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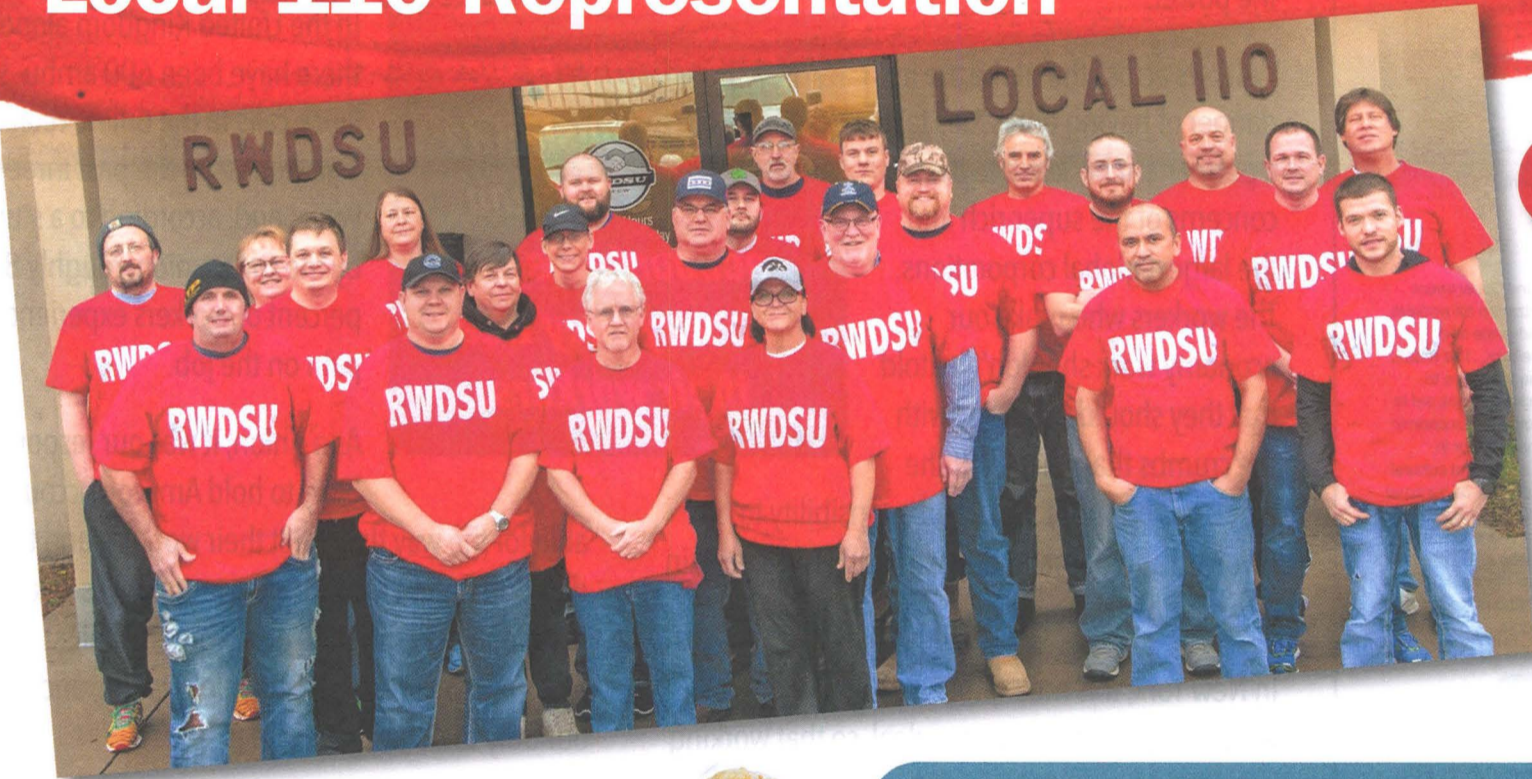
Winter 2019

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Cereal Workers Win RWDSU Voice in Iowa!

