

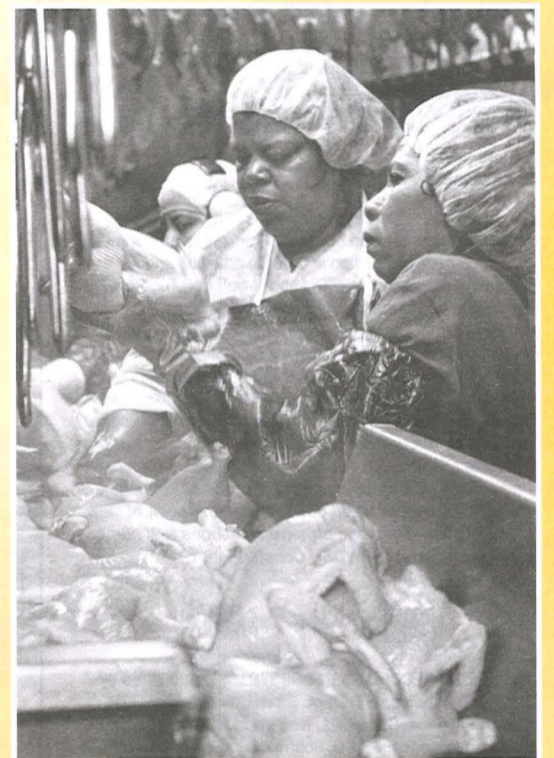
RWDSU

UFCW

WINTER 2017

RECORD

Vol. 65, No. 1



Pages 8-9

Unions: Fighting for Our Values, Rights, and Jobs

RWDSU members work in a variety of industries – but our diverse membership is united in continuing to make progress for working people.

Retail, Wholesale and
Department Store Union, UFCW
370 Seventh Avenue, Suite 501
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Hundreds of workers – like this Autoneum group in South Carolina – have won an RWDSU voice.

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Published by the
RETAIL, WHOLESALE & DEPT. STORE UNION, UFCW

370 Seventh Avenue, Suite 501
New York, N.Y. 10001
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RWDSU RECORD
Official Publication of the Retail, Wholesale &
Department Store Union, UFCW

Produced by RWDSU
Communications Department
Editor, Levi Nayman
Communications Director, Chelsea Connor

Lenore Miller
President Emeritus

The objectives of the Retail, Wholesale and Department Store Union are to unite into this organization all workers employed in its jurisdiction in order to advance and safeguard their economic and social welfare...The Retail, Wholesale and Department Store Union will strive to preserve democratic processes, protect civil liberties, aid in the adoption of legislation which will promote the economic and social welfare of its members and that of labor in general and to improve the educational, social and cultural standards of society as a whole. *Through unity of purpose and action, through collective bargaining and legislation, the Retail, Wholesale and Department Store Union is dedicated to the ideal of making the jobs of its members the best jobs that can be devised from the point of view of wages, hours of work, physical conditions and human relations. Preamble RWDSU Constitution.*



The RWDSU RECORD (ISSN 00337916) is published by the Retail, Wholesale & Dept. Store Union, UFCW, 370 Seventh Avenue, Suite 501, New York, NY 10001. Subscription price: \$3.00. Postmaster: Send address changes to RWDSU RECORD at 370 Seventh Avenue, Suite 501, New York, NY 10001.

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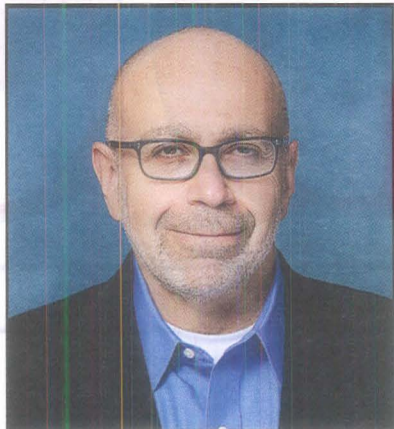
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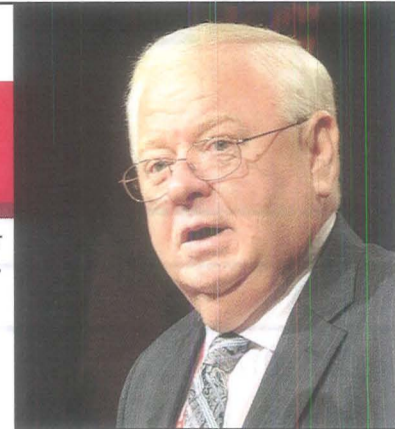
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**MESSAGE FROM
YOUR OFFICERS**

Building Strength for All Workers

After a long, divisive election that focused on the different opinions Americans have on how the country should be run, we have a new president who is bringing in a new cabinet and implementing a new agenda. As RWDSU members – regardless of how we voted – we have an important thing in common: we are all working people who want the best jobs to provide for ourselves and our families.

It doesn't matter whether we supported Clinton, Trump, Sanders, or any of the other candidates. What matters is that we continue to have a strong voice that rises above the din of pundits and partisan debate. What matters is that we continue to use our collective power to build strength at work, and not allow that power to be weakened by those who don't have our best interests at heart.

The President may have changed but our values have not, and they never will.

What matters is that we continue to build our union into a strong advocate for working people. Union members have higher wages, better benefits, and more job security, and that's why there's nothing more important than protecting our union voice and building on the strength we've already acquired.

What happens over the next several years will directly affect us; our paychecks, our benefits, our safety at work, our retirements, our health care – our very livelihoods can be hurt or protected depending on what happens in the political arena.

What matters is that we continue to use our collective power to build strength at work.

That's why we will continue to stand up for working people. It's why we will fight against Right-to-Work laws that serve no other purpose than to lower our pay and benefits. It's why we will fight for a strong OSHA to ensure that we return home safely after going to work. And, it's why we will continue to speak out against policies that hurt us by trying to silence the voices of working people.

The President may have changed but our values have not, and they never will. All working women and men, regardless of where they come from, or what kind of work they do, deserve to be treated with dignity, justice and respect. And we will fight any attempts to deny them. We must bring working people together across their differences and fight for our common interests. And we must stand ready to fight and organize as a unified twenty-first century labor movement. Because working people desperately need strong unions. It's what brings us all together, and it's much more important than those differences that some people want to exploit to tear us apart.

Our ultimate goal must be an economy that serves all of us instead of just the wealthy few. We'll never stop fighting, and we will get there together. ■

RWDSU WORKERS WINNING A UNION VOICE

Over 150 in South Carolina Demand Change and Win

More than 150 Autoneum workers in Aiken, South Carolina, officially became RWDSU Southeast Council Members in October after winning their election. It was a huge victory for working people in the South, where it is often a struggle to win union recognition. In fact, this was the third time workers at the plant – which produces parts for automobile interiors – had voted in a union election. And the third time was the charm as they finally secured their victory.

It's never easy organizing in the Right-To-Work South, but workers at Autoneum never gave up in their fight to win the dignity and respect of union membership. For years, they had suffered from issues at the workplace including lack of job security and favoritism that made it difficult to move forward and build a career.

"The company now has to negotiate with the employees, and that will help them address a number of important issues," said RWDSU Southeast Council President Edgar Fields.

