

# Local 400 UNION LEADER



## STRONGER TOGETHER

Members Unite for Giant/Safeway Bargaining





## No Bargaining with Corporate Greed



**H**ow much is enough? That's the question I keep asking every time we've bargained with management in recent years.

After all, Giant, Kroger, Safeway, Shoppers and most of our other employers are highly profitable and financially healthy. Their top executives make so much, it's almost beyond comprehension—for example, Kroger CEO Rodney McMullen rakes in \$11.2 million a year. That's \$5,366.55 per hour. Yet the most Kroger would offer our Roanoke members was an additional 30 cents an hour. That's how much McMullen makes in one-fifth of a second! Yet that was the best contract any UFCW Local Union has gotten from the company this year.

It didn't used to be this way. There was a time not too long ago when corporations saw the bigger picture. They recognized that their employees are their most valuable asset and the key to profitability. We still had tough negotiations and we never got everything we wanted, but management understood that keeping their workers fairly compensated, well-treated and loyal to the company was the best way to generate

high productivity, great customer service, increased market share and higher profits.

The statistics make this point loudly and clearly. In 1965, corporate CEOs made 20 times the pay of the average worker. Today, CEOs make approximately 350 times the pay of the average worker. A modest, reasonable gap has exploded into a gaping chasm.

There once was a social compact, too. During tough times, everyone—workers and management alike—tightened their belts and shared the burden. Then, when the economy improved, everyone shared the wealth and workers were rewarded for their sacrifices.

This compact has been shattered a million ways to Sunday. Now, workers are expected to sacrifice during recession and recovery alike.

Today, most corporate CEOs only look as far as their next quarterly earnings report. The lower they keep wages and benefits, the better their balance sheets look to Wall Street. At the same time, they're shoveling obscene amounts of money into their own pockets.

Equally important, they're not reinvesting their profits into their stores and workforce. Instead, they're buying

up other chains. Over the last couple of years, we've seen Safeway purchase Albertson's, Kroger buy Harris Teeter, and Ahold (Giant) acquire Delhaize (Food Lion). Our industry is turning into a game of Monopoly.

By ourselves, we cannot change the culture of greed that has infected virtually every giant corporation. But we do have the power to build a counterweight. By organizing ourselves, our customers and our communities, we can force our employers to do more to meet our needs. Our success in preventing eight Giant stores from being sold proves this point (see page 16).

Activism and solidarity are the only way to fight back against management that treats workers as a cost to be minimized, rather than an asset to be supported. If we can't make them see the light, we can make them see green—the price they will pay in alienating workers, customers and communities. The more members who take ownership of their union and take action, the more likely it is that we will succeed in this fall's FELRA bargaining and other future negotiations.

Mark P. Federici  
*President*

**UNITED FOOD &  
COMMERCIAL WORKERS  
LOCAL 400**

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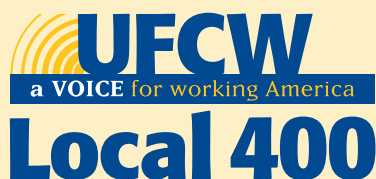
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# UNION LEADER

## Contents

FALL 2016

### F E A T U R E S

## 4 High Stakes in November Elections

UFCW Strongly Recommends Clinton-Kaine Ticket

## 6 2016 Elections Guide

Complete List of All Recommended Candidates

## 10 Local 400 ACTS!

Profiles of Four Members Making a Difference

## 14 Lipton Workers Vote Union Yes!

Join Local 400, Start Bargaining First Contract

## 16 Local 400 Members Save Their Stores

Member Activism Saves Hundreds of Jobs

### C O V E R S T O R Y

## 18 Members Mobilize for Giant/Safeway Bargaining

Contract Expires October 29

### A L S O I N S I D E

32 Local 400 Retirees

34 Financial Report

34 All in the Family



# Workers Rights, Living Standards at Stake In Pivotal November 8 Elections

*UFCW Strongly Recommends Pro-Worker Clinton-Kaine Ticket*

The 2016 presidential election offers what may be the greatest contrast between nominees in American history. On one side is Hillary Clinton, an experienced leader who fights for working families with the temperament for the highest office in the land.

On the other side is Donald Trump, an anti-worker demagogue who has never served in public office, who thinks Americans' wages are too high, who is trying to bust the union at his own hotel, and who is campaigning by fueling prejudice and racism.

That's the choice Local 400 members and all voters will face on November 8th.

The same contrast exists on the vice presidential level. Local 400 members in Virginia know Sen. Tim Kaine well as a strong ally and good friend throughout his time as governor and senator. By contrast, Indiana Gov. Mike Pence rammed through a "right to

work" law in his state and bashes unions at every opportunity.

Also critically important will be races for the U.S. House everywhere; for the U.S. Senate in Maryland, Ohio and Kentucky; and for governor and the state legislature in West Virginia.

The presidential election has dominated the public debate, and on the issues that affect Local 400 members' lives, the differences are as large as they have ever been.

"We couldn't have a more clear cut choice," said Local 400 President Mark P. Federici. "Hillary Clinton and Tim Kaine will fight for our members and all working families in the White House, while Donald Trump and Mike Pence would try to destroy workers' rights, drive down our living standards, and break up immigrant families.

"Just as bad, Trump is trying to scam voters by exploiting hatred and bigotry," Federici charged. "He's borrowing from the 'divide and conquer' playbook used by anti-worker forces throughout history, in an effort to make struggling workers blame immi-



grants and Muslims for their plight, rather than the corporate greed that's the real cause of our problems. It's a con game and we cannot afford to fall for it."

The UFCW recommended Hillary Clinton for president after a thorough yearlong presidential endorsement process. As part of this effort, the UFCW conducted a series of nationwide meetings with current members and Local UFCW officers, internal polls of union members, as well as focus groups with working and middle class non-union families from across the country who currently work or have worked in retail, to determine the issues that matter most to UFCW members and the workers the UFCW fights for every day.

"It is our members' strong belief that Hillary Clinton is not just the strongest presidential candidate, but the right one," said UFCW International President Marc Perrone. "By working together, we believe our incredible members can help



Local 400 Mark P. Federici with Virginia Senator Tim Kaine at a UFCW Conference in 2012.

Secretary Clinton create the better America that our union family and all middle- and working-class families have earned and deserve.

"We deserve a president like Hillary Clinton who will fight to make sure that paid leave, stable schedules, and higher wages become more than an election promise—they'll become a reality," Perrone added.

"Beyond electing Hillary Clinton President, we need to take back a pro-worker majority in the U.S. House and Senate, and elect a governor and state legislature in West

Virginia who would repeal that state's disastrous 'right to work' law," Federici said. "I strongly encourage all of our members to get involved in this critical election, because nothing less than our jobs, our rights, our security, and even our contracts all hang in the balance."

For a complete list of pro-worker candidates recommended by Local 400, please see page 6.

## THE CLEAREST CHOICE IN HISTORY: CLINTON VS. TRUMP ON THE ISSUES

### CLINTON

**WAGES** – Supports raising the federal minimum wage to at least \$12/hour, backs state and local "Fight for \$15" efforts, and will reward companies that share profits with their workers.

**"RIGHT TO WORK" LAWS** – Strongly opposes "right to work" laws that drive down workers' wages.

**WORKERS' RIGHTS** – Sponsored the Employee Free Choice Act in the U.S. Senate and vows to strengthen the labor movement and worker bargaining power.

**FAMILIES** – Will work to enact paid family leave, earned sick days, fair scheduling and quality affordable child care laws.

**IMMIGRATION** – Supports comprehensive immigration reform that will put many Local 400 members on a path to citizenship.

**TAXES** – Will raise taxes on Wall Street, big business and the wealthiest Americans, putting the revenues to work helping students attend college debt-free, and investing in our infrastructure.

**SUPREME COURT** – Would appoint justices who support workers' rights and would overturn the *Citizens United* ruling that allows billionaires to buy elections.

**QUALIFICATIONS FOR OFFICE** – After serving as first lady, a U.S. senator and secretary of state, she is as qualified for the presidency as any candidate in history.

### TRUMP

**WAGES** – Opposes a minimum wage increase. He actually said, "Our wages are too high."

**"RIGHT TO WORK" LAWS** – Told the *Washington Examiner* this year, "I love the 'right to work.'"

**WORKERS' RIGHTS** – Deploys union-busting tactics and refuses to negotiate with the union at his hotel in Las Vegas.

**FAMILIES** – Opposes paid family leave, earned sick days, fair scheduling and quality affordable child care laws.

**IMMIGRATION** – Claims he will round up and deport 11 million immigrants, threatening Local 400 members and likely violating the Constitution.

**TAXES** – Will slash taxes for millionaire and billionaire families like his, blowing an \$11 trillion hole in the budget and requiring huge cuts in programs benefiting working families.

**SUPREME COURT** – Would appoint anti-worker justices in the mold of the late Antonin Scalia.

**QUALIFICATIONS FOR OFFICE** – Least qualified candidate in history. Never served in public office. In business, specialized in bankruptcies that wiped out other people's money, but not his. Has no knowledge about how government works and no interest in learning. Makes decisions based on what's best for his ego, not what's best for the American people.

# Local 400 Voters Guide

## How Candidates Are Recommended

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

In Maryland, Virginia, the District of Columbia, West Virginia, Ohio, Kentucky and Tennessee, we:

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

Please note that for offices not listed in this guide, Local 400 has made no recommendation.

## President and Vice President of the United States

**Hillary Clinton and Tim Kaine**

### MARYLAND

#### U.S. Senate

Chris Van Hollen

#### U.S. House of Representatives

- |            |                     |
|------------|---------------------|
| <b>1st</b> | Joe Werner          |
| <b>2nd</b> | Dutch Ruppersberger |
| <b>3rd</b> | John Sarbanes       |
| <b>4th</b> | Anthony Brown       |
| <b>5th</b> | Steny Hoyer         |
| <b>6th</b> | John Delaney        |
| <b>7th</b> | Elijah Cummings     |
| <b>8th</b> | Jamie Raskin        |

### VIRGINIA

#### U.S. House of Representatives

- |             |                 |
|-------------|-----------------|
| <b>2nd</b>  | Shaun Brown     |
| <b>3rd</b>  | Bobby Scott     |
| <b>4th</b>  | Donald McEachin |
| <b>5th</b>  | Jane Dittmar    |
| <b>6th</b>  | Kai Degner      |
| <b>7th</b>  | Eileen Befell   |
| <b>8th</b>  | Don Beyer       |
| <b>9th</b>  | Derek Kitts     |
| <b>10th</b> | LuAnn Bennett   |
| <b>11th</b> | Gerry Connolly  |

#### State Senate Special Elections

- |            |                 |
|------------|-----------------|
| <b>1st</b> | Monty Mason     |
| <b>5th</b> | Lionell Spruill |

#### House of Delegates Special Elections

- |             |                |
|-------------|----------------|
| <b>77th</b> | Cliff Hayes    |
| <b>93rd</b> | Michael Mullin |

## Ballot Question 1

("Right to Work" Constitutional Amendment)  
NO

### DISTRICT OF COLUMBIA

#### Delegate to Congress

Eleanor Holmes Norton

#### City Council

- |            |              |
|------------|--------------|
| <b>2nd</b> | Jack Evans   |
| <b>7th</b> | Vincent Gray |
| <b>8th</b> | Trayon White |

### WEST VIRGINIA

#### Governor

Jim Justice

#### Attorney General

Doug Reynolds

#### Secretary of State

Natalie Tennant

#### Treasurer

John Perdue

#### Auditor

Mary Ann Claytor

#### Agriculture Commissioner

Walt Helmick

#### U.S. House of Representatives

- |            |           |
|------------|-----------|
| <b>2nd</b> | Mark Hunt |
|------------|-----------|

#### State Senate

- |            |                             |
|------------|-----------------------------|
| <b>1st</b> | Jack Yost                   |
| <b>2nd</b> | Lisa Zukoff                 |
| <b>3rd</b> | Bradley Vanzile             |
| <b>3rd</b> | Greg Smith (unexpired term) |
| <b>4th</b> | Brian Prim                  |
| <b>5th</b> | Bob Plymale                 |
| <b>6th</b> | Rocky Seay                  |
| <b>7th</b> | Richard Ojeda II            |
| <b>8th</b> | Glenn Jeffries              |