520 General Mills Workers Win Local 110 Representation



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Pennsylvania Health Care Workers Join RWDSU



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212-684-5300

Stuart Appelbaum
President

Jack Wurm Jr.
Sec.-Treasurer

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Editor, Levi Nayman
Communications Director, Chelsea Connor

Lenore Miller
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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.*



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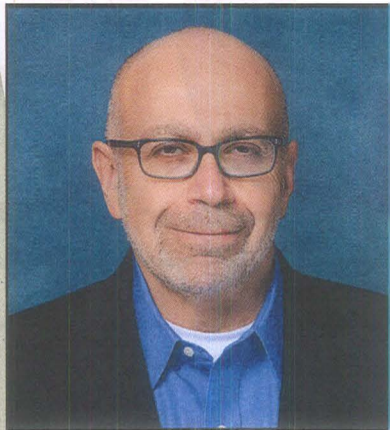
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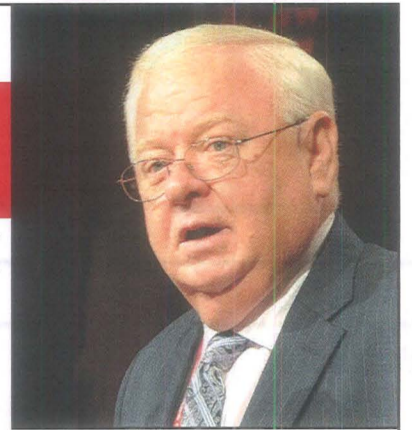
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Stuart Appelbaum



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**MESSAGE FROM
YOUR OFFICERS**

Why We Stood Up To Amazon In New York

The RWDSU stood together with our allies in New York City to demand a better Amazon HQ2 development in Queens for one simple reason: it is time to confront a powerful economic giant that is transforming our future world of work into one where workers have no voice and a wealthy few hold all the power.

Workers across the globe are in danger of having our issues take a permanent backseat to the concerns of the super-rich and the largest global corporations. The workers who make our economy work shouldn't be told that they should be happy with the crumbs that will fall off the table; it is our right and our responsibility to be involved and demand that workers' issues remain a part of the conversation.

In New York, this meant that we had to fight for labor respect in any Amazon deal, so that working men and women at Amazon have a fair process to decide for themselves if they want to seek union representation to make their jobs and their lives better. This is a common practice and appropriate public policy in New York city and state and has been part of countless economic development deals there.

And yet, despite a direct request to Amazon from the Governor of New York to discuss labor concerns with the labor movement, Amazon chose to abruptly walk away.

This isn't how New York does business and makes deals, nor should it be - especially with an employer with a history as checkered as Amazon's. Amazon workers have reported grueling hours, unreasonable stress, unsustainable work speeds, unsafe temperatures and working conditions, and high rates of workplace injuries.

As a union, it was our responsibility to hold Amazon accountable for the way they treat their workers.

In the United Kingdom alone, there have been 600 ambulance calls to the online retailer's warehouses in the past three years; and, according to a study by the GMB union, roughly 80 percent of workers experience pain on the job.

As a union, it was our responsibility to hold Amazon accountable for the way they treat their workers, and to demand better. The labor movement was created to defend working men and women against these types of transgressions and exploitation, and it is our duty to defend our values.

