro idioma, por favor contáctenos al 1-800-551-4010 y obtendremos ayuda para usted. Los directivos, el personal de la UFCW y sus familias inmediatas no son elegibles para las becas.

2016

A blue silhouette of a crowd of graduates celebrating, with many wearing caps and gowns and holding diplomas high in the air.

UFCW CHARITY FOUNDATION SCHOLARSHIP PROGRAM

*Education is the most powerful weapon which
you can use to change the world.* —Nelson Mandela

In 2016 the UFCW Charity Foundation will award
several SCHOLARSHIPS, up to \$8,000 each, to UFCW members
or their unmarried dependents under the age of 20.

For more information, and to find out if you're eligible, please visit:

www.ufcwcharityfoundation.org/scholarship

The scholarship application will be available online
from January 20-April 16, 2016.



If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation,
Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006
or by email at cfscholarship@ufcw.org.

If you need the scholarship rules or an application in another language,
please contact us at 1-800-551-4010 and we will obtain assistance for you.
UFCW employed officers, staff and their immediate families are not eligible.

The Martin E. Gerel Memorial Union Scholarship 2016

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 2016 to be eligible for this year's award.*

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

April 29, 2016 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

BOARS HEAD PROVISIONS

Fenzo Allen, VA, 10 yrs
 Boston Canty, VA, 6 yrs
 Ruth Hill, VA, 10 yrs

COMMODORE

Phillip L Wallace, VA, 26 yrs

GIANT FOOD

Stephen J Abbundi, MD, 44 yrs
 David E Alonso, MD, 42 yrs
 Becky B Ansink, VA, 36 yrs
 Kathleen M Baker, MD, 34 yrs
 Carolyn J Ballantyne, MD, 36 yrs
 Eugene G Baltimore, VA, 24 yrs
 Theresa D Baril, MD, 34 yrs
 Frank D Barilla, NC, 35 yrs
 Dorothy Bartley, MD, 10 yrs
 Karen L Bean, MD, 34 yrs
 Deborah A Beckwith, MD, 38 yrs
 Catherine M Bentley, MD, 37 yrs
 Steven F Beverly, MD, 32 yrs
 Kathleen M Biscarr, WV, 38 yrs
 Scott R Black, MD, 27 yrs
 Douglas L Blodgett, MD, 34 yrs
 April R Brooks, MD, 31 yrs
 Daisy M Browlee, DC, 2 yrs
 Gordon A Brown, VA, 35 yrs
 James M Brown, VA, 30 yrs
 Anita S Buckingham, MD, 36 yrs
 William D Burch, MD, 33 yrs
 Kevin B Byroad, MD, 32 yrs
 Richard L Carter, MD, 37 yrs
 Richard A Cecil Jr, VA, 33 yrs
 Lucinda L Chagnon, MD, 37 yrs
 Pavana Chanyasulkit, MD, 37 yrs
 Romaine R Chase, MD, 36 yrs
 Boonmee Cheyiam, MD, 15 yrs
 Ernest T Chinn Sr, VA, 34 yrs
 Daniel F Colella, MD, 41 yrs
 Diane E Contic, MD, 39 yrs

Ardemecia Cook, MD, 42 yrs
 Jejuan Courtney, VA, 32 yrs
 Michael A Coxen, MD, 33 yrs
 Patricia A Cuzzolina, MD, 42 yrs
 Priscilla E Darby, DC, 35 yrs
 Robert A Davidow, VA, 42 yrs
 Cornelius E Davis Jr, VA, 21 yrs
 Martin J Dellavalle, MD, 35 yrs
 Gloria J Demesme, MD, 40 yrs
 Tuyet T Do, MD, 8 yrs
 Judith A Doyle, MD, 42 yrs
 Glenn A Dye, MD, 36 yrs
 Mary S Dyer, MD, 5 yrs
 Ruth E Edwards, VA, 32 yrs
 Suzanne Edwards, VA, 31 yrs
 Edna Eisemann, MD, 30 yrs
 Mary E Ervin, MD, 35 yrs
 Ethyl R Evans, MD, 35 yrs
 Todd S Farber, MD, 39 yrs
 Ronald M Ferris, VA, 33 yrs
 Michael E Floyd, MD, 33 yrs
 Bianca M Floyd, DC, 37 yrs
 Thomas Floyd II, DC, 41 yrs
 Frank T Fones, MD, 25 yrs
 Larry D Ford, VA, 41 yrs
 Cheryl L Freeland, DC, 36 yrs
 James O Frye, VA, 36 yrs
 Robert G Gaskins Jr, VA, 39 yrs
 Damita L Gates, MD, 34 yrs
 Linda L George, VA, 35 yrs
 Violetta L Goralski, VA, 28 yrs
 Kenneth E Grutter, VA, 36 yrs
 Deana C Hammett, MD, 29 yrs
 Natonja L Harrod, MD, 31 yrs
 William S Hart, MD, 32 yrs
 Bari L Hein, MD, 33 yrs
 Dale H Hendon, VA, 43 yrs
 Brenda J Heskett, MD, 42 yrs
 Steven B Hicks, WV, 35 yrs
 William A Hill Jr, VA, 32 yrs
 Cathy R Hinton, MD, 33 yrs