**9th** Mike Goode  
**10th** Dave Perry  
**11th** Denise Campbell  
**12th** Doug Facemire  
**13th** Roman Prezioso  
**14th** Bob Williams  
**15th** Brad Noll  
**16th** Stephen Skinner  
**17th** Corey Palumbo

### State House of Delegates

**1st** Ronnie Jones  
**2nd** Phil Diserio  
**3rd** Shaun Fluhartey  
 Erikka Storch  
**4th** Joe Canestraro  
 Mike Ferro  
**5th** David Pethtel  
**7th** Mark Harper  
**8th** David Bland  
**9th** Jim Marion  
**10th** Andy Daniel  
 J. Morgan Leach  
 Bill Merriman  
**11th** Jim Crowder  
**12th** Missy Morris  
**13th** Scott Brewer  
 Rosalee Juba-Plumley  
**14th** Samantha Fooce  
**15th** Jeffrey Smith  
**16th** Joe Akers  
 Sean Hornbuckle  
 Matt Spurlock  
**17th** Chad Lovejoy  
 Matthew Rohrbach  
**18th** Billy J. Chaffin II  
**19th** Ken Hicks  
 Robert Thompson  
**20th** Justin Marcum  
**21st** Phyllis White  
**22nd** Jeff Eldridge  
 Gary McCallister  
**23rd** Rodney Miller  
**24th** Ralph Rodighiero  
**25th** "Bucky" Blackwell  
**26th** Ed Evans  
**27th** Carol Bailey  
 Sabrina Shrader  
 Lacy Watson

**28th** Bill O'Brien  
 Wayne Williams  
**29th** Ricky Moye  
**30th** Mick Bates  
**31st** Kristen Ross  
**32nd** Shirley Love  
 John Pino  
 Margaret Staggers  
**33rd** David Walker  
**34th** Brent Boggs  
**35th** Ben Adams  
 Andrew Byrd  
 Ben Sheridan  
**36th** Nancy Guthrie  
 Andrew Robinson  
 Larry Rowe  
**37th** Mike Pushkin  
**38th** Tom Tull  
**39th** Wesley Holden  
**40th** Melissa Riggs Huffman  
**41st** Adam Young  
**42nd** Stephen Baldwin, Jr.  
 Ray Canterbury  
**43rd** Bill Hartman  
 Phil Isner  
**44th** Dana Lynch  
**45th** Bill Hamilton  
**46th** Peggy D. Smith  
**47th** Ken Auvil  
**48th** Richard Iaquina  
 Derek McIntyre  
 Tim Miley  
 Wayne Worth  
**49th** Dave Gobel  
**50th** Mike Caputo  
 Linda Longstreth  
 Timothy Minchin  
**51st** Barbara Fleischauer  
 Evan Hansen  
 Nancy Jamison  
 Rodney Pyles  
 John Williams  
**52nd** Steven Shaffer  
**53rd** Al Tomson  
**55th** Isaac Sponaugle  
**57th** Beverly C. Keadle  
**59th** Cat Webster  
**60th** Gary "Peanut" Collis  
**61st** Jason Barrett

**62nd** Christy Santana  
**63rd** Kenny Lemaster, Jr.  
**64th** Barby Frankenberry  
**65th** Sammi Brown  
**66th** David Dingess  
**67th** Rod Snyder

## OHIO

### U.S. Senator

Ted Strickland

### U.S. House of Representatives

**6th** Mike Lorentz  
**15th** Scott Wharton

### State Senate

**30th** Lou Gentile

### State House of Representatives

**94th** Sarah Grace  
**95th** Ginny Favade  
**96th** Jack Cera

## KENTUCKY

### U.S. Senator

Jim Gray

### U.S. House of Representatives

**4th** Calvin Sidle

### State Senate

**27th** Charles L. Linville III  
**31st** Ray Jones

### State House of Representatives

**96th** Josh McGuire  
**98th** Lew Nicholls  
**99th** Rocky Adkins  
**100th** Kevin Sinnette

## TENNESSEE

### U.S. House of Representatives

**1st** Alan Bohms

### State House of Representatives

**2nd** J. S. Moore  
**6th** John Baker  
**7th** Nancy Fischman



# D.C. Enacts \$15 Minimum Wage, But Kills Just Hours Bill

*Paid Leave Still Under Consideration*

This June, the District of Columbia City Council passed and D.C. Mayor Muriel Bowser signed historic legislation raising the minimum wage in the nation's capital to \$15/hour by 2020.

This makes Washington, D.C. the third major city to take this vital action, joining Seattle and San Francisco.

Unfortunately, on September 20th, the Council voted to table Just Hours legislation (also known as the Hours and Scheduling Stability Act) to guarantee stable hours and predictable scheduling for D.C. retail workers. That misguided action effectively kills the bill in the current session.

However, Local 400 and our community and labor allies are still fighting to pass the Universal Paid Leave Act, to help low-wage workers safeguard themselves and their families if they need time off to care for a newborn child or an ill relative.

"While wage increases are a crucial and necessary step, wages alone are not enough to give every hardworking District resident a fair shot at a better life," said Local 400 President Mark P. Federici. "They also need Just Hours legislation, which would guarantee that workers won't have to struggle with too few hours on too short notice—and Paid Family Leave, which would provide reasonable accommodations to workers who choose to start a family.

"That's why, while we applaud the minimum wage increase, we condemn

*"Parents must be  
empowered to both  
provide for and be present  
for their children."*

— Local 400 President Mark P. Federici

those Council members who voted against Just Hours, listening to the 'Chicken Little' warnings of anti-worker businesses instead of their constituents whose lives are made a living hell by abusive scheduling practices," Federici said.

"It's equally important that all workers earn the income that would allow them to support a family—and that their jobs provide the predictability and flexibility that allow them to actually raise a family," Federici said. "Parents must be empowered to both provide for and be present for their children."

The experience of Katana Jefferson, a native Washingtonian who has worked as a dishwasher, cashier, cook and stocker for various restaurants and retail venues, illustrates how wrong the D.C. Council was to kill the Just Hours bill. While working at Shake Shack, Katana was forced to work extra hours after her shift ended to complete last-minute tasks assigned by the manager. Then, during her initial interview for a job at another local restaurant, Katana's future employer led her to believe that she would work 30 hours a week. The restaurant ended up assigning her only 16 to 20 hours a week, which made it difficult for Katana to budget and

forced her to closely watch her expenses. She later ended up leaving this job when her boss suggested she should quit instead of taking a day off to care for her sick brother. That was the last straw for Katana—taking care of her family was her priority, and she knew her boss did not respect that.

"As Katana's case shows, the combination of an erratic schedule and insufficient hours is toxic," Federici said. "It becomes next to impossible to budget monthly expenses, to arrange child care or elder care, pursue education or training, or hold down a second job to make ends meet. It's time for the Council to pass the Paid Leave Act and reconsider the Just Hours bill."

If the Paid Leave Act passes, it would build on Local 400's success in leading the "Fight for \$15" in the District of Columbia and in the other states where its members live and work.

On July 1st, the District of Columbia's minimum wage increased from \$10.50/hour to \$11.50/hour under legislation enacted in 2013. Between 2017 and 2020, it will rise in steps until it reaches \$15/hour. After that, it will rise at the same rate as inflation.

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 with this message: Pass the Universal Paid Leave Act and reconsider the Hours and Scheduling Stability Act.

For the latest information, please visit [www.djusthours.org](http://www.djusthours.org).



# Project Retail Empowering Unorganized Washington, D.C. Area Workers

Retail workers in the Washington, D.C. area who don't yet have union membership are joining together in a new organization—Project Retail—to improve their working conditions and their lives.

Frustrated by crippling commuting costs, poverty wages, minimal benefits, unpredictable schedules, inadequate hours and disrespect from managers, these workers are holding meetings, recruiting new members, developing strategies, and taking action to make a difference for themselves and their colleagues.

Tamia Small joined Project Retail because she had enough of the indignities that come with her job at American Eagle Outfitters in the Pentagon City mall.

To get to work, Tamia, who lives in Southeast Washington, takes a bus to the metro, gets on the Green Line, and then transfers to the Yellow or Blue Lines. It costs \$6 each way to get to and from a job that pays just \$9/hour. Once a week, Tamia has to take this trip and spend \$12 not to work, but just to get her schedule. She says American Eagle refuses to email, call or text it to her.

When Tamia arrives at the store, she sometimes finds she's not scheduled at all over the next seven days. Other times, it's little better. "This week, I only have one shift," she said. "And even when I'm on the schedule, there's been times when I went to work and they cut my shift for whatever reason and sent me home. I don't like spending all this money just to get a piece of paper that's likely to change anyway. I think they feel like they can do whatever they want without repercussions.

"I don't understand how a person can be expected to live like this," Tamia said,



**Tamia Small speaks at a Local 400 shop stewards seminar this summer.**

"especially when you consider the cost of housing in D.C. How can I pay rent, eat, and afford metro on one four-hour shift a week?"

"Brianna Johnson" faces similar struggles. (Her name has been changed for this article at her request.)

To get from her home in suburban Maryland to the store she works at in Washington, D.C., she takes a cab to the metro, a long subway ride, and a 15-minute walk. The total cost is \$14 each way and it's about an hour door to door.

That alone is frustrating enough, but on a recent day, she took the trip only to see a "closed" sign posted on the store's door. No one bothered to tell her it wasn't open. "It was unprofessional," she said. "They could have called or texted me when they closed the store, which was many hours earlier. In the meantime, that's \$28 and two hours of my life I won't have back."

While that was an extreme example of how she and her co-workers are mistreated by management, last-minute scheduling changes and substandard hours are common. "There have been times when they've changed my schedule and never told me," she said. "I've gotten calls say-

ing I'm supposed to be at work right now. I can't teleport myself. If they can call me to say I should be there, they could have called me when they changed the schedule."

By joining Project Retail, Tamia, Brianna and many others are fighting back. When she attended her first Project Retail meeting, Tamia recalled, "I saw everyone talking amongst each other and felt all the positive vibes. Everyone was here to fight and win, we want to be heard, and that's what makes people feel empowered."

Tamia explains the power of Project Retail this way: "Let's say you're on a football team, but there's no coach, no strategy, and everyone's doing their own thing. You're going to lose, right? But when you come together with a common strategy and you work together, then you can win."

Tamia and her Project Retail sisters and brothers are fighting for major change on many fronts. For a metro system that's affordable for lower-income workers—and safe and reliable. For jobs where workers can count on at least 25 hours a week and predictable scheduling. For wages that people can actually live on. And for decent housing that doesn't cost an arm and a leg.

Brianna has big goals for Project Retail. "I'd like to stop the hierarchy and dictatorship in retail," she said. "We should give people hours they can actually work with and live off of. And they shouldn't be able to make schedule changes at the last minute. My time is valuable—just because I work here doesn't mean you own me. Slavery is over."

"I want people to feel like we're together and we're unified and we can make things happen," Tamia said, "so we don't have to feel like we're at the lowest part of the pyramid anymore."

# 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.

### **Rick Howell** **Union Through and Through**

When Rick Howell started working at Kroger nine years ago, no one had to tell him why he should join Local 400. Rick's father worked at Rubatex in Bedford, Va., where he was a proud member of the United Rubber Workers (now part of the United Steelworkers). "He took me to union meetings when I was eight or nine years old," Rick said of his father. "Even though I didn't understand everything they were saying, I could tell this was serious business. It really made an impression on me.

"Working people built this country," Rick said. "I saw my father struggle to support his family on one salary, but back in the '60s, with a union contract, you could do that. Today, the middle class in this country has just about been destroyed. That's one of the tragedies of modern America and only organized labor can fix that."

A cashier, front end supervisor, and shop steward at Kroger #375 in Roanoke—and a board member of the Western Virginia Labor Federation—Rick's strong union perspective served his union well in the just-completed round of bargaining with the company, which was the most contentious in decades.