The HQ2 saga in New York may be over, but this is the start of a much larger fight with even broader implications. This is an important moment for workers, who have proven that when we stand together, we can make our voices heard even against the richest corporations and individuals on Earth. It's up to us to make sure that workers' issues remain at the forefront, and that future economic development deals are crafted with respect to the concerns of workers and their communities, in New York and beyond. Economic development can benefit all of us, not just the wealthiest few. ■

RWDSU WORKERS WINNING A UNION VOICE

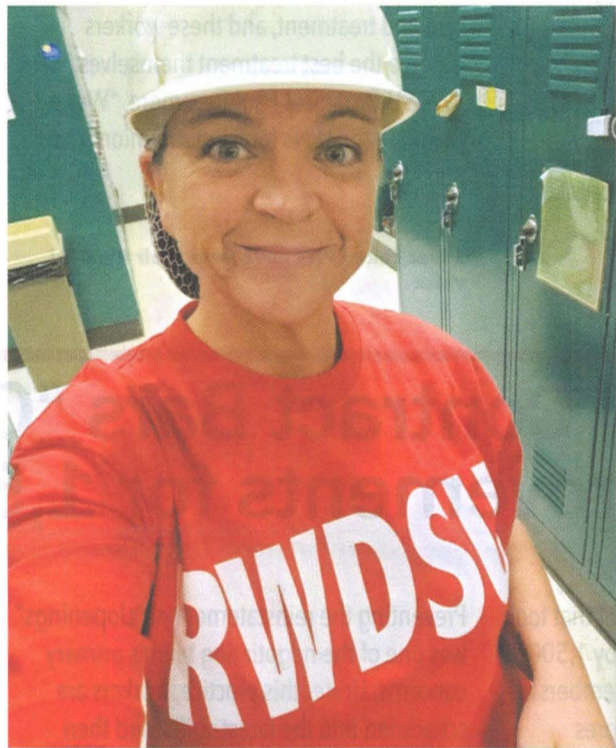
Huge Win for 520 Iowa Cereal Workers and Local 110

Over 500 workers at General Mills – producers of popular breakfast cereals including Cheerios – have won RWDSU Local 110 representation in Cedar Rapids, Iowa. The win, secured by election on January 9, will bring workers at General Mills the voice on the job they sought and deserve.

“I’m proud to say I’m now part of the RWDSU and I know everyone who works alongside me knows that representation from the union will change our future here. It’s about time General Mills workers had a real seat at the table with the company and we’re ready to get to work on a fair contract,” said General Mills employee Tim Sarver.

“I’m proud to say I’m now part of the RWDSU”
— new RWDSU member Tim Sarver

“We’re extremely happy for the vote these courageous workers took today and that they believed in making their voices heard for change and we’re equally honored they believed in RWDSU Local 110 to represent them. We also look forward to building a positive working relationship with the company and the continuance of good paying full time jobs in Cedar Rapids for many years to come,” said Central States Council President Roger Grobstich. ■



Tracy Wille and her co-workers at General Mills won the respect and voice on the job that comes with joining the RWDSU.

The successful campaign cements Local 110 as a powerful voice for cereal workers in the Midwest. The local also represents hundreds of workers at Quaker Oats in Cedar Rapids, as well as workers at Coles Quality Foods in North Liberty, Iowa.

The vote to unionize by workers at General Mills was conducted during two NLRB election sessions. The RWDSU will represent approximately 520 workers at the manufacturing facility in contract negotiations. The workers in the bargaining unit handle production, sanitation and maintenance at the facility.

“We’re proud to welcome the workers of General Mills into the union. Once again, they show that the best way for working people to protect themselves and their families is to join together in a union,” said RWDSU President Stuart Appelbaum.

General Mills workers wanted a voice and fair treatment in the workplace, as well as paid time off and fair wages through a collective bargaining agreement. And they wanted to fight against the bleed out of their long-held benefits.



General Mills workers and RWDSU representatives worked together to win the organizing campaign.



RWDSU A VOICE FOR WORKING PEOPLE

RWDSU Increases Pennsylvania Membership at Silver Lake

Licensed Practical Nurses at Silver Lake Nursing and Rehab Center in Bristol, Pennsylvania, saw first-hand how service and maintenance unit workers were benefiting from RWDSU membership after they organized in 2012. Impressed by how RWDSU membership had improved those jobs, and by the health care benefits those workers were receiving, the LPNs initiated an organizing campaign of their own. Now, the 25 LPNs at Silver Lake

have joined RWDSU Local 108. The union now represents 125 workers total at the health care facility.