According to Fields, the employees reached out to the union because it represents the workers at two Autoneum plants in Ohio. He said the workers wanted a voice and felt as though they had no input.

He said inconsistent scheduling made workers' lives hectic, and they wanted more control over their lives and their hours.

"It is a good-paying job, but they wanted a voice in hours and operations," Fields said. "This win shows these workers coming together in the plant, to make it a better place to work for everyone." ■



Workers at Autoneum in Aiken, South Carolina, celebrate finally winning their RWDSU voice.

Babeland Workers Win First RWDSU Contract



Babeland workers made history by becoming the first adult toy store workers to join a union and win a contract.

"In organizing with the RWDSU, we were able to do together what we never could have done alone."

Last summer, the employees at three New York City Babeland locations made history as the first adult toy store to win a union voice. Now, they've made history again as the first workers at an adult toy store to ratify a union contract. Under the new contract, workers will receive general wage increases and adjustments, as well as signing bonuses and post-probationary wage increases. Most significantly, it's the first union contract that includes added safety and security trainings and protocols to protect Babeland's predominately LGBTQ and women workforce in this highly emotionally intimate industry.

"In organizing with the RWDSU, we were able to do together what we never could have done alone," said Phoenix Casino, Receiver at the Babeland Mercer location. "Not only do we have a greater sense of solidarity on the sales floor, but we now also have health benefits through the union, a service that many of us have a dire need for. We were able to improve the quality of our lives both in and out of the shop, an accomplishment that we only could have reached with collective action."

The three-year contract brings annual raises. In addition, more workers will be offered 30+ hours a week, and workers will receive company-sponsored, union-provided health benefits, that will extend to more employees. Minimum staffing requirements have been implemented, and through a newly established Labor-Management Committee there will be more involvement for employees in hiring new managers.

"Working for a company that recognizes the particular needs of the LGBTQ workforce in this industry is empowering. The history of unions is inherently tied into the rights of those most marginalized," said Octavia Wheeler, Sex Educator/Sales Associate at the Babeland Rivington location. ■

RWDSU AROUND OUR UNION

RWDSU Members Give Back

The holidays are a special time for families to get together and celebrate. But RWDSU members know that for some, it can also be a time of hardship. That's why every holiday season, RWDSU members give back to help make the holiday season better for needy families in our communities. In addition to food bank efforts throughout the country, RWDSU members prepared meals and provided turkeys to help spread the holiday spirit.

Local 338 members donated 250 turkeys to feed families throughout the New York City area. The turkeys were distributed to food pantries at Suffolk Community College, Our Lady of Grace in Howard Beach, Queens, The INN in Hempstead, and Project Hospitality on Staten Island – organizations that go to great lengths to ensure that families in their communities have a warm holiday meal.

In New Jersey, Local 108 partnered with RWDSU supermarkets Extra Supermarket and Food Bazaar to cook meals to feed thousands of families in Newark and other cities in Essex County. Meals were prepared and served at Clinton Memorial Church in Newark, along with the bulk of meals which were delivered to area homes, senior centers, community centers, and public parks. In addition, Local 108, for the 12th year in a row, partnered with the Newark Firehouse Program for Children. Local 108 helped prepare and serve a home-cooked holiday meal for children in Newark. ■



Local 108 members prepare meals for kids at the Newark Firehouse Program for Children.



Local 338 members helped provide 250 turkeys for needy families throughout New York.

Members Come Together at Six-State Conference

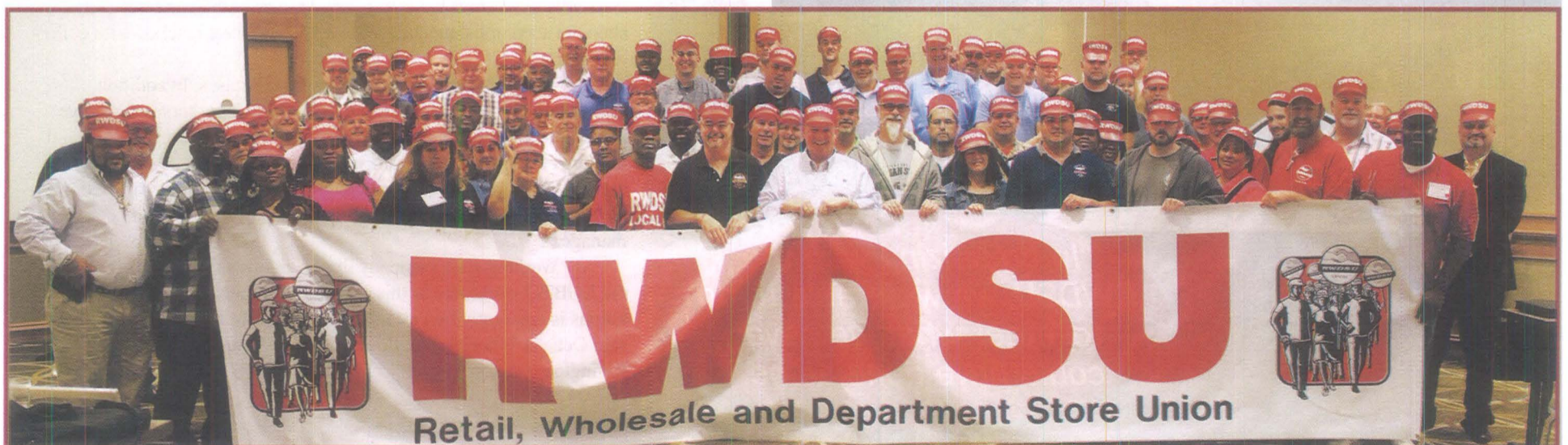
At the Six-State Conference in Cincinnati, Ohio, RWDSU members from Indiana, Michigan, New York, Ohio, Pennsylvania, and West Virginia joined together for union training and to focus on political action and organizing. Shop stewards training sessions and a health and safety workshop helped attendees hone their skills so they can better serve fellow members and help create safer workplaces. There was also an internal organizing workshop to help bolster the strength of the union in Right-to-Work states, and a workshop on the legal responsibilities that come with being a union representative and shop steward. Organizing, both external and internal, was also emphasized and discussed.

There were a large number of first-time attendees at the conference – a good sign for the growth and activism of the union.

“It’s great that we see so many new people here,” said RWDSU Regional Director Randy Belliel. “When members step up and get more involved in the union, we are all stronger.”

RWDSU President Stuart Appelbaum had a message for those in attendance – that union members can fight for each other better when they stand together.

“We need to stay strong and united, and most importantly, we need to stay involved. The future for all of us – and working families everywhere – depends on it,” Appelbaum said. ■



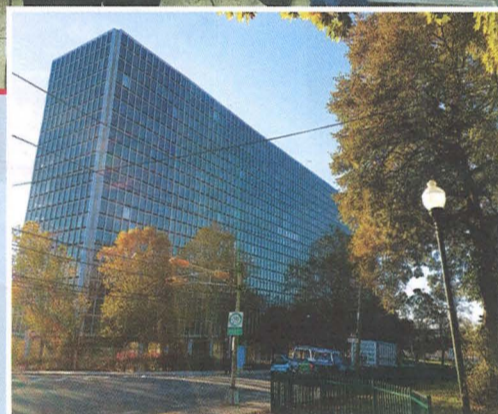
The RWDSU Six-State Conference is held every fall, and brings union members together.