"I think management showed some ignorance about how the working class in America lives," he explained. "They make good salaries and they're sitting across the table from people making \$9, \$10, \$11 an hour. The income gap at Kroger reflects the larger gap in America between corporate CEOs and workers which has only ballooned in recent decades. All we asked them to do is put themselves in our shoes, but they didn't seem to be able to do that."

As a member of the Kroger Bargaining Team, Rick strongly supported the May 18th strike authorization vote as critical to getting the collective bargaining agreement that was ratified on June 8th. "We weren't satisfied with some of the specifics in the deal, but overall, we stood up to them and got a better offer," he said. "It was a hard-fought process, and we had to make tough decisions, but in the end we got the best deal available. It's something to build on."

"I was glad to be a part of the committee, and I'm glad we have a contract, after long bargaining hours and hard work," Rick added.



**Rick Howell speaks at the Kroger-Roanoke strike authorization vote.**



Rick brought to his work on the Bargaining Team several other unique perspectives—a career as a journalist and decades of work as a political activist. Before joining Kroger, he worked as a reporter and political columnist in Tennessee, Kentucky and Virginia for 12 years. He currently writes a regular column, “The Liberal Agenda,” for the *Bedford Bulletin*, giving him a perch from which he discusses the plight of working families and what politicians are—or are not—doing to make life better. For example, in a column last fall on where candidates stood on raising the minimum wage, he wrote, “When people make more money, they spend it, and spending helps the economy. It allows working people to live better, and it spurs economic growth that later creates more jobs. It certainly does not ‘destroy’ the free market system.”

Rick also takes a leadership role electing pro-worker candidates to public office, with direct involvement in the Virginia AFL-CIO’s get-out-the-vote drive each year. “Labor’s political operation is so much more effective than that of the Democratic Party,” he said.

## Jeannie Weaver

### Speaking Out

Jeannie Weaver does it all. Though she’s officially classified as a cashier, she can—and often does—perform nine different jobs at her store, Giant #338 in Accokeek, Md.

So when Jeannie was told by management in a small group meeting that the Ahold-Delhaize merger might cause her store to be closed, she swung into action. In her six years there, she had a reputation for speaking her mind and she certainly wasn’t going to stop now. “Management told me, ‘don’t tell the customers, you might scare them away,’” Jeannie said. “So of course I immediately told everyone!”

In addition to sounding the alarm bell with customers, Jeannie went home and created a Facebook page, “Save Giant Food Accokeek MD 338,” which she used to post information about what people could do to save their store and updates on the latest developments. When not on her work hours, she often stood in front of the store asking customers to sign the #SaveMyStore petition calling on Giant #338 to stay open.

“The response was very positive,” Jeannie said. “Not one person had a problem signing the petition—even people from out of town. Why would anyone think it’s appropriate to close such a good store? And people from the local

“As someone whose first political efforts involved stuffing envelopes for Jimmy Carter in 1976, I’ve never had more fun or seen better results than with the labor GOTV effort.

“I’m grateful to Local 400 for giving me this opportunity every campaign season,” he added, “along with the chance to be a leader in my store and to help people who really need help.”

A Roanoke resident and father of a 20-year-old son, Rick is a role model of member activism, and a strong advocate for it, too. “You know the old saying about how most of life is just showing up?” he said. “We’d gain a lot just by having more members show up at meetings, and be engaged in their union all the time, not only when there’s a crisis.

“What I enjoy is being the face of our union in the store,” Rick said. “I wear my Local 400 button every day and people know they can come to me with any questions. I seek out new employees, whether I’ve been introduced to them or not, and talk to them about their union. The greatest calling is to help people, and knowing I can do that helps me sleep well at night.”



**Jeannie Weaver is interviewed by a television reporter before marching with her Local 400 sisters and brothers to Giant headquarters to demand that the company save their stores.**

Homeowners Association took it around and got everyone in their neighborhood to sign, too.

“People need to understand—our Giant is more than a grocery store,” Jeannie emphasized. “My aunt is a cancer survivor. She depends on our pharmacy for the medication she needs. If we had closed, where would she have gone? Because of the type of medication it is, no one else would have filled it. The same goes with another customer, an older man who was exposed to Agent Orange in Vietnam. His first question to me was, ‘what am I going to do about my prescriptions?’

“Plus, several churches in the area and local food banks

*Continued on next page*

rely on donated items from Giant,” she noted. “They all signed the petition to keep our store open because they count on us for a lot.”

Jeannie believes that this outpouring of customer, community and worker support for her store resulted in Giant’s July 13th announcement that it would not be sold. “I have no doubt that we made a difference,” she said. “I think the company realized its reputation would be deeply damaged had it followed through with its original plans. This is a victory we should all celebrate!”

Jeannie brought a unique perspective to the fight to save her store because in her 16 years of grocery experience, she

has worked in both union and non-union stores, including Food Lion. “There’s lower morale at Food Lion, workers have worse benefits, and our hours would flip-flop a lot,” she said. “Here at Giant with Local 400, we’re more confident because we have people who will back us up. We know we’re protected. And we’ve got good benefits.”

“To close our store rather than theirs would have been a travesty,” she added. “And I know my customers didn’t want to have to go there for their groceries.”

Jeannie, who lives with her husband in Accokeek, was as dedicated to the #SaveMyStore fight as any member out there. Her activism was—and is—a model for all.

## Rob Trotter

### Doing It All

Organizer. Campaigner. Activist. Coach. Role Model. Community pillar. Leader. You could use any of these words to describe Rob Trotter and you’d always be right.

A meat manager at Giant #249 in Annandale who’s been a Local 400 member for 21 years, Rob gets involved in his union and his community like few others. He’s been a shop steward—both officially and unofficially—for more than 16 years. For about half that time, he didn’t have the title, because when he was promoted to department manager, he was told it would be a conflict interest to stay a steward. Nevertheless, “People kept coming to me,” Rob said, “whenever they had questions about our contract or problems to solve. I let folks know about when meetings were coming up, explained our pensions to our older members, and explained other benefits to younger members. Eventually, management figured they might as well let me be a steward again.”

In addition to his yeoman work in his store, Rob ventures far and wide. He was involved in the Walmart campaign, talking with associates about their working conditions. “This was an enlightening experience,” he said. “It keeps you from taking your union benefits for granted. Some of the people I met have been working there for 10 to 12 years and all they make is \$11 an hour. Others were fired on the spot after more than a decade on the job and they had no way to ensure that they were fairly treated.”

Rob has also been heavily involved in political action. He served as a delegate to the annual Virginia AFL-CIO Convention, where union members throughout the state



Rob Trotter with the football team he coaches.

determine their legislative agenda and what candidates to support. And he has participated in lobby days at the State Capitol in Richmond to fight for a minimum wage increase and oppose a “right to work” constitutional amendment. “We went down in late January and the whole thing was a sham,” he recalled. “‘Right to work’ has been state law since 1942 and it’s never been close to being changed, and now they want to waste hundreds of thousands of dollars putting it on the ballot? Seems like they’re just doing it out of spite.”

Rob even helped out in the successful Maryland campaign to raise the minimum wage, traveling to Annapolis to bolster Local 400 lobbying efforts.

Most recently, he volunteered in the Virginia primary campaign of the UFCW-recommended candidate for president, former Secretary of State Hillary Clinton. “I was happy to do whatever was needed, walking, working the phone banks, you name it,” he said.

“Politics is a part of everyday life,” Rob said in explaining why he devotes so much time and effort to legislative and electoral action. “It affects us all—our contracts, our



wages, our benefits, everything. And when I do it, I come back to work and talk with my sisters and brothers about what's at stake and why they should be involved, too."

Rob, who lives in Alexandria with his wife, Arie, and their two sons, takes the same approach to his family's life. He has coached his sons' Youth League football and basketball teams, and his older son played for the West Potomac High School varsity basketball team that made the playoffs this year. "I like coaching not only because it gives me time

together with my sons, but because it's a way to instill the right values in them," he said. "It's a blessing for me."

Rob is particularly grateful for the role Local 400 has played in his life. "It means security to me," he said. "When I first went to work at Giant, I was ignorant about how many different ways our union takes care of us. But now I appreciate everything. It's given me the opportunity to purchase a home, pay off my student loans, save money for my kids' tuition—it's really been a blessing."

## Thad Hutchison

### Taking Action

After 22 years at Giant, Thad Hutchison was fighting mad. In March, he was called into a meeting at his store—Giant #235 in Fredericksburg—and he was told it would be sold within three months.

"Giant originally decided to sell us because we were one of its most valuable assets," Thad said. "We've been busting our butts for years. We average \$800,000 a week, and \$1 million in a holiday week. We made Giant a fortune and the company told us we're being sold because we did a good job? And not only that—they told me I couldn't transfer to another Giant because they'd be selling me as part of the store. I live in America and last I heard, human trafficking is illegal!"

Thad was especially aggrieved considering how long he has worked at Giant and all that he does for the company. Though labeled a cashier, he's really a jack of all trades, doing receiving, produce and whatever else is needed. He even worked on the construction crew that built his store.

But Thad's not the kind of person to just stew in anger. He decided to take action. He asked his Local 400 representative what to do and was told to sign people up. (In "right to work" Virginia, workers can "free ride" on the benefits of union representation without joining.) In just two days, Thad got his store's membership up from 60 percent to 80 percent of all workers. "I was maintaining six self-scan registers and I signed up everyone I could get," he said.

"This really renewed my faith in my coworkers and our union," Thad said. "With our store on the selling block, the trust level should have been zero, but everyone stood strong and now we're more unified than we've been in years."

Thad spent a lot of time talking with customers about what they could do to keep their store open. "I know more about some of our customers than I do my own family,"



Thad Hutchison speaks at the Fredericksburg Save My Store Town Hall.

he said. "I'm not alone. We have these relationships with customers that are well above a professional level. Because of this bond we have built over the years, they were coming to us asking how they could help," he said. "The way our customers and community stood with us to save our stores shows how much Giant and its employees mean to this region."

"I believe that's why the company changed its decision and chose to keep our store open as a Giant after all," Thad said. "The collective power of workers, customers and the community fighting together cannot be underestimated."

Thad lives in Ladysmith, Va., with his wife and two children, age two and four. He appreciates what his union has done for him, and will continue to do for him. "When I first started at Giant, I was part-time," he recalled. "Then, I replaced a full-time worker who retired, but the company wanted to keep me part-time. My union rep came in on his own and got me assigned full-time without my even making a call. That showed me what our union can do."

"Everyone else in my family is self-employed," Thad said, "so I had no clue about what union representation meant. Now I do. Y'all got my respect a long time ago. And I'm glad my union's still got my back."



Lipton workers announced the victory at a press conference outside the plant on Monday, August 29. They were joined by several supporters, including Virginia Senator L. Louise Lucas, Virginia AFL-CIO President Doris Crouse-Mays, and ATU Local 1177 Financial Secretary Renee Browder.

# Lipton Tea Workers Vote Union Yes!

*Workers at Nation's Only Lipton Plant Join Local 400*

In a huge victory, workers at the Lipton Tea plant in Suffolk, Va., recently voted "Union Yes," empowering themselves with Local 400 representation.

"I woke up this morning feeling wonderful," said Lisa Gayle, who's been with the company for 14 years. "As a unified group, now we can make Lipton the best place it can be. I'm so excited!"

The plant has operated for more than 60 years and produces nearly all of the Lipton tea sold in North America. More than 200 employees currently work at the plant, but that number could as much as double in the coming months as the company expands its workforce.

"We couldn't be happier to welcome such a wonderful group of people into the Local 400 family," said Local 400 President Mark P. Federici. "Their courage, commitment and tireless efforts bolstered my faith in the power of working people to stand up for themselves and improve the lives of all hardworking men and women."

On August 29th, the workers held a press conference outside the plant to announce the victory.

"For the last 10 years, we've seen our benefits decline," explained Alvin Brown, an operations technician who celebrated his 21st year with the company on Monday. "By standing together as one, as a union, we hope we can stop the bleeding now before it's too late."