"These employees work hard to ensure that clients at Silver Lake receive the best possible care and treatment, and these workers deserve the best treatment themselves," said RWDSU Organizer Paul Bazemore. "We congratulate the LPNs for winning union membership." ■

Silver Lake LPNs have won their RWDSU voice.

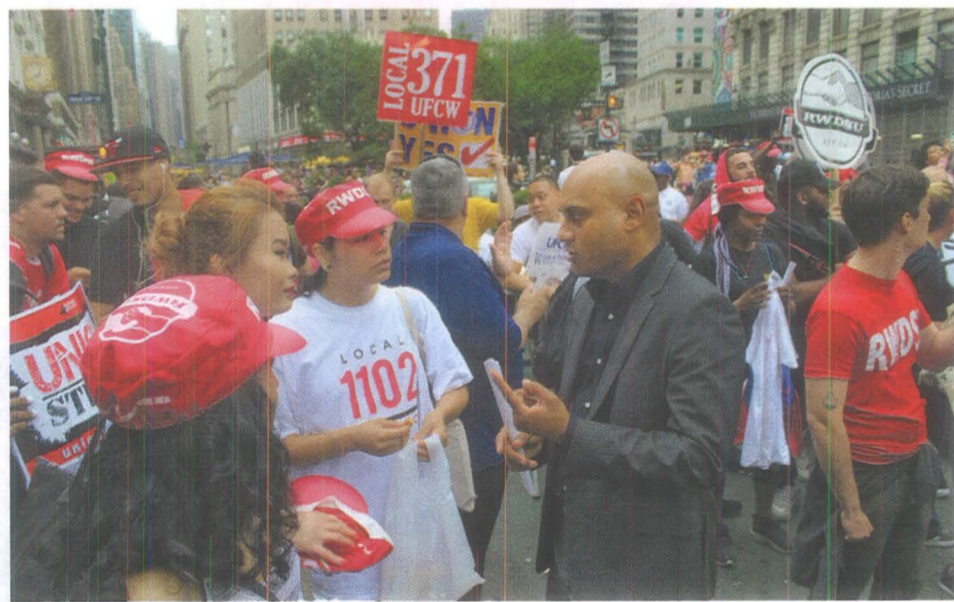


New H&M Contract Bars "Clopenings," Wins Improvements for 1,500

After a long contract fight that took resolve and solidarity by 1,500 RWDSU Local 1102 members at H&M retail clothing stores throughout New York, a new contract has been reached that addresses workers' concerns. The three-year contract includes guaranteed hours for all employees, annual wage increases, a longevity increase for members who have worked there for over three years, increased bereavement leave and jury duty pay for all employees, and an important elimination of the scheduling practice of "clopenings."

Preventing the reinstatement of "clopenings" was one of the negotiating team's primary concerns. Under this practice, workers are scheduled into the latest shifts, and then being asked to come in for the earliest shifts—a scheduling practice that left members sleep-deprived and scrambling for time for non-work activities.

"I travel over an hour to get to work every day. If H&M reinstates these horrendous scheduling practices I won't be able to provide for my family and I will need to seek other employment," said H&M Sales Associate Khadejiah Legrier during negotiations.



Local 1102 President Alvin Ramnarain speaks with H&M workers about contract negotiations.



H&M workers came together in June to demand a fair new contract for workers at the clothing chain.

With their new contract in hand, employees won't be subject to this abusive scheduling practice.

The contract was won throughout months of solidarity by H&M workers, who were bolstered by the support of the entire RWDSU.

In June, a large rally in front of H&M's flagship store in Herald Square, Manhattan, brought hundreds of union members, H&M workers, and activists together to demand a fair contract. Elected officials and labor leaders were on hand to voice their support.