RWDSU WORKERS WINNING A UNION VOICE

It's "Union Yes!" for NJ Maintenance Workers



Workers at Colonnade work hard and have many issues at their workplace they want to address.



The Colonnade Apartments building in Newark, New Jersey.

The maintenance workers employed at the Colonnade Apartments in Newark, New Jersey, have voted unanimously to be represented by RWDSU Local 108. It's a courageous move for workers who have been dealing with a number of issues for years.

Workers faced low pay and health and safety issues, and received no retirement benefits. Many workers reported they were not always paid for all of the hours they worked.

"I'm happy we won and Local 108 will represent us. We need to be able to fight for our rights," said Pedro Parada, a Porter at Colonnade. "The company had been doing whatever they wanted to us and it made it a difficult place to work."

A typical day for these workers could include building cleanup, painting, plumbing, electrical, AC and refrigeration maintenance. It's a lot of responsibility and a lot of work, and according to Local 108 President Charles N. Hall, Jr., they deserve better pay, benefits and working conditions.

"These workers weren't being treated with any respect, and they wanted to change that," Hall said.

Local 108 Representative Patricia Gonzalez said that workers are often exhausted at the end of their shifts, and deserve better treatment.

"I'm glad they voted and won, and I'm glad they are part of the Local 108 family and can improve their jobs and their lives," Gonzalez said.

Elva Rodriguez, a janitor at Colonnade, is looking forward to negotiating a fair contract and changing the environment at her job.

"I feel happy that we now have a union. I am thankful they are here for us," Rodriguez said. ■

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(RWDSU)



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New Members Join at A.T. Wall in Rhode Island

Workers at the Oak Hill health care facility, near Pittsburgh, Pennsylvania, have joined the RWDSU. The 65 new members also ratified their first RWDSU contract, addressing a number of issues that prompted them to join the union, and giving them a voice in the workplace for the first time.

The three-year contract brings wage and benefit increases to workers, many of whom had never seen any kind of raises. The contract also greatly improves medical benefits and reduces the cost for members.

"The new members stuck together and proved that workers in this industry can win big improvements with a union," said RWDSU Director of Collective Bargaining Allen Mayne. "In addition to the benefit improvements and having grievance procedures in writing, workers are guaranteed wage increases of nine percent over the life of the contract." ■



New RWDSU members at A.T. Wall celebrate joining the union.

U.S. Senators, NYC Mayor Meet with RWDSU Executive Board

In late October, the RWDSU Executive Board met at the RWDSU's headquarters in midtown Manhattan, a short walk from where RWDSU members work at stores including Macy's, Modell's, H&M, Zara and Duane Reade, as well as office buildings and supermarkets. In a city with a vibrant labor movement and thousands of RWDSU members, and with political action high on the agenda, it was fitting that the two U.S. Senators from New York Chuck Schumer and Kirsten Gillibrand and New York City Mayor Bill de Blasio came to speak with the RWDSU Executive Board.

Senator Schumer spoke about his upbringing in Brooklyn and the tradition of union membership and activism in his family. He also said he has been proud to work with the RWDSU during his entire political career, going back decades. And, he spoke of the importance of building a stronger middle class and creating higher wages for workers.

"We need to get middle-class incomes growing again, raise the minimum wage, and make college more affordable," Schumer said.

Senator Gillibrand focused on the high cost that a lack of paid family leave has on workers and the economy in New York. She said that Paid Family Leave in New York would be an economic boon for the state, bringing millions of dollars back into the economy that are lost because people can't earn money while caring for family members.

New York City Mayor Bill de Blasio discussed some of the progressive legislation he has signed into law, including the Car Wash Accountability Act and the Grocery Worker Retention Act, noting that the RWDSU led the charge for these pro-worker laws. He also discussed his executive order that calls for labor harmony at city-subsidized New York City developments.

"A strong labor movement is in the public's interest, and so are things like paid family leave, affordable housing, and a higher minimum wage," de Blasio said. ■

RWDSU Endorses Mayor Bill de Blasio for Re-Election

New York City Mayor Bill de Blasio has pursued a progressive agenda during his term, and has signed historic, RWDSU-supported legislation that will help car wash and supermarket workers and promote union jobs in city-subsidized developments. That's why in November, the RWDSU announced that it is endorsing New York City Mayor Bill de Blasio for re-election in 2017.

"Mayor Bill de Blasio has earned our respect and our support as an effective leader who has made progressive government succeed. His guiding principle is that the city belongs to all of us, not just to the wealthy and powerful," said RWDSU President Stuart Appelbaum.

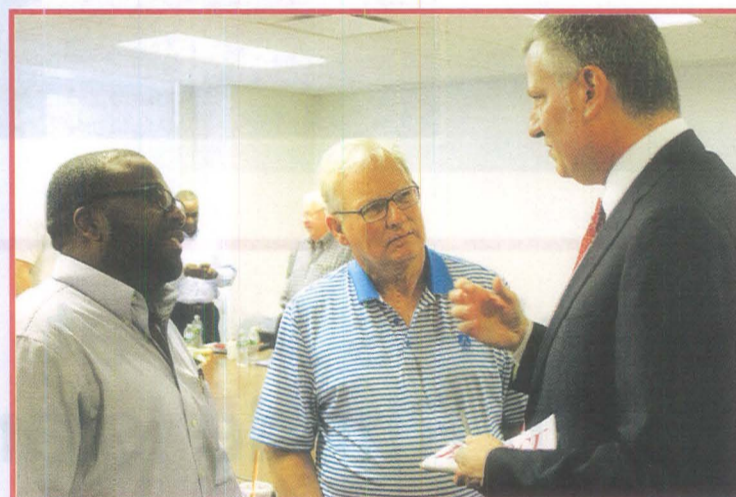
"De Blasio's record at City Hall shows real progressivism in action, and we know he will continue to deliver the leadership our city needs in the months and years ahead," Appelbaum added. ■



(l to r) RWDSU Recorder Joseph Dorismond, U.S. Senator Chuck Schumer, and RWDSU Pres. Stuart Appelbaum.



Senator Gillibrand spoke with the Executive Board about the importance of paid family leave, which she is focusing on in New York.



New York City Mayor Bill de Blasio (right) speaks with RWDSU Mid-South Council Secretary-Treasurer James Shackelford (left) and President John Whitaker at the Executive Board Meeting in October.



Hi-Tek car wash workers demanded and won health and safety improvements.

Car Wash Workers Win Safety Improvements

RWDSU members at Hi-Tek Car Wash in Queens, New York, delivered a letter to their boss demanding health and safety improvements at the workplace, and they got results. They were joined by more than 50 allies from the labor movement and community groups. That included RWDSU Local 1102 and Local 338, as well as members of Make the Road and New York Communities for Change.