"I'm so proud of all of us for coming together and standing as one," said Rodney Hart, who has worked at the company for 24 years. "We have come a long way in a few weeks, and now we have to stand as one and support each other in order for our union and our company to be the best at what we do."

The workers were joined by several supporters, including Virginia Senator L. Louise Lucas, who represents the district where the plant is located.

"I just wanted to say how proud I am of what you've accomplished here," Senator Lucas told the workers in attendance. "It takes a lot of hard work and courage to do what you've done and I know our district is better off for it. I know you've worked hard to make Lipton the success it is today. Congratulations on taking the bold step to form a union and stand up for your rights at work."

"Welcome to the union family," said Virginia AFL-CIO



President Doris Crouse-Mays, who also attended the event. “You may not know this, but you’re not alone. You have union brothers and sisters throughout the Commonwealth of Virginia behind you today.”

Renee Browder, Financial Secretary Treasurer of ATU Local 1177, the union of transit workers throughout the region, echoed the sentiment. “Unions are all about unity—not just unity with your brothers and sisters at work, but unity with everyone that works hard for a living. When we stand together, we all do better.”

Earlier this year, several people working at the Lipton facility reached out to Local 400 to explore the possibility of forming a union at the plant. At the time, many workers were required to work up to 12-hour shifts for as many as 13 days in a row with only one day off before doing it again. The widespread practice of forcing employees to work overtime was known as “drafting” and went on for years. The workers claimed they needed the guarantees and protections of a union contract to ensure fair treatment and accountability from plant management, including putting an end to involuntary overtime drafting.

“We just want a voice. A lot of us missed a lot of quality time with our families because of our forced commitment to the company—times that we will never get back,” said Robert Davis, a maintenance technician at the plant who recently marked his 25th year with Lipton. “Now, we’re looking forward to having a seat at the table and negotiating a fair contract with Unilever.”

The workers will now collectively bargain their first union contract with Unilever, the parent company of Lipton, which could cover several aspects of employment, including wages, benefits, safety measures, and workplace policies.

“I have such a wonderful group of coworkers,” explained Anita Anderson, who has worked at the plant for 10 years. Like many of her sisters and brothers, she’s looking forward to the next step in the process. “Whether you voted for the union or not, whether you’re a worker or a manager, now it’s time to move forward, together. Let’s let our unity and smiles warm the hearts of many. Working together is the only way we will ensure we have a fair contract that treats us all as equals.”

With the support of their union, the workers are beginning the bargaining process by surveying coworkers to gather input on their first contract, then forming a committee of employees to negotiate with management. Once negotiators reach a tentative

agreement with the company, the proposal will be presented to the entire workforce for a ratification vote. The contract will take effect once ratified by a majority of the workers.

Though any agreement will apply to all workers at Lipton, Virginia’s notorious “right to work” law gives them the option of enjoying the benefits of their contract without joining Local 400. Unions in Virginia are required to provide their services for free to all workers, even those who do not contribute to the costs of union representation.

“As a longtime Virginia resident, I know all too well how



**Members of the Lipton Organizing Committee celebrate their victory.**

decades of regressive legislation and outdated federal labor law have stacked the deck against workers, particularly in the South,” Federici explained. “This unfortunate reality only makes me more proud of what the workers at Lipton have accomplished.”

While many companies notoriously fight tooth and nail to prevent their employees from exercising their right to form a union, Unilever’s own Human Rights Report states the company is “committed to the right to freedom of association and collective bargaining.” In a letter to employees earlier this year, Lipton factory director Katie Ingersoll emphasized the company’s commitment to “remain neutral when it comes to employees’ rights to organize.”

“We must commend Lipton and Unilever for upholding their commitment and honoring their employees’ rights to organize,” said Local 400 Director of Organizing Tiffany Flowers. “Too many companies intimidate, threaten, or even outright fire workers who dare to exercise their right to have a voice on the job. We’re happy to say that wasn’t the case here.”



Local 400 member and activist Robyn Wheeler speaks to a TV reporter outside the Fredericksburg Giant, where she has worked for 37 years.

# Local 400 Members

## *Activism Keeps Eight Giant Stores Open Saves Hundreds of Jobs*

After four months of fierce Local 400 member activism in the face of speculation, uncertainty and fear, Giant employees, customers, and community supporters won a huge victory on July 13th, saving all eight stores that had been slated for sale.

It took dozens of rallies, community meetings, and marches, but employees at six stores in the Fredericksburg, Va. area and two in Southern Maryland were informed that their stores would remain open as Giant. In March, Giant had told employees at these locations that their stores would be put up for sale as part of the merger between Giant's Netherlands-based parent company Ahold and Belgium-based Delhaize, the parent company of Food Lion.

"We stood strong as a union with our community and our customers to let Giant know that selling our stores and leaving the Fredericksburg area was unacceptable," said Local 400 member Robyn Wheeler, who has worked at the Giant in Fredericksburg City for 37 years. "I'm glad that Giant did the right thing in the

end and I'm proud to be a part of a union and a community that would not give up the good jobs and grocery options Giant brings to this area."

"When Giant told us in March that our stores would be put up for sale as part of a merger deal in Europe, we knew we had to act fast," said Local 400 member Thad Hutchison, who works at Giant in Spotsylvania County. "Because of the bond we have built with our customers over the years, they were coming to us asking how they could help. The way our customers and community stood with us to save our stores shows how much Giant and its employees mean to this region."

The merger, and the sale of 86 other stores, including a number of Food Lions in the area, still must be approved by the Federal Trade Commission (FTC), but Delhaize and Ahold both said they expect to receive approval.

The only Giant store to be sold as part of the pending merger is in Salisbury, Maryland. It will be sold to ACME, a division of Albertsons, and employees there will have the option to stay in their jobs and preserve their union, UFCW Local 27.

"We will be watching closely to see what the FTC does at the end of the month, but we are breathing a huge sigh of relief today knowing we won our fight to save our store," said Nene Patton, a Local 400 member who works at Giant in Accokeek, Maryland.





Local 400 President Mark P. Federici addresses Local 400 members and community allies outside Giant headquarters.

# Save Their Stores

“This great victory shows what member activism can achieve,” said Local 400 President Mark P. Federici. “Our members at these eight stores—and their brothers and sisters throughout our union—refused to accept the fate management had decided for them. They mobilized together, won customer and community support, and forced Giant to listen. I believe this was a major factor in the company’s decision to keep these stores open.”

Union members not only pressured Giant to do the right thing by preserving good union jobs, but also contacted the Federal Trade Commission and their local elected officials to express concerns about the impact on wages, benefits, and competition if the Giant stores were sold.

Notably, on May 11th, hundreds of Local 400 members, Giant customers, brothers and sisters from other unions, community allies, elected officials and faith leaders marched from Local 400’s office to Giant headquarters in Landover to deliver thousands of petitions telling the company, “Save My Store!” This generated widespread television news coverage and newspaper articles, as well as social media posts, and put management on the spot.

“Because we have a strong union we had a voice in this process,” said Treesa Shipp, a Giant employee and Local 400



Local 400 members and community allies march from Local 400’s offices to Giant headquarters to demand that their stores be saved.

member in Stafford. “They could not ignore us, the employees who built this company and make it successful.”

The stores Local 400 members saved are Giant #338 in Accokeek, Md.; Giant #339 in La Plata, Md.; Giant #234 in Stafford, Va.; Giant #235 in Fredericksburg, Va.; Giant #243 in Stafford, Va.; Giant #256 in Spotsylvania, Va.; Giant #770 in Fredericksburg, Va.; and Giant #789 in Falmouth, Va.



# Local 400 Members Mobilize For Giant/Safeway Bargaining

*Current Contract Expires October 29<sup>th</sup>*

## Recent Acquisitions Call into Question Corporate Use of Worker-Generated Wealth

More than 14,000 Local 400 members working at Giant and Safeway are mobilizing for a new round of collective bargaining, with their current contract expiring on October 29th.

These negotiations will take place in the immediate aftermath of a wave of acquisitions that calls into question how the companies are using the profits generated by Local 400 members and other union workers. In 2015, Safeway merged with Albertson's in a \$9.4 billion deal, and this year, Giant's corporate parent, Ahold, merged with Food Lion's corporate parent, Delhaize, an acquisition that cost \$29 billion.

"At a time when our members urgently need a raise and strengthened health and retirement security, these giant corporations are taking the money our members make for them and using

it to buy other giant corporations, rather than reinvesting it in their workers," said Local 400 President Mark P. Federici. "We're the reason for their success, and we're going to remind them of that every day in collective bargaining.

"What kind of contract we will ultimately get depends to a very large extent on our members' activism throughout the bargaining period," Federici emphasized. "If they make clear to management in no uncertain terms that they're willing to do whatever it takes to secure a strong agreement, that's when our leverage at the bargaining table will grow."

## Listening Sessions

In August and September, Federici and Local 400 staff held more than a dozen meetings with Giant and Safeway members to listen to their concerns and gather their proposals for bargaining. "It's member input that determines our priorities at the bargaining table," Federici said. "That doesn't mean we'll get everything we want, but it does mean we'll fight the hardest for the issues that matter the most to our members."

Many issues emerged during the meetings. Pay was often first on the list, with members feeling they're long overdue for a substantial raise. The District of Columbia's recently passed law raising the minimum wage to \$15/hour by 2020 is expected to have a major impact on this front (see page 8).



**Local 400 President Mark P. Federici discusses upcoming bargaining with Giant and Safeway members at a meeting in Arlington, Va.**



Members also expressed concerns about the abuse of lower-paid courtesy clerks in many stores, where they are being told to do jobs that are beyond the scope of their position. Others expressed frustration with the high ratio of part-time to full-time employees; understaffing that results in “members working themselves to death,” as one put it; and holiday pay provisions, among many matters they would like to see addressed.

## Profitable Corporations

This round of bargaining occurs at a time when Giant and Safeway are extremely profitable and remain the top two traditional food retailers in the Washington, D.C. metropolitan area. Giant has \$5.3 billion in sales so far in 2016 and Safeway is enjoying strong “same store” sales growth—4.6 percent in 2015.

Neither company, however, is sharing its prosperity with its employees. For example, between 2011 and 2015, Ahold paid out 58 percent of its net income to shareholders—an amount totaling \$6.9 billion. Meanwhile, Ahold spent 38 percent of its operating income on store investments, and just 4 percent on pension contributions. Outside of that, none of it went to benefit workers.

The Ahold-Delhaize merger, besides eating huge amounts of cash that could have been used to better compensate workers, creates another problem, as well. While two-thirds of Ahold’s workers were union members, only one-third of the combined corporation will be union. That’s because the Delhaize-owned Food Lion has always vehemently denied its workers their right to union representation.

It’s a similar story at Safeway. While workers have found their incomes and hours stagnating, CEO Bob Miller raked in nearly \$115 million in compensation over last three fiscal years. On top of that, he owns 2 percent of the company’s outstanding shares.

A private equity fund, Cerberus Capital Management, engineered the Safeway-



**Local 400 members share their views of Giant and Safeway bargaining at a meeting in Chantilly, Va.**

Albertson’s merger. It is issuing an Initial Public Offering to pay down the debt that financed the merger. Nevertheless, once those new shares of stock are sold, Cerberus and its co-investors will control nearly 84 percent of the company. And Cerberus, which received a \$34.5 million distribution in 2014 and has pocketed \$52 million in management and transaction fees over the last three years, stands to make an additional \$27.5 million in fees over the next two years.

“The bottom line is that, in this rigged economy, massive corporations are busy buying each other out, making executives, shareholders and Wall Street rich, while the employees whose hard work made these transactions possible get left out in the cold,” Federici said. “Collective bargaining

is the most important and powerful tool we have to force management to share the wealth.”

## Activism is Key

What happens at the bargaining table doesn’t take place in a vacuum. The financial status of the employer, the involvement of the workers in the process, and the perceptions of customers and the community shape what is discussed and the scope of potential outcomes.

“I can yell until I’m blue in the face, but that won’t get us a penny,” Federici said. “What makes a difference is when our members hand out flyers to customers explaining what is at stake—not only for workers but for the community. What makes a difference is when our members hold store actions letting managers know they’re prepared to go the distance for a strong contract. What makes a difference is when clergy, elected officials, civic leaders and others weigh in on our behalf. These are the steps all of us must take if we want a successful resolution of these negotiations.”