Another action, a month later, brought activists and New York City elected officials to H&M's Manhattan HQ to demand a meeting with H&M decision makers, and deliver a letter signed by 28 NYC council members urging the company to "to conclude contract negotiations that achieve fair terms of employment for your workers as soon as possible."

"Our members are proud to work for H&M, and we are proud to have secured a fair new contract for the over 1,500 workers we represent at H&M," said Local 1102 President Alvin Ramnarain. ■

RWDSU AROUND OUR UNION

Local 338 Donates Turkeys to New York Families in Need

Over the holidays, RWDSU Local 338 delivered 200 turkeys donated by Local 338 members to several food pantries and charitable organizations throughout New York City, Long Island, and Westchester County as part of the union's annual "Turkey Drive." The donated turkeys were then be used to provide Thanksgiving meals or distributed directly to families in need who are served by these charities.

Donations from the "Turkey Drive" were made to Project Hospitality on Staten Island, Variety Boys & Girls Club of Queens, The Sharing Community in Yonkers (Westchester County), The INN in Hempstead (Nassau County), the food pantry located at Union Grove Missionary Baptist Church in the Bronx, as well as two based on the campuses of Suffolk County Community College and Nassau County Community College.



Local 338 donated 200 turkeys to help brighten the holidays for needy families.

"We understand that one of the best ways to support our union's members is by supporting and investing in the communities in which they live and work, and we particularly take great pride in giving back," said Local 338 President John Durso. ■

Southeast Council Marches to Celebrate MLK

RWDSU Southeast Council members took to the streets to represent the union at the King Day March on January 21, helping to celebrate the memory of Dr. Martin Luther King, Jr., and joining thousands of others in committing to fighting for an end to social injustice and inequality. The march was the culmination of King Week from Jan. 13 to 21 which saw Atlanta host a series of worship services, a youth conference and more in commemoration of the life of the great civil rights leader.

At the King Day Breakfast before the march, Southeast Council Representative Sandra Williams was given the honor of introducing rising Democratic star, former Georgia gubernatorial candidate, and friend of the RWDSU Stacey Abrams. ■



RWDSU Southeast Council members march in memory of the great civil rights leader Dr. Martin Luther King, Jr.

Pennsylvania Members Give Back to Nursing Residents



Local 21 members present the still-wrapped gift to residents, who are now enjoying their beautiful new Smart TV.

RWDSU Local 21 members at Oak Hill nursing facility in Greensburg, Pennsylvania care about their jobs – and they also care about the residents at the facility.

That's why they banded together to donate a smart TV for the dining area for the residents, replacing an older, smaller outdated television. The new TV connects directly to Netflix and other entertainment sources, so the facility can easily find programming and movies that residents want to see. The gift was presented and unwrapped at a holiday dinner.

"I'm happy to report that the residents are very excited about their television and they are very much thankful that it was RWDSU Local 21 members who made that happen," said RWDSU Representative Ryan Terrill.

"When one of the family members commented to a resident about how nice the new TV was, the resident told her 'the union got that for us.' It may seem like a small thing but it's really nice to see how happy the residents are," Terrill added.

For Local 21 members at Oak Hill, helping make residents lives better is just part of the job. ■

RWDSU POLITICAL & LEGISLATIVE UPDATE

New Jersey Minimum Wage Increases to \$15

In February, New Jersey Governor Phil Murphy signed into law a new \$15 per hour minimum wage bill. Minimum wage workers in the Garden State will see their wages begin to increase in July, with most earning the full \$15 per hour by 2024. The July increases alone will mean an extra \$1,200 in the pockets of over a million minimum wage workers in 2019.

RWDSU Local 108 has long been involved in the fight for \$15 in New Jersey, working alongside other unions, community groups, and allies in government to help raise wages for minimum wage workers. The coalition continues to push for anti-wage theft legislation to protect the rising pay for New Jersey workers. ■



RWDSU Local 108 members were on hand for the signing of New Jersey's minimum wage increase law.