The workers demanded that Hi-Tek provide gloves, goggles and regular trainings on how to handle dangerous chemicals at the facility. The boss agreed to allow the union to conduct health and safety classes for the workers, and acknowledged the workers had a right to equipment to protect their skin and eyes. The demonstration was a success, displaying the unity of the Hi-Tek workers and the strength of their community support. ■

RWDSU AROUND OUR UNION

Georgia RWDSU BBQ Aids Families After Storms

The RWDSU Southeast Council held a BBQ to feed families and first responders rebuilding after the Georgia storms.

In January, back to back storms killed dozens of people in Georgia and caused hundreds of millions of dollars in damage that has yet to be fully calculated. Among those displaced and affected were almost 100 RWDSU families in Albany, Georgia, where the Southeast Council represents workers at the Equity poultry plant.

On Sunday, January 29, the RWDSU Southeast Council sponsored a BBQ to feed affected members, as well as responders who are helping to rebuild the community.

“RWDSU families have been

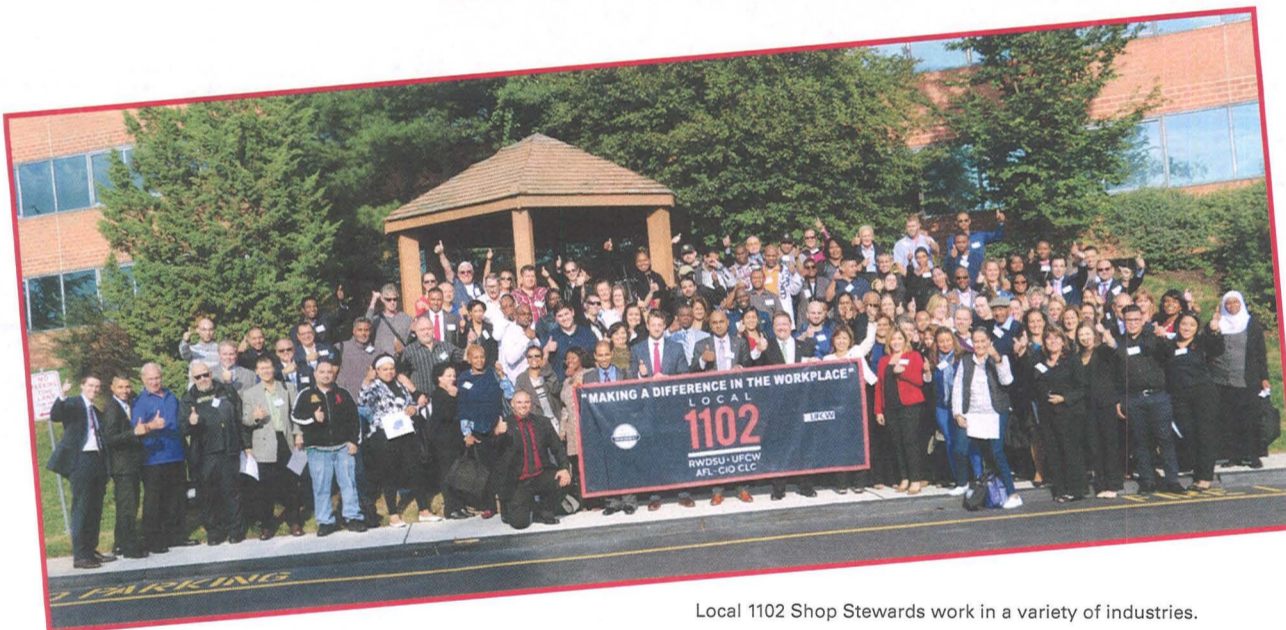
without power for basically the whole year so far, and some have even lost their homes and are living in civic centers, churches, or hotels temporarily,” said Southeast Council President Edgar Fields. “We wanted to show the community and RWDSU members that we are all in this together.”

Southeast Council members volunteered to cook at the BBQ, and delivered meals to affected members. The meals – including ribs and chicken – consisted of genuine home-cooked and grilled food.

“We like real food down here, and we wanted to do what we could to help,” Fields said. ■



Local 1102 Stewards Hone Their Skills



Local 1102 Shop Stewards work in a variety of industries.

In September, Local 1102 conducted a Shop Steward and Union Activist Conference in Long Island, New York, to help shop stewards hone their skills and represent Local 1102 members effectively.

“Shop Stewards are the day-to-day leaders of Local 1102,” said Local 1102 President Gemma de Leon. “They provide the representation members need in the workplace. That’s why it’s important that our shop stewards are prepared for whatever comes up at work. We are proud of Local 1102 shop stewards and the services they provide.”

Local 1102 stewards came together to learn ways to improve their grievance investigation, contract interpretation, dispute resolution, and more. Local 1102 officers and union attorneys were on hand to answer questions.

Alfredo Maldonado, Jr. of Tower Owners Inc., said “I am more confident about representing my co-workers on a day-to-day basis after what I learned today.” ■

Increased Wages for Local 1102 Members at Modell’s

Local 1102 Modell’s members have successfully negotiated and ratified a new contract at the nation’s oldest, family-owned and operated retailer of sporting goods and apparel. Workers won guaranteed wage increases and maintained affordable health insurance plans and pension benefits. Together, members won a contract in which all advances on scheduling rights, job security, and working conditions were protected.

The three-year contract covers Local 1102 members who work at Modell’s stores in the New York metropolitan area. ■



RWDSU members at Modell’s won a strong new contract.

Unions: Fighting fo



Right to Work does nothing more than drive down workers' pay and benefits.

We have a new President and a new administration, and it's their job to work for all of us, regardless of who we individually voted for.

Our union, the RWDSU, is representative of America. RWDSU members come from diverse backgrounds, have different political views, and supported and voted for many different candidates last year. But we all agree that working people need to be respected, and that our rights need to be protected. We all agree that we want better jobs, more security, and an economy that works for all of us and supports our families.

That's what unions are all about. And that's why we need to continue to make our voices heard.

President Trump made a lot of promises – promises of fighting for working people, creating better jobs, and helping put more money in the pockets of working families. It's our job to hold him and other elected officials accountable, and support policies that help us while criticizing policies that will hurt us as we try to move forward and create better lives for ourselves and our families. More than ever, we need to make sure that our voice – and the voices of all working people – are heard by those who are setting our nation's policies and writing our nation's laws.

Important Issues in 2017 and Beyond

With President Trump and a majority Republican Congress, there are many important issues in play that have the potential to drastically affect working people and union members. Here's what we are paying attention to as the Trump Administration and Republicans begin to implement an agenda that could change the course of our working lives for many years to come.

So-Called "Right-to-Work" Threatens Your Paycheck and Benefits

It didn't take long. In early February, the Republican House introduced a national Right-to-Work (RTW) bill that would institute the law across the country, a massive expansion from a law that currently governs 27 states. RTW laws hurt unions and silence the voice of workers by making it more difficult for unions to organize and maintain strength, and by forcing unions to represent non-union members.

Why should you be worried about potential passage of national Right-to-Work legislation? It's simple: RTW laws – which are falsely promoted by management and big business as "pro-worker" laws – do nothing more than drive down

workers' standards of living. These laws benefit bosses and businesses and hurt workers, which is why bosses and businesses support them.

Wages in RTW states are 3.2 percent lower than states without these laws. In fact, a worker in a non-RTW state makes \$1,500 more annually than a worker in a RTW state. Workers enjoy employer-sponsored pensions five percent less in RTW states, and are 2.6 percent less likely to have employer-sponsored healthcare.