Members are strongly encouraged to stay informed and be involved, by talking with their shop stewards; by visiting the Local 400 website ([www.ufcw400.org](http://www.ufcw400.org)), Facebook page ([www.facebook.com/UFCW400](http://www.facebook.com/UFCW400)), Twitter ([www.twitter.com/UFCW400](http://www.twitter.com/UFCW400)); and by signing up for text alerts by texting “FELRA” to 698329.

### NEVER MISS AN UPDATE: SIGN UP FOR TEXT ALERTS

**As we negotiate our next contract with Giant and Safeway, we’re committed to keeping you informed every step of the way. Sign up for text alerts and you’ll never miss an update!**

**Text FELRA to 698329**

**UFCW Local 400 will never charge you for text messages. Your wireless provider’s message and data rates may apply—you may opt out any time by texting STOP to 698329.**



# Kroger Roanoke Members Ratify Contract

## *Strike Threat Required to Improve Management Offer*

For approximately 3,000 Local 400 members working for Kroger in the Roanoke area, it was a long, hard struggle. One filled with difficult confrontations at the bargaining table, management intransigence, and eventually a May 18th vote to authorize a strike.

That strike vote showed management that Local 400 members were united in solidarity and would not back down. Kroger came back to the bargaining table with an improved offer, and on June 8th, it was ratified by the members.

The collective bargaining agreement provides for annual wage increases higher than the amount first proposed by management, an increase in employee personal days, increased pension contributions, and a one-year extension on

retiree health insurance. While far from perfect, the contract compares favorably to Kroger agreements negotiated in other parts of the country over the past year.

“For months now, I’ve sat across the table from Kroger executives as they made us many different proposals. Their offer after the strike vote was by far the best one,” said Dawn Greenway, a Local 400 member and lead deli clerk at a Kroger store in Roanoke. “It included improvements in all of the areas we were concerned about.”

“If we didn’t stand up for ourselves, this never would have happened,” said Sarah Williams, a Local 400 member and nine-year Kroger associate from Charlottesville who served on the Bargaining Committee. “What we were shown before our strike vote was supposed to be Kroger’s ‘last’ and ‘best’ offer — but we proved it wasn’t either.”



**Local 400 President Mark P. Federici discusses the Kroger Roanoke contract at the ratification meeting.**



The company's previous proposal would have provided only slight wage increases and no paid sick days for store associates. It also fell short of renewing Kroger's commitment to providing health insurance for its retirees. The new collective bargaining agreement includes improvements from Kroger's previous "last best" offer in all of these areas.

"It's not everything we wanted, but it is an improvement," explained Todd Dolehanty, a Local 400 member and Kroger associate from Bristol who described the company's previous offer as a "slap in the face."

"Kroger is more successful than ever before. They just gave the CEO a 17 percent raise. But they told us, the people who make that success possible in the first place, that all they could afford was a quarter. We know we are worth more and we proved to Kroger that we are willing to fight for a fair deal," said Dolehanty.

"In all of my many years with Local 400, this proved to be the most challenging bargaining we've ever experienced," said Local 400 President Mark P. Federici. "But our Bargaining Committee members were strong and steadfast and united. They were tough as nails in the face of great adversity. That, combined with the solidarity and



**The Kroger Bargaining Committee. Top row from left to right: Tom Spaur, Todd Dolehanty, Curtis Jackson, Brad Collins, Local 400 President Mark P. Federici, Local 400 Bargaining Director Chris Hoffman, Eugene Goodman, Local 400 Strategic Campaigns Director Mike Wilson, and Local 400 Northern Virginia Director Neil Jacobs. Bottom row from left to right: Dawn Greenway, Tim Vines, Mary Little, Rick Howell and Josh Belcher.**



activism of our members, and their willingness to strike if necessary, is why we were able to get a contract as good as or better than any other Kroger has offered recently.

"These negotiations were also testimony to the ways in which political and legislative action

are so important to bargaining," Federici said. "Virginia's 'right to work' law and the General Assembly's refusal to pass an urgently needed increase in the minimum wage denied us much of the leverage we would otherwise have had at the bargaining table. To get better contracts

in the commonwealth, we need to up the pressure on our elected officials to raise workers' living standards and strengthen workers' rights.

"From this point forward, our Kroger stewards and members are going to make sure this collective bargaining agreement is followed to the letter by management and properly enforced," he added. "If managers try to cut corners or flout any of its rules and provisions, we will hold them and the company fully accountable."

The collective bargaining agreement affects approximately 3,000 Local 400 members working at 41 Kroger stores in the region stretching from Kingsport, Tenn. to Harrisonburg, Va. It expires in 2020.



**Local 400 members at the Kroger Roanoke strike authorization vote meeting.**

# UFCW Members at Ahold-Owned Stop & Shop Ratify New Contract

*Local 400 Members Traveled to New England To Support Their Sisters and Brothers*

After months of struggle and a strong show of solidarity from Local 400, 35,000 members of five UFCW local unions in New England overwhelmingly ratified new collective bargaining agreements with Stop & Shop on April 20th. The chain is owned by Ahold, which also owns Giant-Landover, where bargaining begins on a new contract with Local 400 this fall.

The Stop & Shop contracts secure wage increases for all the men and women whose hard work has made it such a successful and profitable company. New full-time employees will earn a family-supporting wage of \$15 an hour more quickly. By negotiating together, the five local unions were able to secure a commitment from the company to add 480 full-time jobs over the next three years.

The bargaining process was long and hard. Local 400 members traveled to New England to march and hand out flyers with their fellow UFCW members working at Stop & Shop. Many members who couldn't travel took photos and posted them on social media showing their support as well.

"We wanted to make sure our sisters and brothers in New England knew we had their backs," said Local 400 President Mark P. Federici. "And we wanted to make sure Ahold management knew that all UFCW members stand united in solidarity, and that if they take on one local or five locals, they're going to have to take on all of our locals."

"I believe our support helped the bargaining process and contributed to a positive outcome," Federici said. "And it's great to know that if we need the support of these five great local unions in our bargaining with Giant and Safeway this fall, we'll be able to count on them, too."

The Stop & Shop contract advances the process of union members working in collaboration with management to solve prob-



**Local 400 member Kimberly Curtis poses for a photo to show her support for New England Stop & Shop workers.**

lems in the workplace. It establishes the first Labor-Management Committees at the chain, giving employees and managers a forum to come together to make the company a better place to work and shop. The men and women of Stop & Shop were also able to work with the company to design a new scheduling system that will ensure working families have their schedules two weeks in advance.

The New England Council of the UFCW issued a statement after ratification of the collective bargaining agreements, noting, "This contract is a powerful measure of what our union family can truly achieve when hard-working men and women come together and stand together. This is also a victory for Stop & Shop customers, whose support throughout our negotiations sent a powerful message that they value employers and companies who

treat their employees and their families right.

"Over these many long days and weeks," the Council continued, "as we have worked hard to negotiate a better life for our members and their families, our New England bargaining committee has drawn real strength from the support of their customers, their communities, and our entire UFCW family who have stood with us. We will never forget what you have done for us."

Throughout the three-month-long bargaining process, UFCW Locals 328, 371, 919, 1445 and 1459 held joint actions to educate customers on the contract fight. Customers stood with store workers, signing petitions and calling on the company to do what's right. Stop & Shop had threatened to cut benefits, and dramatically reduces wages and benefits for future hires. Thanks to their solidarity, these hardworking union members forced the company to withdraw these proposals and work out an agreement that benefited both sides.

"What happened in New England may be a preview of what awaits us this fall," Federici said. "But we are fully prepared and we know that member activism and solidarity will be the key to securing a strong, fair agreement."



# ACT! for Safety

## *Watch Out for Black Mold*

Mold can show up anywhere and everywhere. You can find mold in your home and at your workplace. Keep in mind, it has nothing to do with cleanliness. Mold is a result of too much moisture.

Whether it is humidity, a leaky pipe or a leaking ceiling, mold will grow by producing spores which can become airborne or carried from place to place on people's clothing. All it takes is the right environment to spread and reproduce rapidly.

But all molds are not created equal. While any type of mold can trigger allergy symptoms and produce a musty odor when allowed to thrive, there is one especially toxic strain that Local 400 members should be on the lookout for. Its official name is *Stachybotrys Atra*, but it's more commonly known as Black Mold.

Black Mold is so toxic, it can cause:

- Mental and neurological symptoms
- Respiratory symptoms
- Circulatory symptoms
- Vision and eye problems
- Skin problems
- Immune system problems
- Tiredness and discomfort
- Other illnesses and health effects.

How do we detect Black Mold? Not all dark colored molds are Black Mold, so a laboratory test is required to know for sure.

That means if you do see dark colored mold, don't wait for a lab test—assume the worst, and use extreme caution when cleaning it up.

At home, be sure to wear rubber gloves, long sleeves, pants and eye protection. Clean up all debris and dispose of it imme-

diately. Wash or dispose of the clothes you are wearing during clean up right away. If you have a large area to clean, it might be better to contact a professional to eradicate the mold.

In your workplace, report any sight of mold. It is the company's responsibility to provide you with a safe work environment. Your employer should hire a professional

to tackle big jobs and this should be performed when no one is around to prevent contamination—in other words, employers should deploy the same protections they would have to use if they were conducting asbestos removal.

Your company should also have the air handling system checked for mold in cases where large amounts are found.

In all cases, report all mold to management and to your union representative immediately. Do not allow yourself to be put at risk!







# HERSHEYPARK®

## DISCOUNTED TICKETS

Available online NOW through the company link  
and using your promo code.

Your RATE	GATE	SAVINGS
<b>Regular 1-Day (ages 9-54)*:</b>	<b>\$48.95</b>	<b>\$63.80 (\$14.85)</b>
<b>Jr/Sr 1-Day (ages 3-8; 55-69):</b>	<b>\$36.95</b>	<b>\$40.80 (\$3.85)</b>
<b>Senior+ 1-Day (ages 70+):</b>	<b>\$23.25</b>	<b>\$26.80 (\$3.55)</b>
<b>Regular 2-Day (ages 9-54):</b>	<b>\$81.20</b>	<b>\$81.70 (\$0.50)</b>
<b>Jr/Sr 2-Day (ages 3-8; 55-69):</b>	<b>\$59.70</b>	<b>\$62.70 (\$3.00)</b>

Meal Tickets and Game Vouchers also available!

LINK: <http://tinyurl.com/UFCW400>

PROMO CODE: 41416

\*Rate for purchases beginning 7/5/2016

\*\*All admission tickets include a \$0.85 per ticket/per day amusement tax\*\*

\*Tickets purchased online are subject to a \$0.75 per ticket convenience fee\*

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# Local 400 Members Rally to Defend Stricken Sister

Anti-worker management can be bad for your health. It can even threaten your life.

That's the lesson from what happened to proud Local 400 member Felecia Mayes.

A cashier with 18 years of experience working for Kroger, Felecia's store in Portsmouth, Va., where she lives, was closed by the company last year. She immediately applied for a transfer to a Kroger Marketplace store located just minutes from her home. The company denied her request and gave her two choices instead—commute to a store two hours away from home or lose her job.

Why did Kroger do this to a loyal, longtime employee? Because the company is trying to operate its "Marketplace" stores on a non-union basis and doesn't want Local 400 members working there.

For Felecia, the consequences could have been fatal. She transferred to a Kroger in Virginia Beach. To get there from Portsmouth, she had to commute two hours each way, taking three buses and light rail—adding an extraordinary burden to her life.

One day in March, Felecia suffered a stroke while on one of the busses heading to work. Her doctor attributed it to the stress and physical difficulty of her new commute.

Fortunately, Felecia survived. But she was left partially paralyzed and is now confined to a wheelchair.