Warren H Holmes II, NC, 43 yrs
 Debra S Howard, MD, 25 yrs
 Donna M Howard, MD, 35 yrs
 Joseph T Huffstickler, VA, 39 yrs
 Debbie L Jackson, VA, 12 yrs
 Diane P Jackson, VA, 37 yrs
 Earlene H Jackson, MD, 33 yrs
 Gregory L Jenkins, VA, 37 yrs
 James G Jewell III, VA, 39 yrs
 Gregory Johnson, MD, 37 yrs
 Martha J Johnson, MD, 30 yrs
 Sandra T Jones, VA, 35 yrs
 Larry W Kidwell, VA, 35 yrs
 Maria Klapal, MD, 43 yrs
 Thad W Kosh Jr, DC, 48 yrs
 Elena Kouremetis, MD, 22 yrs
 Mary G Lear, MD, 37 yrs
 Wai K Lee, MD, 13 yrs
 Glenn A Lilly, VA, 33 yrs
 Heang Lim, VA, 6 yrs
 Rita Hang Lim, MD, 33 yrs
 Terry L Long, VA, 40 yrs
 Vicky L Lucas, MD, 41 yrs
 Sherry A Macewen, VA, 34 yrs
 Pamela M Madaris, VA, 36 yrs
 Julie A Madden, MD, 33 yrs
 Sandra M Maizel, MD, 26 yrs
 Malethia J Marconi, PA, 17 yrs
 Rosa E Martinez, MD, 11 yrs
 Jean M Martino, MD, 39 yrs
 Kevin J Mason, MD, 35 yrs
 Andre J Matlock, MD, 34 yrs
 Paul A Meadows, VA, 34 yrs
 Bennett M Mendis, MD, 41 yrs
 Rodney A Miller, WV, 31 yrs
 Jay L Miller III, VA, 22 yrs
 Frances M Moore, VA, 19 yrs
 Gene S Nannette, MD, 45 yrs
 Donna M Nemchick, SC, 32 yrs
 Susan L Northrop, VA, 31 yrs
 Michael E Outlaw, VA, 37 yrs

2016 AREA MEMBERSHIP MEETINGS*

(Quarterly Membership Meetings are in Bold)

Tuesday, April 5
NORFOLK
 UFCW Local 400 Norfolk Office
 1500 East Little Creek Rd,
 Norfolk, VA 23502

Wednesday, April 6
RICHMOND
 UFCW Local 400 Richmond Office
 231 E. Belt Blvd., Richmond, VA 23225

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

Tuesday, April 12
CHARLESTON
 Holiday Inn – Civic Center
 100 Civic Center, Charleston, WV 25301
 (304) 345-0600

Wednesday, April 13
PARKERSBURG
 Comfort Suites
 167 Elizabeth Pike,
 Mineral Wells, WV 26150
 (304) 489-9600

Thursday, April 14
CLARKSBURG
 Best Western
 100 Lodgeville Road,
 Bridgeport, WV 26330
 (304) 842-5411

Tuesday, April 19
BRISTOL
 Holiday Inn Hotel & Suites
 Bristol Convention Center
 3005 Linden Drive, Bristol, VA 24202
 (276) 466-7725

Wednesday, April 20
ROANOKE
 UFCW Local 400
 2728 Colonial Avenue, Suite 19
 Roanoke, VA 24015
 (Parking in the rear)

Thursday, April 21
DANVILLE
 Faces of Our Children Outreach Center
 505 Arnett Boulevard, Danville, VA 24541

Tuesday, April 26
BECKLEY
 Holiday Inn
 114 Dry Hill Road, Beckley, WV 25801
 (304) 252-2250

Wednesday, April 27
HUNTINGTON
 Hampton Inn
 1 Cracker Barrel Dr, Barboursville, WV 25504
 (304) 733-5300

Tuesday, June 21
LANDOVER
 Local 400 Headquarters
 8400 Corporate Drive, Landover, MD 20785
 (301) 459-3400

* All meetings start at 6:00 p.m.

December Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	556,165
2	RECEIPTS (from all sources): DUES MISCELLANEOUS	1,290,234 7,173
3	TOTAL RECEIPTS	1,297,408
4	TOTAL OF LINES 1 AND 3	1,853,573
5	DISBURSEMENTS for current months	1,058,918
6	CASH ACCOUNT BALANCE at the end of current month	794,654
7	BALANCE AT END OF MONTH as shown on bank statement	814,852
8	DEPOSIT IN TRANSIT	
9	TOTAL OF LINES 7 AND 8	814,852
10	LESS: Checks included in item 5 not returned with bank statement	20,198
11	BALANCE (Should agree with Line 6)	794,654
12	PETTY CASH FUND	551
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	1,778,324
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	501,469
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	533,580
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,450,650
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16	2,157,930

ALL IN THE FAMILY

Condolences

Laverne "Misty" Wrenn
 – loss of uncle
 UFCW Local 400 Staff

Laverne "Misty" Wrenn
 – loss of mother-in-law
 UFCW Local 400 Staff

Renee Phares – loss of grandmother
 UFCW Local 400 Staff

Bernadette Trimble & Mary Catalano
 – loss of mother
 UFCW Local 400 Retirees

Family of Jeremiah Jones
 Shoppers Food & Pharmacy #2628

Family of Donte Isaah Hamilton
 Giant Food #320

Legal Assault on Working Families Derailed



Just as it appeared on the verge of succeeding, a right-wing legal scheme to attack working families was derailed by the unexpected death of Supreme Court Justice Antonin Scalia.

Known as *Friedrichs v. California Teachers Association*, the lawsuit was financed by the infamous Koch Brothers and their extremist allies as a blunt weapon to club the labor movement on its kneecaps, crippling unions' ability to fight for their members.

Openly encouraged by anti-worker Justice Samuel Alito, the plaintiffs asked the Supreme Court to deny unions the right to charge a fair share fee to state and local government employees who don't want to join their union but still benefit from collective bargaining. It would make the entire public sector "right to work," enabling "free riders" to enjoy higher wages and benefits, better health and safety, and strong workplace representation without paying a penny.

A ruling for the plaintiffs—which seemed likely before Scalia's passing—would directly harm Local 400 members working for the Annapolis, Md., Takoma Park, Md., and Belpre, Ohio

Police Departments. But it would also be a harsh blow for the rest of our members—and all workers, union and non-union alike.

To understand why, look at what happens in "right to work" states. A smaller percentage of workers are represented by unions, which reduces their clout at the bargaining table. The result is lower wages and benefits, workplaces that are less safe, and a shrinking middle class. Indeed, the average worker in "right to work" states makes nearly \$6,000 less than the average worker in other states. We see this firsthand at Local 400, where our Kroger members in West Virginia—under contracts negotiated before the state legislature passed "right to work" this February—receive higher wages than their sisters and brothers in "right to work" Virginia.

If this happened to the entire public sector nationwide, the collateral damage would drive living standards down for most private sector workers as well, making it that much harder to reverse the skyrocketing income inequality that's afflicting our nation.

Plus, it would weaken labor's political clout by starving unions of

resources, removing the strongest counterbalance to the power of big money in elections. Billionaires and big businesses would find it that much easier to enrich themselves further at the expense of workers.

It is now possible that the eight-member court will tie four-four, letting a lower court's ruling against "right to work" stand. But dodging a bullet like this due to the sudden death of a justice should leave no one feeling comfortable, because the next assault will be right around the corner.

Whatever happens, the forces behind this lawsuit will keep working to rig the game for the rich even more than it already is. They have manipulated U.S. labor law to shrink the organized percentage of the private sector workforce to all-time lows. The *Friedrichs* case was designed to have the same devastating impact on labor in the one field where unions have been growing—the public sector—bringing the Koch brothers and their anti-worker allies one step closer to their dream of an America without unions. We cannot let them get away with it.

Lavis "Mikki" Harris
Secretary-Treasurer

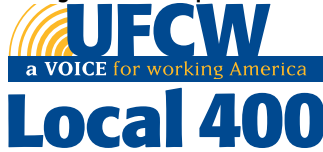
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Workers Local 400**

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