It's not exactly a mystery why bosses and allies of the super-rich support RTW laws. These laws help make the rich richer and contribute to the declining wealth of America's working families. We must do whatever we can to fight the national RTW law Republicans have introduced, and protect workers' right to unionize and make their jobs better.

Health and Safety

Almost 5,000 workers were killed on the job in 2015, and there were millions of workplace injuries and illnesses. As terrible as this may sound, the situation is still much improved in the four decades since the Occupational Health and Safety Administration (OSHA) was created in the early 1970s, helping to reduce daily workplace deaths from 38 to 13. We've made incredible progress since the dark days before OSHA.

Safe workplaces are a basic human right; nobody should be injured or killed by simply going to work to provide for themselves and their families. But already, we see some troubling indications that

Our Values, Our Rights, Our Jobs



*Presidents may change,
but as working people
in a union, our values
never will.*

Across the U.S., the RWDSU and its members will continue fighting for better jobs and a strong voice for working people.

after years of incremental progress, OSHA will not be an effective advocate for health and safety for workers under the new administration. President Trump has frozen implementation of all new regulations, delaying a new beryllium rule with the potential to protect 62,000 American workers from risks linked to workplace exposure to beryllium, a material that can cause lung disease. And while Trump has yet to nominate a new head of OSHA, his pick for various positions so far have shown a disregard for workers in favor of big business and profits. And before becoming President, Trump was fined numerous times for health and safety violations by his own company and the contractors he hires.

An NLRB That Does its Job for Workers

The National Labor Relations Board was created in the 1930s to protect workers' rights to organize, and to ensure that labor law is being followed both by unions and management. The NLRB is responsible for investigating and identifying violations of labor law, and making sure union elections are fair and valid. Unfortunately, during Republican presidential administrations, the NLRB tends to slant the playing field unfairly in the direction of management, making it more difficult for workers to win a union voice, and making it more difficult to hold employers accountable for violating workers' rights and breaking labor law. A fair and effective NLRB is important in ensuring that union elections are conducted fairly and on a level playing field, and we need to demand that it continues to serve the purpose it was created for.

Continuing to Make our Voices Heard

Presidents may change, but as working people in a union, our values never will. We must remain committed to fighting for our rights, our families, our jobs, and our lives. We need to continue to fight for safer workplaces, and to defend the gains we have made which have saved countless lives of workers. We need to continue our fight against Right-to-Work laws that have been crafted by those who want us to get paid less, have worse benefits, and want to destroy unions so that workers have no voice on the job and no way to push back against unfair treatment. We need to stand up to efforts to diminish the gains that we

— and those before us — have made over decades so that we can build better lives for ourselves and create strong families and a middle-class that ensures working people can live the life of decency and dignity we all deserve.

It's not about political party, personal beliefs, or who we vote for. It's much bigger than that. We don't want workers to fall behind, and we want an economy that serves all of us. And regardless of who is president or which political party is in the majority, we are going to hold our leaders accountable and never back down in the fight for workers' rights. ■

News From Around the **UFCW** a **VOICE** for working America

Cannabis Workers in Pasadena Join UFCW

Workers at two cannabis dispensaries in Pasadena, Calif., joined Local 770 in December. The workers are employed at UFD Apothecary and Golden State Collective.

UFCW Local 770 is already the largest union of dispensary employees in Southern California, and the addition of the two Pasadena shops marks the local union's first successful organizing of dispensaries located beyond the city of Los Angeles.

The new union members are excited to enjoy the advantages of a union job. Bernice Caro, an employee at UFD Apothecary, said: "I voted to join Local 770 to ensure my rights on the job are protected, and to win better wages and benefits for my future."

"Having a union will allow us to have our voices heard," said Nalleli Santiago, an employee at Golden State Collective. "By negotiating a contract, we will have security in our workplace while being a part of a bigger team devoted to caring for patients."



Golden State Collective workers are excited to win their union voice.



The cannabis industry in California is expanding thanks to recent legislation, and Local 770 is expanding its organizing efforts.

Pinnacle Foods Workers Ratify New Contract

In October, members of UFCW Local 617 ratified a new five-year agreement with Pinnacle Foods in Fort Madison, Iowa. UFCW Local 617 represents over 400 hourly employees at the Pinnacle Foods Fort Madison Armour Star facility.

The new contract provides significant wage increases for all employees over the life of the contract, including a much faster progression for new hires. The contract also protects pensions for current and future employees, and continues to provide quality, affordable healthcare with no increase in deductibles, copays or out of pocket maximums for the life of the agreement. Other improvements include increased medical leave, and faster 401(k) eligibility with auto enrollment and company match.

Local 1500 Serves up Union Voice at Hale & Hearty

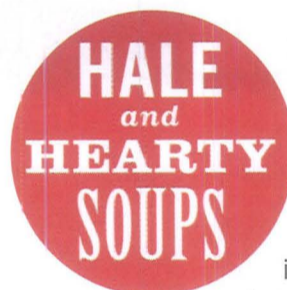
Hale & Hearty serves up soup for lunch for thousands of people in New York City every day. Now, 56 workers at a Hale & Hearty commissary in Brooklyn, New York, will be serving the chain's trademark quality soups as UFCW Local 1500 members.

The workers there won their organizing drive in late October.

Donald Torres, who has worked at Hale & Hearty for two years said, "We all just felt that we deserved better. We want to have a voice and to build a better life working here."

Tony Speelman, president of UFCW Local 1500, said "I want to congratulate the hard-working men and women at Hale & Hearty for joining us at Local 1500. Our entire union is proud of them and admires their courage. We look forward to building a relationship with Hale & Hearty, and working together to find ways to benefit workers and the company together. By working together we will improve their lives and make

Hale & Hearty into a better and more successful company."



Pork processing workers at Tyson in Iowa celebrate their new contract.

Tyson Fresh Meats Workers Ratify New Contract

On Nov. 20, 2,400 workers at the Tyson Fresh Meats pork processing plant in Waterloo, Iowa, ratified a new contract. The workers are members of UFCW Local 431.

The new five-year contract includes \$2.60 in wage increases for the five-year term of the contract, with \$1.10 per hour upon ratification; \$.50 per hour wage increases in years two and three; and \$.25 per hour wage increase in years four and five. The contract also includes an additional paid holiday, and increases vacation leave to four weeks after ten years of employment.

Local 31 President Jerry Messer said the contract was "a team effort between UFCW Local 431, our bargaining committee, our members and UFCW International to help close the wage gap in the pork industry."

RWDSU Scholarship Winners Know Union Difference

Six young men and women – all children of RWDSU members– have won the annual RWDSU Alvin E. Heaps Scholarship. The scholarship, named after former RWDSU President Al Heaps (1919-1986), promotes higher education for RWDSU families and recognizes scholastic performance and an understanding of the difference union membership has made in their lives, and how unions can help all working families. The \$1,000 award will help them further their education.



Alana Bennett is the daughter of Nikisha Houston, a Mid-South Council member who works at Sterilite, Inc., in Alabama. She is a freshman at Alabama Agricultural and Mechanical University and her major is Political Science.