In response, Local 400 members gathered more than 330 signatures from Kroger workers calling on the company to allow her to transfer to Portsmouth Kroger Marketplace with all the

benefits and protections of her union contract intact. They delivered the petitions to managers at the store and held a rally for Felecia that was attended by coworkers, union representatives, elected officials and community leaders, including state Sen. L. Louise Lucas, (D-18), Del. Steve Heretick (D-79), and James Boyd, President of the NAACP Portsmouth Branch.

"I live right around the street from Kroger, ten minutes away," Felecia told News Channel 3 at the rally. "Now how come I have to go all the way to Virginia Beach, which takes me two hours, to a job that I have worked for for almost 18 years? I mean, it's just not fair."

When asked why the company has not granted her request for a transfer, Felecia explained to ABC 13 News Now that it's "because it's a non-union store and they don't want ... union members here."

"What happened to Felecia is a gross injustice," said Local 400 President Mark P. Federici. "It's cruel on a human scale, as her horrible experience demonstrates. And it's wrong on a legal scale, because Kroger has signed a collective bargaining agreement that prohibits Kroger from union-busting. To breach that agreement is unacceptable."

"We are going to keep fighting for Felecia and all of our members displaced by store closings until we win justice for each and every one them," he said.

**Local 400 members and community leaders rally for Felecia Mayes (in the wheelchair).**



# 2017 Annual Scholarship Awards

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



Cut and mail



**PRELIMINARY APPLICATION MUST BE POSTMARKED BY DECEMBER 31, 2016**

## SCHOLARSHIP FUND

**T**he Scholarship Fund expects to award scholarships to a select number of eligible participants and their dependents who will be enrolled in an accredited college, university, community college, vocational school, or trade or technical school as a full-time student in the fall of 2017. Participants and their dependents are eligible to apply for a scholarship award if, as of December 31, 2016, the participant has completed **at least one uninterrupted Year of Service and is actively employed by Giant or Safeway**. In addition, on December 31, 2016, dependent child applicants must be **under the age of 24, unmarried and a dependent of the participant for federal income tax purposes**.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be **mailed a full application in early January 2017**.

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

### Employee's Information

Name (Please Print) \_\_\_\_\_

Last Four Digits of Social Security Number \_\_\_\_\_

Employer \_\_\_\_\_

Employee's Email Address \_\_\_\_\_ Employee's Home Address  
Street Number, City, State, Zip Code

### Applicant's Information

Name (Please Print) \_\_\_\_\_ Applicant's Home Address  
(if different from Employee's address) Street Number, City, State, Zip Code

Date of Birth (If Dependent of Employee) \_\_\_\_\_ E-Mail Address

**REMEMBER:  
ENTRY DEADLINE IS  
DECEMBER 31, 2016.**

**Cut, complete and mail to:**

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



Poultry workers in Harrisonburg learn about workplace safety from UFCW instructor Fernando Tapia.



# Local 400, Faith, Community Allies Join to Empower Harrisonburg Poultry Workers

## *Local 400 Opens Office to Help Workers Improve Their Conditions*

Harrisonburg, Va. and the surrounding Shenandoah Valley is home to Virginia's poultry industry. A host of poultry processors, including Purdue, Cargill, George Fields, Pilgrim's Pride and Shenandoah Valley Organic all have plants in the area.

Unfortunately, the workers in these plants endure difficult, even brutal, conditions. The work is dangerous and the hazards grow as line speeds increase. On-the-job injuries, ranging from cuts to carpal tunnel syndrome are common, yet when workers get hurt, many workers say they are threatened by management and sometimes forced to sign waivers that nothing happened. Some are even denied bathroom breaks! And they endure these abuses for low pay and minimal benefits. These problems are exacerbated by the fact that many poultry workers are immigrants, making it easier for managers to push them around.

Frustrated at the circumstances they face, a number of poultry workers reached out to Local 400 for assistance, and a broad-based community coalition rallied around them.

On February 23rd, Local 400 opened a new office in Harrisonburg, with a gathering attended by many poultry workers, and community and faith leaders. Speakers from Faith In Action, an interfaith group of 20 congregations from Harrisonburg and Rockingham County, welcomed the Local 400 union family to the region.

Since then, Local 400 has hosted trainings for poultry workers on health and safety and immigrant rights.

In addition, on April 3rd, to commemorate the anniversary of Dr. Martin Luther King, Jr.'s assassination, Local 400 hosted a screening of "At the River I Stand"—a documentary about his last week in Memphis—in conjunction with the Martin Luther King, Jr. Way Coalition of Harrisonburg. Afterward, a panel of poultry

workers spoke about their working conditions and connected their struggle with that of the striking sanitation workers Dr. King supported in Memphis.

"Just like the Memphis sanitation workers held up signs proclaiming, 'I am a man,' so the Harrisonburg poultry workers are demanding they be treated with dignity and respect on the job," said Local 400 President Mark P. Federici. "We are proud to be able to work with them in their struggle for a better life and to do whatever we can to empower them. And we are equally pleased that the community—especially Faith in Action and the Martin Luther King Coalition—are such wonderful partners in this fight."

"In the Shenandoah Valley, poultry is the foundation of much of the economy, in addition to our universities," said Michael Snell-Feikema, a Harrisonburg community activist who serves on Faith in Action's Labor Subcommittee. "At the same time, as members of the faith community, we want to relate positively and be welcoming to our immigrant neighbors. And most of them work in the poultry plants. Which means we need to help them improve their working conditions."

"When we met with the workers, they did a beautiful job explaining what had happened to them, and what a nightmare they had getting compensation or even having their injuries recognized," Snell-Feikema said. "This is something we cannot ignore and we are committed to helping them improve their lives."

"It's important to understand that many poultry workers are running from war and crime in their home countries, and coming here to live the American dream," said Local 400 organizer Guillermo Zelaya. "Because of that, they're willing to put up with a lot, something that management takes advantage of at every opportunity. With our support and that of the community, they can gain a stronger voice and the capacity to win better treatment on the job. And we're going to keep fighting for them in the months to come."

# SCHOLARSHIPS AWARDED TO SIX CHILDREN OF LOCAL 400 MEMBERS



**Roya Ayub**

## THE 2016 FELRA & UFCW SCHOLARSHIP WINNERS ARE:

**Roya Ayub** of Stafford, Va. Roya is a senior at George Mason University this fall, where she has attended college since graduating from North Stafford High School in 2013. She is majoring in marketing and is a member of the Gamma Phi Beta sorority. Her mother, Mastora Ayub, works at Shoppers. When she learned she had been awarded the scholarship, "I was excited and proud," Roya said, "It made me more motivated to work even harder because this is the first scholarship I've ever received."

**Carly Crisafulli** of Laytonsville, Md. A 2016 graduate of Damascus High School, Carly is attending High Point University in High Point, N.C. this fall and plans to major in elementary education. She was Vice President of the National Honor Society and received an award for excellence in her high school's Child Development Program. She also ran track all four years, played soccer for two years, ran cross country for one year, and was a member of the American Sign Language Club. Her mother, Taina Crisafulli, works at Giant. "When I found out I had received the scholarship, I was very excited!" Carly said. "I felt honored to have been selected from a large group of deserving applicants."



**Carly Crisafulli**

**Andrew Latchman** of Forestville, Md. Andrew graduated from Charles Herbert Flowers High School in Springdale, Md. this June, where he was class salutatorian. He was a member of the robotics team and taught himself labview programming in order to program a robot for the FIRST (For Inspiration and Recognition of Science and Technology) competition. He also interned at Capitol Technology University, working in a security lab. This fall, Andrew is attending the University of Maryland at College Park. He expects to major in mechanical engineering and hopes to become an aerospace engineer working to change the way we travel through and observe space. His mother, Marla Latchman, works at Safeway. "When I first



*Six children of Local 400 members were recently awarded FELRA Scholarships to help fund their college education in the 2016-2017 school year.*

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

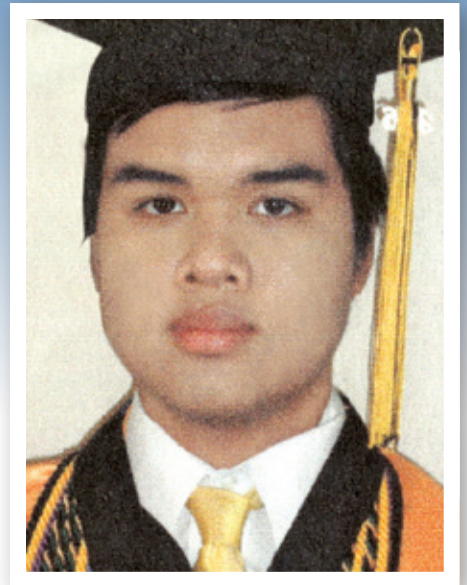
*Over the years, hundreds of Local 400 members and their children have received a helping hand from their union making it easier to attend college and have new opportunities to realize their dreams.*

learned that I received this scholarship, I was excited," Andrew said. "My goal is to be able to go to college without financial expenses, and receiving this scholarship is helping me to achieve just that!"

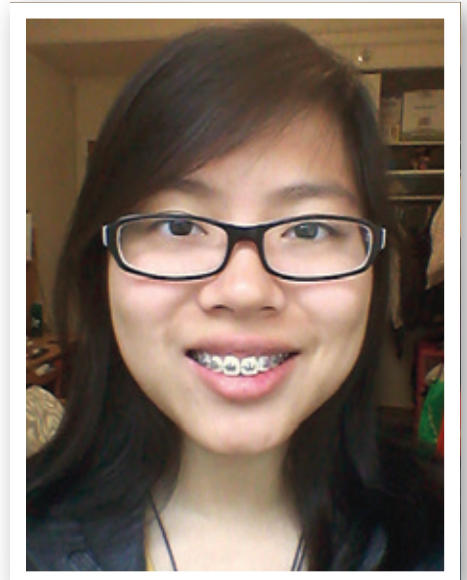
**Avis Lu** of Vienna, Va. Avis graduated from James Madison High School in Vienna this spring, having received the Academic Award for her freshman and junior years. She spent much of her time volunteering for the Junior Civitans and Inova Fairfax Hospital. This fall, she is attending William & Mary in Williamsburg, Va., where she plans to major in economics with an eye toward possibly pursuing a career in information technology. Her mother, Wen Chen, works at Giant. "I was extremely excited and honored to be receiving the scholarship!" Avis said.

**John Nguyen** of Centreville, Va. His mother, Hung Nguyen, works at Safeway. Efforts to reach him were unsuccessful.

**Aileen Sun** of Rockville, Md. Aileen is now in her sophomore year at the University of Maryland at College Park. She is majoring in criminology and criminal justice, and also has a special interest in geology. Her career plans might include the criminal justice field or law school. Aileen graduated from Thomas S. Wootton High School in Rockville in the spring of 2015, where she received recognition as an AP Scholar with Distinction. She was also part of a high school a capella group, Straight from Vinyl, which competed in the 2015 International Championship of High School A Cappella (ICHSA). Her mother, Annie Tzeng-Sun, works at Giant. "I was surprised to learn that I had received the scholarship because I was certain that there were probably many other students who applied and who were much more qualified than I was," Aileen said. "My younger brother is starting college this year, so I am really grateful for this award because this will help alleviate some of the stress my parents feel financially."



**John Nguyen**



**Aileen Sun**

# 2017 Annual Scholarship Awards

If you work for Shoppers Food Warehouse and are a member of Local 400, under the provisions of the collective bargaining agreement between your employer and your union, you and your dependents may be eligible to apply for a scholarship from the UFCW and FELRA Scholarship Fund.



Cut and mail



## PRELIMINARY SCHOLARSHIP APPLICATION

### SCHOLARSHIP FUND

The Scholarship Fund expects to award scholarships to a select number of eligible participants and their dependents who will be enrolled in an accredited college, university, community college, vocational school, or trade or technical school as a full-time student in the fall of 2017. Participants and their dependents are eligible to apply for a scholarship award if, as of December 31, 2016, the participant completes **at least one uninterrupted Year of Service** and is **actively employed by Shoppers Food Warehouse, Local 400**. In addition, on December 31, 2016, dependent child applicants must be **under the age of 24, unmarried and a dependent of the participant for federal income tax purposes**.