RWDSU Stands Up to Cashless Commerce

The RWDSU is taking a stand against the proliferation of cashless business, where establishments accept only credit or debit cards instead of old-fashioned greenbacks – paper money. More and more businesses are moving towards a cashless business model, claiming they are doing it for consumer convenience. But the truth is the practice discriminates against seniors, low-income people and minorities.

"To have a credit card, a person must have a bank account. This means that people without a bank and a credit card cannot shop at these businesses, effectively excluding people from participating in the local economy. In fact, this could affect large portions of the population," said RWDSU Political Director Camille Rivera.

The numbers back up the claims that cashless business discriminates. Communities of color, seniors, low-income people, the disabled, and other marginalized households go unbanked at rates far higher than the national average. Close to 17 percent of African American

households and 14 percent of Latino households are unbanked, compared to an average of 6.5 percent nationally. In addition, about one in five households has no credit, making it difficult or impossible to obtain a credit card.



Fighting Cashless Legislatively

Legislative action is one way to protect consumers from discriminatory cashless business practices. Philadelphia in March banned all cashless business at stores and restaurants. Massachusetts has required businesses to accept cash since 1978, and the New Jersey state legislature has advanced a ban on cashless food and retail business to go before the Senate. The Washington D.C. City Council drafted a bill to ban cash-free restaurants this summer.

In New York, the RWDSU has gotten behind Initiative 1281-2018 *Prohibiting Retail Establishments from Refusing to Accept Payment in Cash* and sent the New York City Council a memo of support. Protecting consumers and opposing discrimination helps all working people, and the RWDSU will continue to do so on this important issue. ■

Local 1102 Members at NYC Airports To See Pay Increases

RWDSU members rally for the new wage resolution for airline workers last year.



In September, with the RWDSU and other unions leading the fight for better pay, the Port Authority of New York and New Jersey enacted a new wage resolution. In addition to increasing wages, the new policy includes the nearly 5,000 airline catering workers who were excluded from the Port Authority's previous wage policy.

The long-delayed vote, which was strongly opposed by the airline industry, will steadily increase airline catering and airport concessions workers' base wages, many of whom were receiving the respective states' minimum wages, to \$19 per hour by 2023. The RWDSU represents thousands of workers at LaGuardia, JFK and Newark airports, but implementation of the proposal could impact tens of thousands of workers at area airports in the largest sector-based minimum wage increase in the country. Workers at Port Authority airports started seeing these pay increases in November of last year. ■

Don't Leave EIC Tax Benefits Unclaimed

Working families who earn below a certain amount, or have children, may be able to receive tax breaks from the government. The Earned Income Tax Credit (EIC) is intended to lessen the burden on low-income families struggling to make ends meet. Families qualifying for tax credits will receive a rebate check from the IRS after taxes are paid. Even if taxes aren't owed, the benefit check can still be received, as long as taxes are filed.

Working men and women should look into these tax credits and make sure they are taking advantage of all of the tax breaks available to them. It's estimated that 20 percent of EIC benefits go unclaimed – if you are eligible, claim your benefits!

Earned Income Tax Credit Aids Low-Income Families

Under the EIC program, working families earning up to \$54,884 can qualify for tax credits as high as \$6,431. Single or married people who worked full or part-time at some point in 2018 can qualify for the EIC, depending on their income.