“The RWDSU has fought alongside great leaders including Martin Luther King, Jr., in its history. The union has ensured historic paid holidays for King’s birthday, and Muslim holiday Eid-Al-Fitr. The

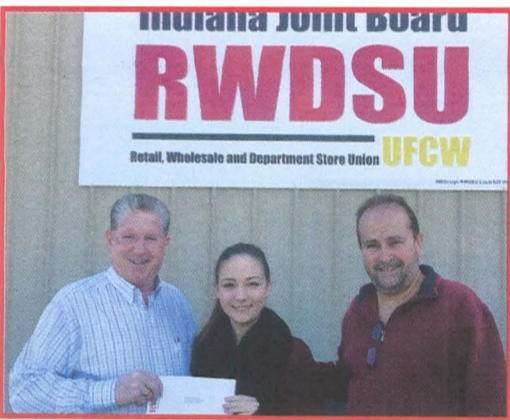
union looks out for its members, like my mother, who gets fair pay and a safe workplace even among heavy machinery.”



Shannon Murphy is the daughter of Kevin Murphy, a Local 513 member at Pepsi in Canton, Massachusetts. Shannon is a freshman at the University of Massachusetts Boston, and she is studying Engineering Physics.

“During high school, I went to Guatemala on a Mission trip, and it opened my eyes to the poverty, exploitation, and poor working conditions of workers there. It was a stark contrast to my father, who tells me about the difference the union

makes with his job at Pepsi. The union has workers’ backs. He also has a strong pension and doesn’t have to worry as much about retirement. My family is thankful for my father’s good job and union membership.”



Cassandra Buck is the daughter of Nick Buck, a Local 835 member at Perfection Bakeries in Indiana. Buck is a freshman at Indiana State University where she is studying Speech Language Pathology.

“Unions not only benefit union members, they benefit all workers because they have raised standards and wages for everyone. Because of unions, workers are able to live better lives. With his good union job, my father

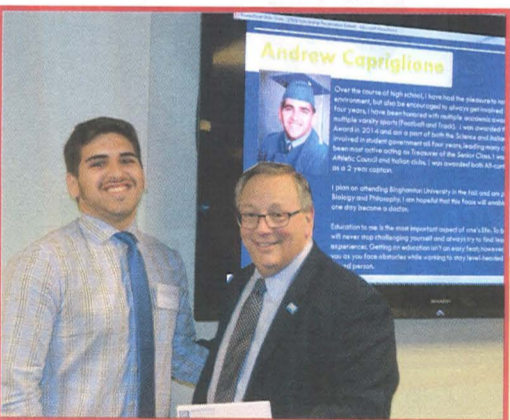
has been able to create college funds for myself and my younger sister, and also provide my family with a house and a car.”



Emily Perrin is the daughter of David Perrin, a Local 110 member who works at Quaker Oats in Cedar Rapids, Iowa. Perrin is majoring in Radiation Sciences at the University of Iowa.

“Watching the news, you see constant exploitation of workers by companies like Walmart, with poor pay and benefits. These employees have no control over raises, health-care or pensions. Without union representation, what incentive

would a company have to treat workers better? Union representation protects workers from unfair treatment, and I hope when I enter the workforce I can become a union member like so many in my family.”



Andrew Capriglione is the son of Ralph Capriglione, a Local 338 member employed at DeCiccis. Andrew is a freshman at Binghamton University in upstate New York, and is a pre-med student majoring in Biology.

“Whether being a member of a sports team or a club at school, the feeling of belonging is unmatched. Having support means you can always put your best foot forward, and especially now, having a sup-

port network brings value for working people. Unions provide job security, better pay and benefits, and creates a relationship with the employer based upon respect.”



Tyler Skriba's mother, Beth Stevenson, and stepfather, William Stevenson, are Local 86 members who work at Michigan Milk Producers Association. Tyler is a sophomore at Central Michigan University and is a Mechanical Engineering Technology major.

“The union has helped my family repeatedly, and the most important benefit has been job security. The union has ensured that my family has stable income, and that my par-

ents have been able to depend on their jobs. The union has ensured a steady income and food on our table, and we are grateful for that. When unions are there for workers, and when workers stand together, companies large and small have to respect their power.” ■

RWDSU CONTRACT NEWS



Workers were united and won big improvements at Cooper River.

Cooper River Local 108 New Jersey

RWDSU Local 108 members at Cooper River Nursing Home in Pennsauken, New Jersey, love their jobs and the people they serve, but they had issues in the workplace and were worried about the quality of care they could provide as workloads increased. Now, these workers have won their first contract, improving both their jobs and the level of service they can provide.

Members won wage increases, secured medical coverage with no cost to members, and the company will establish a 401K plan for members. There will also be an increase in starting pay for new hires.

During preparations for negotiations, RWDSU Representatives Danie Tarrow and Ousman Ngokana played a major role in communicating with members and conducting research before heading into sessions. Ngokana also spent a great deal of time at the facility surveying members to get a better understanding of issues at Cooper River.

"I am very proud of the members here, and the work that Danie and Ousman did beforehand. The members were strong and united throughout the negotiations. We discussed many of the problems in the facility that affected the quality of life on the job," said Local 108 President Charles N. Hall, Jr. "The committee stood firm until they had a package on the table they felt was fair." ■

Fresh Mark Mid-South Council Ohio

RWDSU Mid-South Council members at the Fresh Mark meatpacking plant in Salem, Ohio, ratified a new four-year contract that includes wage increases with no increase in medical insurance premiums. The RWDSU represents 830 workers in production, maintenance and sanitation at the plant.

Members will also receive a \$1,100 lump sum for base-rate pay employees while employees out of the progression will be paid a \$400 lump sum based on adjustments and classifications. Workers with at least two years of service will receive an additional paid personal/sick day.

Fresh Mark produces bacon and spiral hams, and is a supplier to national food chains. ■

Serving on the negotiating committee were (l to r) RWDSU Fresh Mark officers President Jeff Kicder, Sec-Treas. Linda Ammon, Recorder Sue Phillis, and VPs Scott Anderson and Larry Caliguire. They were assisted by RWDSU CBA Director Allen Mayne, Collective Bargaining Rep. Danie Tarrow, and RWDSU Rep. Fred Jimenez.



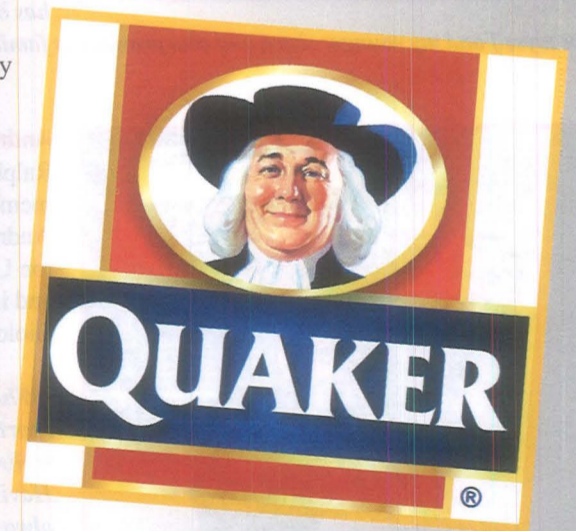
Quaker Oats Local 110 Iowa

A \$1,500 signing bonus and yearly wage increases are among the improvements won by Local 110 members in Cedar Rapids, Iowa. The Quaker Oats workers ratified a new three-year agreement that calls for improvements to the vacation eligibilities, vacation bonus for members with over 25 years of service, and implements day-at-a-time vacation usage.