Applicants who submit preliminary applications and meet the initial scholarship award requirements will be **mailed a full application in early January 2017**.

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

#### Employee's Information

Name (Please Print) \_\_\_\_\_

Last Four Digits of Social Security Number \_\_\_\_\_

Employer \_\_\_\_\_

Employee's Email Address \_\_\_\_\_

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

#### Applicant's Information

Name (Please Print) \_\_\_\_\_

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

Date of Birth (If Dependent of Employee) \_\_\_\_\_

E-Mail Address \_\_\_\_\_

**REMEMBER:  
ENTRY DEADLINE IS  
DECEMBER 31, 2015.**

**Cut, complete and mail to:**

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



# Notice to Members

Dues dollars are spent to benefit the membership. They support membership action, growth, market share campaigns, litigation, negotiation expenses, rent, fees and other expenses needed to represent our members.

Each dime you pay in dues helps maintain the strength needed to win the wage increases and fringe benefits bargained in every contract. No other investment gives you so much in return. Your dues are spent to benefit the membership.

Obviously, it takes money to carry out all the functions a union must perform on behalf of its members.

Along with your one-time initiation fee, your dues dollars help pay the salaries and expenses of the servicing representatives and office staff. It helps compensate attorneys and pay the union's share of litigation cases. It pays for your local union publications, like the *Union Leader*, and the per capita dues that sustain our share of the UFCW International Union costs and those of other local, state and regional labor organizations with which Local 400 is affiliated.

Dues are payable monthly. For your convenience, employers have agreed to deduct a portion of the dues from each paycheck.

If you are an employee in a state where union shop agreements are permitted and you are working under a UFCW contract containing a union security clause you are required, as a condition of employment, to pay membership dues or, if you choose not to join you must pay union fees equivalent in amount of union dues. This is the only obligation under such union security clauses in states where union shop agreements are permitted.

Individuals who stay in this important process are members who pay membership dues. Individuals who are non-members pay equivalent fees.

This fee, which is authorized by law, is your fair share of sustaining Local 400's broad range of programs and activities that benefit you and your co-workers.

In states where union shop agreements are permitted, non-members may elect to avail themselves of the opportunity to pay only a portion of their equivalent fees that corresponds to the amount which is germane to the collective bargaining process and the Union's organizing efforts by so notifying the Union in writing. If you elect to be a reduced fee payer, and you submit a written request, you will be provided with a copy of the Union's annual calculations of expenditures for chargeable and non-chargeable activities.

Non-members are further entitled to file specific, written objections if they believe the reduced fee reflected in the Union's calculations is greater than the amount that corresponds to actual collective bargaining and organizing expenses.

This procedure is invoked by submitting to the Local Union: 1) a written request for a further reduction in the fee, along with a statement of the amount of the reduction sought and the reasons such reduction is allegedly warranted; and 2) requesting a hearing to determine whether further reduction is warranted.

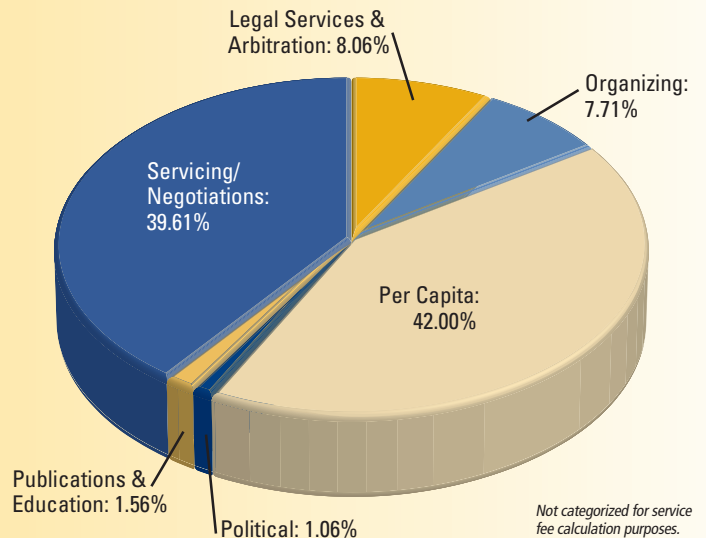
Such a challenge must include the employee's name, home address, Social Security number, job title, department, work location, cell and home phone numbers. Thereafter, a hearing will be held before the Union's Executive Board and, if necessary, an independent arbitrator.

In considering these matters, you should know that by choosing to be a non-member, reduced fee payer, you will lose the following rights:

(1) the right to vote on the terms of your contract; (2) the right to participate in the development of contract proposals; (3) the right to nominate and vote for Local Union officers; (4) the right to attend the International Union Convention as a delegate; (5) the right to participate in strike votes; (6) and the right to numerous other benefits and discounts which are available to members only.

Again, we strongly encourage you to participate in the Union and maintain your membership—the more employees who support Local 400, the stronger you will be and the better off all workers will be.

And the end product is a higher standard of living and a more secure way of life for you and your co-workers.



## Union Member Rights

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court.

**Bill of Rights**—Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

**Copies of Collective Bargaining Agreements**—Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports**—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

**Officers**—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

**Officer Removal**—Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships**—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Disciplines**—A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence**—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

**FRESH & GREEN**

Patrick J Donohue Sr, MD, 15 yrs.

**GIANT FOOD**

David M Alexander, VA, 33 yrs.

Sandra M Allen, MD, 33 yrs.

Robert M Anderson, VA, 10 yrs.

Rosa A Anderson, VA, 27 yrs.

Wilayat A Baig, VA, 28 yrs.

Dewitt N Bates, VA, 31 yrs.

Donald L Beall, MD, 43 yrs.

Jacques R Bez, VA, 10 yrs.

Kenneth W Bond, MD, 42 yrs.

Linda L Bratcher, MD, 25 yrs.

Colleen M Brett, MD, 22 yrs.

Lorraine Brooks, MD, 37 yrs.

Robin L Burch-Harris, VA, 35 yrs.

Eddine G Carter, VA, 27 yrs.

Sonia M Castro, MD, 18 yrs.

Vincent Charles, DC, 23 yrs.

Patricia A Costello, DC, 41 yrs.

Daryl W Davis, DC, 30 yrs.

Maria C Dempsey, MD, 15 yrs.

Jack C Der, VA, 24 yrs.

Carleen E Dews, MD, 24 yrs.

Donald A Divver Sr, MD, 38 yrs.

Ronnie Lee Dowdy, VA, 45 yrs.

Arline C Dyer, MD, 23 yrs.

Bonny L Edmonds, MD, 28 yrs.

Edna Eisemann, MD, 28 yrs.

Leslie A Fargis, VA, 38 yrs.

Lois J Fussi, VA, 22 yrs.

Jennifer J Gallotta, VA, 33 yrs.

Kerry S Gardner, MD, 21 yrs.

Norma J Gardner, VA, 27 yrs.

Wilson H Goldsmith, MD, 25 yrs.

Shelley G Graham, VA, 27 yrs.

Sharon A Harding, VA, 29 yrs.

Rodney B Harvey, MD, 40 yrs.

Shujat Hussain, MD, 16 yrs.

Crystal C James, VA, 27 yrs.

Edward R James, MD, 6 yrs.

Robert W Kirker, MD, 40 yrs.

Susan Y Kong, MD, 7 yrs.

Krishna Kumar, MD, 14 yrs.

Cuc T Le, VA, 19 yrs.

Ross J Lesznar, MD, 35 yrs.

Patricia G Liddell, VA, 24 yrs.

Ah H Liew, MD, 11 yrs.

Ann Ngoc-Anh Lin, VA, 28 yrs.

Danny G Lykins, VA, 41 yrs.

Emily C Maceira, MD, 43 yrs.

Mark J Maceira, MD, 36 yrs.

Donna M Mauk, SC, 31 yrs.

John J McGuire, VA, 43 yrs.

Minaxi N Mehta, VA, 18 yrs.

Lynne J Mesmer, MD, 20 yrs.

Joycelyn A Moore, MD, 31 yrs.

Ricardo D Moore Sr, MD, 39 yrs.

James W Morris, VA, 31 yrs.

Anna M Moy, MD, 15 yrs.

Tsiyona Nitsan, MD, 19 yrs.

Alan N Oakes, MD, 20 yrs.

Renuka C Pakai, MD, 12 yrs.

Kathleen E Parker, MD, 39 yrs.

Harry E Peek Jr, VA, 36 yrs.

Elizabeth S Pelete, VA, 12 yrs.

Belinda A Perry, WV, 34 yrs.

Maria M Peter, VA, 38 yrs.

William L Phillips, MD, 40 yrs.

Donna M Phipps, VA, 28 yrs.

Millie D Plater, DC, 17 yrs.

Joseph Pollard, MD, 9 yrs.

James W Portch Jr, VA, 41 yrs.

Tamara Powstenko, MD, 33 yrs.

Florence C Proctor, MD, 35 yrs.

James M Proctor, MD, 45 yrs.

Vallorie A Prout, MD, 41 yrs.

Donna L Psaltis, MD, 32 yrs.

Bertie J Raemsch, MD, 31 yrs.

Maureen A Ramsey, MD, 38 yrs.

John R Reamy, MD, 41 yrs.

Suzannah T Redden, VA, 47 yrs.

Annette C Reeder, VA, 36 yrs.

Ronnie L Ricketts, MD, 36 yrs.

Carol F Ruffin, MD, 30 yrs.

Sherri A Ryan, VA, 39 yrs.

Hugh Sanford, MD, 44 yrs.

Danita D Saunders, MD, 36 yrs.

Eric J Scheppan, VA, 38 yrs.

Carroll Schiattareggia, VA, 33 yrs.

Lee M Schmied, MD, 27 yrs.

Matthew F Schwartz, VA, 36 yrs.

Ramon Semidey Jr, VA, 36 yrs.

James G Sexton, VA, 35 yrs.

Chiu Lan Shieh, MD, 26 yrs.

Velma D Sivals, MD, 12 yrs.

Donna R Smith, MD, 36 yrs.

Linda L Smith, VA, 37 yrs.

Merle J Smith, VA, 25 yrs.

Preston L Smith Jr, MD, 36 yrs.

Denise R Spencer, DC, 41 yrs.

Mary B St Clair, MD, 37 yrs.

Brian W Stephens, WV, 38 yrs.

Claude E Stevens Jr, MD, 33 yrs.

Karen Stevenson, VA, 32 yrs.

Richard I Stinnette, VA, 40 yrs.

Elsa M Stokes, DC, 22 yrs.

Robert C Stone, MD, 47 yrs.

Diane V Strother, MD, 39 yrs.

Vernon P Sullivan, DE, 29 yrs.

Mary M Swain, VA, 35 yrs.

Richard J Sykes, WV, 38 yrs.

Raymond L Taylor, MD, 46 yrs.

Tyrone N Taylor, TX, 36 yrs.

Daniel L Thomas, VA, 39 yrs.

Christopher W Thompson, VA, 36 yrs.

Karen S Thompson, MD, 38 yrs.

Robert L Tolbert Jr, VA, 35 yrs.

William L Trout, VA, 42 yrs.

Peter Tsahalais, MD, 19 yrs.

Robyn C Turney, VA, 42 yrs.

Teresa Valencia, MD, 27 yrs.

Jeffrey S Vest, VA, 34 yrs.

Susan L Vierung, VA, 39 yrs.

Richard C Walker, VA, 38 yrs.



## RETIREES

Daniel J Ward, MD, 34 yrs.  
Daniel A Warren, DC, 43 yrs.  
Gladys L Watkins, MD, 22 yrs.  
Annette C Watson, MD, 45 yrs.  
Michael D White, FL, 34 yrs.  
Anthony L Whitlock Sr, VA, 37 yrs.  
Wayne D Whitmer, VA, 35 yrs.  
Theodore T Widman, VA, 27 yrs.  
Shirley P Wiley, VA, 36 yrs.  
Kate M Wilkins, MD, 46 yrs.  
Lynda A Willett, MD, 40 yrs.  
Debra J Wilson, MD, 34 yrs.  
Wanda E Wilson, MD, 24 yrs.  
Joyce A Wolf, VA, 37 yrs.  
Charles E Woodrum, MD, 32 yrs.  
Barbara J Wright, MD, 35 yrs.  
Perry L Wright Jr, MD, 34 yrs.  
Sahib S Zadran, VA, 7 yrs.