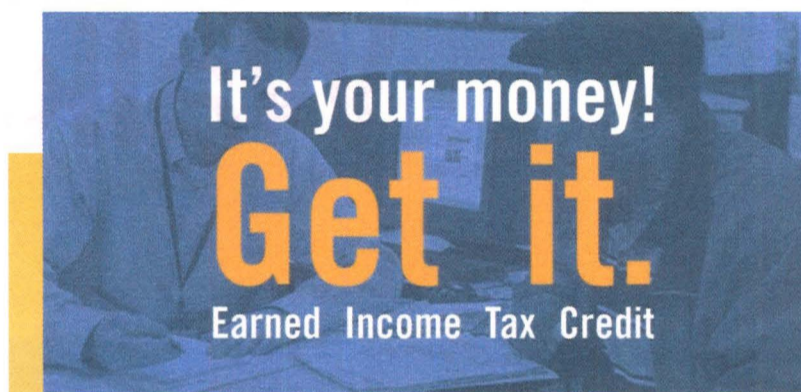
A single worker who supported two children in 2018 and earned up to \$45,802 can claim up to \$5,716.

Single workers without children, who earned less than \$15,270 can get an EIC of up to \$519. Married workers who were raising one child in their home and had a family income of less than \$40,320 in 2018 can get an EIC of up to \$3,461.

The salary limits are highest if you are filing your taxes jointly.

For the EIC, "qualifying children" include sons, daughters, stepchildren, grandchildren and adopted children, as long as they lived with the taxpayer for more than half of 2018. Nieces, nephews, children of a friend or foster children can qualify if they lived with the taxpayer all year and were cared for as members of the family.

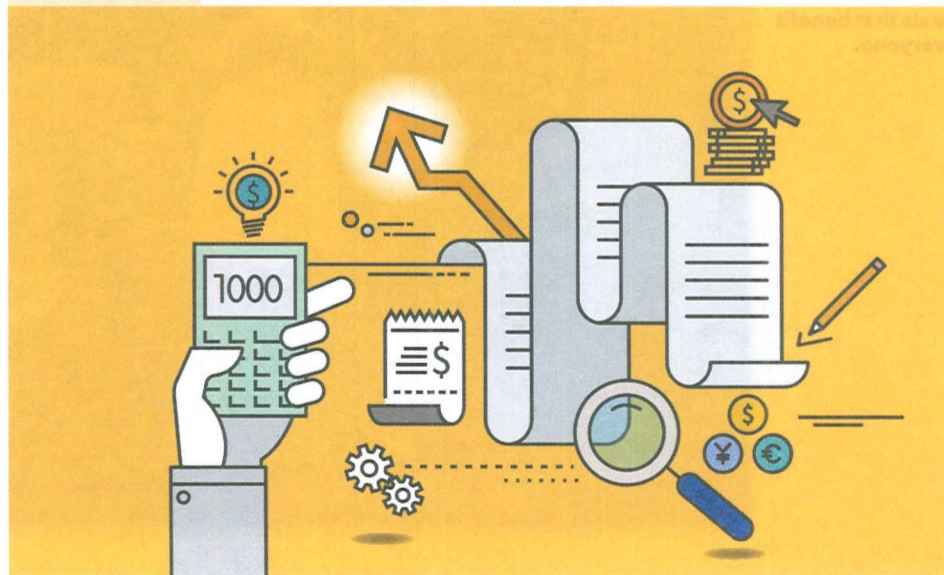
Children must be under the age of 19, or under 24 if they are full-time students. Totally and permanently disabled children of any age are also considered "qualifying children."



Earned Income Tax Credit benefits are available to a wide range of working people.

2018 Earned Income Tax Credit (for taxes due in April 2019)

Number of children	Maximum earned income tax credit	Max earnings, single or head of household filers	Max earnings, married filers
0	\$519	\$15,270	\$20,950
1	\$3,461	\$40,320	\$46,010
2	\$5,716	\$45,802	\$51,492
3 or more	\$6,431	\$49,194	\$54,884



A valid Social Security number is required for any child born before December 31, 2018.

Child Tax Credit an Additional Help

The Child Tax Credit (CTC), passed in 1998, is also in place to aid working families. The credit is worth up to \$2,000 per child under the age of 17. Unlike the EIC, credit is only received if needed for taxes, not if the

amount of the credit surpasses the total income tax of the family.