The contract also restricts the company from requiring overtime on weekends, and improves the new hire progression rates, where some employees will receive wage increases from \$1.91 an hour to \$2.46 an hour depending on their time in the progression.

Improvements were also made to the short-term disability benefits and to the shoe and clothing allowances and a perfect attendance bonus was added.

Serving on the Local 110 Bargaining Committee were President Shane Forbes, Secretary-Treasurer Jason Sennett, Recorder Phil Ondler, 1st VP Bob Dixon, 2nd VP Kelly Bos, 3rd VP Mark Woldruff, Health and Safety Director Kelly Cavalier, and RWDSU Rep. Roger Grobstich. ■



RWDSU CONTRACT NEWS

Aris Horticulture Local 595 Florida

RWDSU Local 595 members in Fort Meyers, Florida, ratified a new three-year agreement with their employer, Aris Horticulture. The new contract improves wages and benefits for membership, which has been growing thanks to internal organizing efforts at the local, which recently celebrated its 50-year anniversary.

Workers at Aris produce high quality ornamental plant products including Keepsake Azaleas, tropical TradeWinds Hibiscus and Hydrangeas. ■



Keepsake Azaleas are among the beautiful flowers grown by Aris members.



Aris Horticulture workers celebrate their new contract.

Canteen Local 513 Massachusetts

Local 513 members at Canteen Refreshments won 5.5 percent in wage increases, improvements in their pension, and more paid sick days thanks to their new five-year contract. In addition, drivers and mechanics will all receive a phone allowance, and all employees will now receive one week of paid vacation after a year, an improvement over the old prorated system. And, workers at Canteen will now only need to work two years before reaching the top pay rate instead of four.

"We stood together and we won a strong contract," said Canteen employee Victor Vera. ■

Stony Brook University Local 1102 New York

Over 300 Local 1102 Stony Brook University food service workers have won a hard-fought contract with their new employer, Sodexo.

The company tried to ramp up the cost of healthcare for union employees while rolling back other benefits. Union members stuck together throughout the campaign and were aided by students on the Stony Brook campus. Student activists mounted their own protests disavowing the treatment of 1102 members and demanding a fair contract, and members from throughout the RWDSU came out in support during the long contract negotiations. Now, workers at Stony Brook will be able to maintain affordable healthcare and keep their benefits. ■



Stony Brook food service workers protected their benefits.

Dean Foods Local 1808 Nebraska

RWDSU Local 1808 members in Lincoln, Nebraska, ratified a new four-year agreement with Dean Foods Transportation, Inc. The new contract was approved overwhelmingly by its warehouse and logistics transportation members. The new agreement calls for a \$2.10 hourly increase in pay over the term and improvements were made in pension benefits and vacation scheduling and eligibility. A contract highlight is the move to the RWDSU Health and prescription, Dental and Vision Plans. The medical, dental and vision contributions were frozen for the first two years of the new agreement.

Members of the Bargaining Committee were Robert Laws, President of Local 1808, Dennis Williams, Sr. Business Representative of the Central States Council and Roger Grobstich, RWDSU Representative. ■

RWDSU AROUND OUR UNION

NY Members Demand: Be Fair to Those who Care

The Local 338 members who work at Community Resources on Staten Island, New York, are an incredibly important resource in their community. These hardworking men and women give all they can every day by caring for developmentally disabled patients. However, despite their dedication, Community Resources has refused to negotiate a fair contract which values their hard work and allows them to provide for their own families.

In November, Local 338 members were joined by union allies and concerned members of the community at a rally to demand a fair contract that provides dignity and respect. Many of these men and women spoke to the crowd about their love for their jobs and the people who they care for, as well as the positive impact improved wages would have on their families. Angela Tronolone, a Local 338 Shop Steward at Community Resources said, "My work is very important to me. Many of my coworkers have been here a long time, caring for the men and women who rely on Community Resources and we've earned the fair contract we demand." ■



Union activists and the community are rallying behind Community Resources workers.

RWDSU ELECTIONS

DCX-CHOL Enterprises Local 835 Indiana

On Wednesday, November 9, 2016, Local 835 members who work at SMI Division of DCX-CHOL Enterprises, Inc. in Fort Wayne, Indiana, held their officer elections. Elected to new two-year terms of office were Dianna Black, Chairwoman; Delores Fitts, Vice-Chairwoman; and Cynthia Cooper-Echols, Chief Steward. There are 47 workers in the division who manufacture wire harnesses that are used in harsh environments such as war fighter equipment, off road vehicles, space vehicle lift equipment and communication satellites. ■



left to right) Dianna Black, Delores Fitts, and Cynthia Cooper-Echols.

Central States Council Officers Iowa

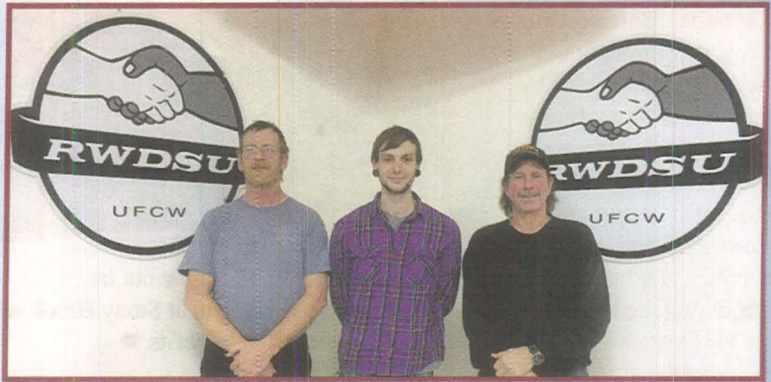
Officers for the RWDSU Central States Council were elected at a meeting recently which also hosted an advanced steward training class conducted by the University of Iowa Labor Center's Paul Iversen.



Elected at the meeting were (pictured, from left to right) Central States Council President Roger Grobstich, Trustee Zach Larson, Recorder SaMatha Robinson, Trustee Ed Wright, Secretary-Treasurer Carla Smith, First Vice-President Travis Garton, and Trustee Chris Kerns. Central States Council Bookkeeper Cindy Chan swore in the new officers. ■

Holsum Bakery Local 835 Indiana

In January, Local 835 members who make up the Production and Maintenance employees at Holsum Bakery in Fort Wayne, Indiana, held their Unit Officer Election. Elected to two-year terms were Charles Even, Chairman; Kevin Degitz, Vice Chairman; and James Goodpaster, Chief Steward. Pictured left to right are James Goodpaster, Charles Even, and Kevin Degitz. ■



Programs Designed With Union Members In Mind

WIRELESS

- 15% off the monthly service charge of qualified plans¹
- 20% discount on select accessories²
- only unionized carrier

CREDIT CARD

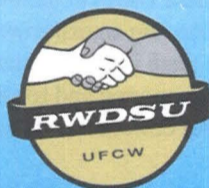
- several card choices
- competitive rates
- U.S. Based customer service

MORTGAGE

- for union members, their parents and children
- hardship assistance
- competitive rates

OTHER PROGRAMS

- Savings on more than 25 programs available to union members including flowers, theme parks, movie tickets and more!