### KROGER

Carol F Osmundson, NC, 10 yrs.  
Sherwood Wile, VA, 9 yrs.  
Charlotte W Williams, VA, 11 yrs.

### MAGRUDERS

Tint Lwin, MD, 19 yrs.

### METROPOLITAN POULTRY

Owen Gayle, MD, 35 yrs.

### SAFEWAY

Richard L Anderson, MD, 38 yrs.  
James J Batch, MD, 15 yrs.  
James R Bishop, MD, 41 yrs.  
Joseph L Bryant, MD, 41 yrs.  
Daniel T Butler, MD, 42 yrs.  
Frank M Carter, MD, 19 yrs.  
Scott D Carter, VA, 6 yrs.  
Deborah J Chandler, MD, 27 yrs.  
Paul E Clemens, VA, 43 yrs.  
Robert D Colbert, MD, 7 yrs.  
Edward S Conley III, MD, 40 yrs.  
Vittoria B Corsini, DC, 16 yrs.

Charles C Cox, MD, 37 yrs.  
Tamara D Cox, MD, 36 yrs.  
Dan D Cung, MD, 21 yrs.  
Bessie Dennis, VA, 14 yrs.  
John D Duke, MD, 12 yrs.  
Vong D Duong, MD, 9 yrs.  
Clarence J Eggleston, VA, 28 yrs.  
David Flynt, MD, 46 yrs.  
Anita C Gittman-Zebuhr, MD, 36 yrs.  
Edward L Glaze, VA, 36 yrs.  
Jeffrey A Gourley, MD, 33 yrs.  
Stephen I Green, MD, 37 yrs.  
Dana C Hall, VA, 42 yrs.  
Darrell A Harris, MD, 37 yrs.  
Kenneth J Hauser, VA, 45 yrs.  
Amalia I Henderson, MD, 23 yrs.  
Ophelia M Hewitt, FL, 36 yrs.  
Doreen L Hines, VA, 15 yrs.  
Van M Hong, MD, 25 yrs.  
Iris A Houston, MD, 29 yrs.  
William P Hunter Jr, MD, 46 yrs.  
Francyne R Jones, VA, 38 yrs.  
Paulette M Jones, MD, 7 yrs.  
Marjorie Kelley, MD, 20 yrs.  
Herbert C Lauer Jr, VA, 28 yrs.  
Lydia E Lee, DC, 8 yrs.  
Janet C Lickey, VA, 25 yrs.  
Kina M Lim, MD, 19 yrs.  
Carla D Ludwig, VA, 36 yrs.  
Anthony J Malanka, VA, 10 yrs.  
Elizabeth D McCall, VA, 19 yrs.  
Ronni C McCoy, VA, 36 yrs.  
Harry E Ott Jr, VA, 26 yrs.  
Robert H Postell, MD, 24 yrs.  
Sharon M Powell, VA, 34 yrs.  
Robert K Powley, MD, 39 yrs.  
Willard R Ransom, MD, 35 yrs.  
Clinton E Reichle, VA, 19 yrs.  
James W Reynolds Jr, MD, 44 yrs.  
Diana J Rice, MS, 26 yrs.  
Ellen S Rohme, MD, 30 yrs.  
Gary E Ross, VA, 13 yrs.

Deborah C Saunders, VA, 30 yrs.  
Raymond T Selke, MD, 52 yrs.  
Bernard Smalls, MD, 42 yrs.  
Harinder K Sodhi, MD, 23 yrs.  
John A Tolson, MD, 32 yrs.  
Michael W Violette, MD, 41 yrs.  
Kenneth P Werts, DC, 46 yrs.  
Christine K Whetzel, MD, 32 yrs.  
J Christian Wiess, ID, 36 yrs.  
Barbara J Willett, MD, 40 yrs.  
Amber L Woods, MD, 10 yrs.  
James F Zurenko, MD, 36 yrs.

### SHOPPERS FOOD & PHARMACY

Don Arguijo, MD, 36 yrs.  
Rebecca A Cavanaugh, MD, 29 yrs.  
Sam K Chan, MD, 22 yrs.  
Sandra L Chavis, VA, 25 yrs.  
Bina M Clark, MD, 13 yrs.  
Peggy A Eddy, VA, 32 yrs.  
Natalia G Flores, VA, 11 yrs.  
Donald L Garrison, VA, 11 yrs.  
Beverly J Gibb, VA, 28 yrs.  
Patricia A Glascoe, MD, 14 yrs.  
Mary E Gray, MD, 25 yrs.  
William T Gray, MD, 21 yrs.  
Zohi Hatim, VA, 23 yrs.  
Nadezda Kristek, VA, 10 yrs.  
Evelyn W Lucas, MD, 21 yrs.  
Harry J Mason Jr, MD, 25 yrs.  
Glenn Morefield, VA, 11 yrs.  
Loree Parsons, MD, 12 yrs.  
Walter Rozario, MD, 14 yrs.  
Faith P Shannon, VA, 25 yrs.  
John G Short, MD, 19 yrs.  
Gloria Swerchek, VA, 12 yrs.  
Gladys M Williams, VA, 19 yrs.

### SYMS

Antoine M Jusse, MD, 19 yrs.

## 2016 AREA MEMBERSHIP MEETINGS\*

(Quarterly Membership Meetings are in Bold)

**Tuesday Oct. 25**  
**BECKLEY**

*Holiday Inn*  
114 Dry Hill Road  
Beckley, WV 25801  
(304) 252-2250

**Wednesday Oct. 26**  
**HUNTINGTON**

*Hampton Inn*  
1 Cracker Barrel Dr  
Barboursville, WV 25504  
(304) 733-5300

**Tuesday Dec. 20**  
**LANDOVER**

*Local 400 Headquarters*  
8400 Corporate Drive  
Landover, MD 20785  
(301) 459-3400

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

## ALL IN THE FAMILY

### Congratulations

Lavoris "Mikki" Harris  
– birth of granddaughter  
*UFCW Local 400 Staff*

### Condolences

Joanne Irby – loss of mother  
*UFCW Local 400 Staff*

Alethea Gibbs – loss of brother  
*Giant #758*

Pam Mollica – loss of mother  
*Giant #127*

Sharniece Thornton  
– loss of grandfather  
*UFCW Local 400 Staff*

Kawana Sinclair  
– loss of mother  
*Safeway # 4270*

Bertha McKiver – loss of sister  
*UFCW Local 400 Staff*

Laverne "Misty" Wrenn  
– loss of brother  
*UFCW Local 400 Staff*

Family of Mert Torres  
*Shoppers Food & Pharmacy #2650*

### Condolences

Patrick Lowery  
– loss of son  
*Shoppers Food & Pharmacy #2657*

Robert Summerville  
– loss of wife  
*Kroger #509*

Family of Margaret Crain  
*Kroger #510*

Larry Southern  
– loss of father  
*Retired UFCW Local 400 Board  
Member & Kroger #773 Retiree*

Craig Simpson – loss of mother  
*UFCW Local 400 Staff*

Family of Nancy Hauber  
*Safeway # 1084*

Eric Lamp – loss of son  
*Safeway #4007*

Patricia Via – loss of father  
*Shoppers Food & Pharmacy #2652*

## August Fiscal Report

1	BALANCE IN CASH ACCOUNT AT BEGINNING OF MONTH	304,992
2	RECEIPTS (from all sources):	
	DUES	1,270,059
	MISCELLANEOUS	10,212
3	TOTAL RECEIPTS	1,280,272
4	TOTAL OF LINES 1 AND 3	1,585,264
5	DISBURSEMENTS for current months	1,352,054
6	CASH ACCOUNT BALANCE at the end of current month	233,210
7	BALANCE AT END OF MONTH as shown on bank statement	394,258
8	DEPOSIT IN TRANSIT	
9	TOTAL OF LINES 7 AND 8	394,258
10	LESS: Checks included in item 5 not returned with bank statement	161,048
11	BALANCE (Should agree with Line 6)	233,210
12	PETTY CASH FUND	388
13	TOTAL OF ALL LOCAL UNION'S SAVINGS ACCOUNTS at the end of month	1,805,590
14	DEPRECIATED VALUE OF Real Estate, Furniture, Equipment, Automobiles, etc.	540,769
15	OTHER ACCOUNTS OR INVESTMENTS (Bond, Stocks, Credit Union, Building Funds, etc.)	573,067
16	LESS: LIABILITIES (other than Rent, Utilities, Withholding and Per Capita Tax)	1,319,136
17	TOTAL WORTH OF LOCAL UNION (Totals of lines 11, 12, 13, 14, and 15 minus line 16	<b>1,833,890</b>



## Let's Make History in November



I have a confession: I don't normally like politics. I don't like the influence of money, the vicious attack ads, and the gamesmanship.

But like it or not, politics is too important—much too important—to ignore.

Because elections don't just determine the course of history—they're how we make history.

By casting our ballots, we decide which candidates will shape the policies that affect our lives, from wages to workers' rights, from health care to retirement security, from civil rights to economic and social justice.

And this year, I'm actually excited about politics. One big reason is that we have the opportunity to make history by electing a smart, tough, progressive woman—Hillary Clinton—as president of the United States.

It's long past time we did so. Women have always run things behind the scenes. Now, with a woman nominated for president by a major party for the first time ever, we're realizing the fruits of our labor. It's as satisfying as picking an apple off a tree that's fully ripened.

At the Democratic Convention, President Obama described Hillary Clinton's 2008 campaign like this: "She was doing every-

*Let's do everything in our power to elect pro-worker candidates.*

thing I was doing, but just like Ginger Rogers, it was backwards in heels." For any woman to rise as far as she has, you have to be that much tougher than men. That's why, as the president also said, she's the most qualified candidate for president ever.

But I don't support Hillary Clinton just because of her gender. Most importantly, she has been a fighter for working families, starting with her hard work in the 1970s with the Children's Defense Fund to guarantee all children the right to an education. As first lady, as a senator, and as secretary of state, she consistently battled for higher living standards, health security, and workers' rights—in America and around the globe.

And we know her running mate, Sen. Tim Kaine, well, from his time as mayor of Richmond. His whole career has been about upholding civil rights and social justice, which is why Local 400 endorsed him for

governor in 2005 and senator in 2012. And he would be the first vice president from Virginia to be elected since John Tyler in 1840.

These are reasons enough to support the Clinton-Kaine ticket with enthusiasm. But when you look at the alternative—who's not only a dangerous man who spreads hatred and attacks the parents of a war hero, but is also a union-buster—we know we've got to work our tails off.

Local 400 members should talk to our families, neighbors, co-workers, community leaders and others about the importance of electing pro-worker candidates—for president and for all offices up and down the ballot. We've got to make sure all our brothers and sisters are registered to vote, know where the candidates stand, and turn out to the polls on election day.

Let's do everything in our power to elect candidates who support a \$15/hour national minimum wage, guaranteed paid sick leave, card check recognition for union representation, and a host of other policies that will raise our standard of living, reduce inequality and expand workers' rights. That's the kind of history well worth making. See you at the polls!

Lavis "Mikki" Harris  
Secretary-Treasurer

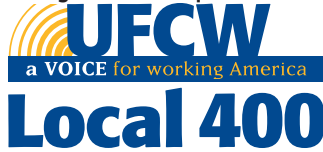
**United Food and Commercial  
Workers Local 400**

8400 Corporate Drive, Suite 200  
Landover, MD 20785



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# CONNECT WITH LOCAL 400 THROUGH SOCIAL MEDIA!

In addition to our website, [www.ufcw400.org](http://www.ufcw400.org), you can find Local 400 on:

**FACEBOOK:**

[www.facebook.com/UFCW400](http://www.facebook.com/UFCW400)

**TWITTER:**

[www.twitter.com/UFCW400](http://www.twitter.com/UFCW400)

**INSTAGRAM:**

[www.instagram.com/UFCW400](http://www.instagram.com/UFCW400)