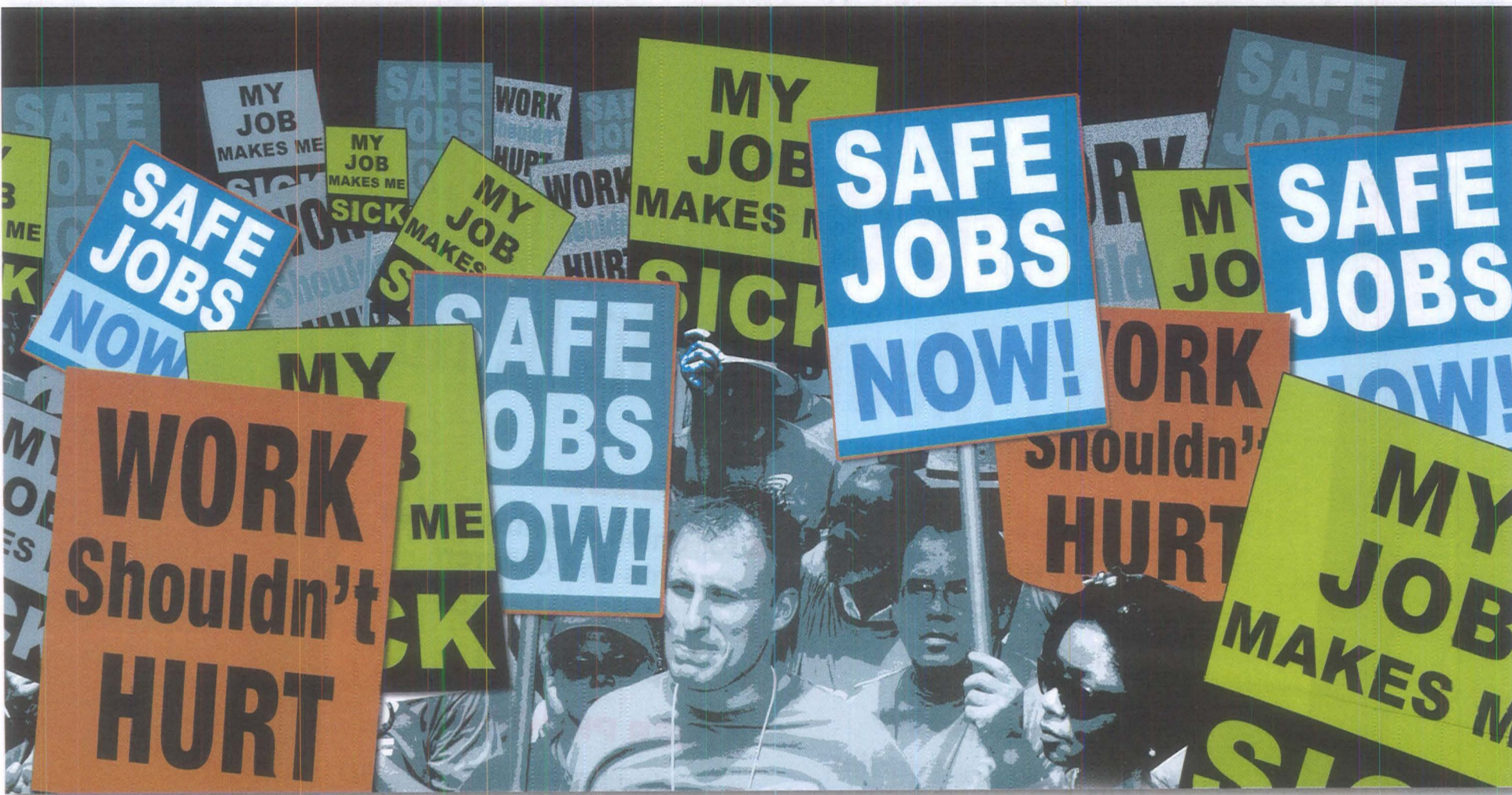


UnionPlus.org

¹ Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

² AT&T will apply the Accessory Discount to the prices of select Accessories available through AT&T, which may be modified by AT&T from time to time. The term "Accessory" or "Accessories" means supplementary parts for Equipment (e.g. batteries, cases, earbuds). The Accessory Discount will not apply to Accessories purchased for use with datacentric Equipment such as modems, replacement SIM cards and car kits or to Apple-branded Accessories, and the Accessory Discount may not be combined with any other promotional pricing or offer.

RWDSU HEALTH AND SAFETY GUIDE



Workers must remain united and continue to demand safe workplaces.

We Remain Committed to Keeping Workers Safe

New presidential administrations always bring changes, and there will be changes in the coming few years related to OSHA and its enforcement priorities. But the basic points of how we improve health and safety in our workplaces will not change. While OSHA can be useful in addressing workplace hazards, actions we take with our coworkers can bring quicker results and be more far reaching.

When your health and safety department responds to members' health and safety concerns we first talk to the experts, the folks doing the job every day. You have the knowledge of the workplace and valuable insights on how to make your work safer. And once we identify the hazard, we can work together to reduce or eliminate it because injuries don't happen if we are not exposed to hazards.

When workers discuss why they want to join a union, health and safety is always a big reason. And over the years, unions have consistently led the way to reduce exposure to asbestos, lead, silica, chemicals, bloodborne pathogens, and other hazards. But even more importantly your union brothers and sisters have your back for write ups, harassment and speaking up about safety. Sure, OSHA says retaliation for health and safety activity is illegal, but their protection is weaker and slower than what we can do through grievances. And we can increase our strength by developing and winning effective contract provisions.

Spread the Word, and Build Strength

Too often folks keep these issues to themselves. They think they are the only one experiencing an exposure problem at work. But if it is a problem for you there is a good chance others are affected as well. Injuries should be reported and recorded, and we need to stay in touch and support our coworkers who are away from work with an injury.

Health and safety is a good issue to help build the strength of our union, because it is a very important to us. None of us go to work to come home injured. As a union we have the knowledge, experience and power to make a difference, and this message can resonate with potential members who have seen health and safety issues go unaddressed first-hand.

We are so fortunate to have the full support of the leaders of the RWDSU. We have had a full-time Health and Safety Director and active department for over 30 years. Not all unions have done this. RWDSU has because we have always been strongly committed to our members' safety and health at work. This is not changing, and it never will.

An Honor and a Privilege

After nearly 17 years heading the RWDSU Health and Safety department, I am retiring in late March. It has been such an honor and privilege to work with all of you and be a part of the RWDSU family. Together we have accomplished so much to be proud of. And that will continue. We are actively looking for a new full-time director to carry our mission forward.

Thank you again for your deep friendship, support, and commitment. Best wishes to all of you!

In Solidarity,
Steve Mooser

More Information

Contract language and the access to information available under the NLRB can be very valuable in addressing health and safety issues in our workplaces. For more information about this and other related issues contact your Health and Safety Department at (212) 684-5300. ■