Single or married parents may claim the CTC. Qualifying children must be under the age of 17 at the end of 2017, must be a U.S. citizen or resident alien, and must be claimed as a dependent on the taxpayer's 2017 federal tax return. The dependent must be a son, daughter, adopted child, grandchild or stepchild. Foster children count if they are dependents and lived with the taxpayer the entire year.

Claim Your Tax Breaks

Despite the availability of these benefits, millions in tax credits go unclaimed because families don't file for them. To receive the EIC, taxpayers must file either form 1040 or 1040A and attach schedule EIC. Married workers must file jointly, and workers without children can file any tax form. Just make sure to write "EIC" on the EIC line on the form.

The CTC can be obtained using the same 1040 and 1040A forms. To receive information from the IRS, call (800) 829-1040. This number can also be used to obtain information on the Volunteer Income Tax Assistance program. VITA is a program run by the IRS, and it can help clear up tax form confusion.

The CTC and EIC do not interfere with any other food stamp, welfare, Social Security, Medicaid or federal housing assistance programs. ■



Why Amazon Walked Away From New York

When it was announced in the Fall that Amazon was choosing NYC as one of the locations for its HQ2 project, the RWDSU was quick to criticize the deal. And, we weren't alone. Community leaders, elected officials, other unions, and religious leaders all raised concerns about an agreement – crafted in secret and without any community input – that gifted one of the world's richest companies \$3 billion in tax subsidies.

“Economic development can and should benefit all of us, not just wealthy corporations.”

Poor Working Conditions Plague Amazon's Workforce

To put it simply, Amazon has built an empire on the backs of poorly-treated workers who toil for long hours in often dangerous conditions. For unions like the RWDSU, whose purpose is to protect workers and improve working conditions everywhere, this was reason enough to question why so many taxpayer resources were being spent to help Amazon set up shop in New York City.

Amazon warehouse workers face outrageous work quotas and cruel working conditions that have left many with illnesses and injuries. Contracted workers, such as those making “last mile” deliveries, have described inhumane working conditions and demands.

RWDSU members brought the message to New York's City Hall that communities and workers expect economic development deals that benefit everyone.



These couriers say they cannot take bathroom breaks and often feel compelled to drive dangerously to satisfy the stringent demands of Amazon.

In the United Kingdom alone, there have been 600 ambulance calls to the online retailer's warehouses in the past three years, and, according to a study by the GMB union, roughly 80 percent of workers experience pain on the job.

The pressure is so high at Amazon's warehouses in Germany that workers say, both physically and psychologically, they are getting sick. German Amazon workers in six of the country's “fulfillment centers” have gone on strike, and they aren't alone among overseas workers.

“In the United Kingdom alone, there have been 600 ambulance calls Amazon warehouses in the past three years.”

Amazon From New York City



The grassroots coalition protesting the secretive Amazon Deal gathered at the Queens, New York site of the proposed development shortly after it was announced.

“Amazon has aggressively squashed workers’ efforts to gain a union contract anywhere.”

Amazon Opposes Workers’ Rights to Join Unions

This simple demand, to have a real say in working conditions and the security of a collective agreement, is not just being denied to employees in Germany. None of Amazon’s roughly 600,000 employees around the world have a comprehensive labor agree-

ment. For years, workers have held strikes and other workplace actions in Spain, Italy, France, Poland and the United Kingdom as well. Yet Amazon has aggressively squashed workers’ efforts to gain a union contract anywhere.

At a hearing in New York City in January at City Hall, an Amazon representative stated flatly when asked if it would allow its workers to unionize without interference: “No, we would not agree to that.”

In a union city, in return for receiving billions in public tax subsidies, Amazon could not even commit to remaining neutral if its workers in the state wanted to organize and win a union voice. For the RWDSU and other worker advocates, this was unacceptable.

The Future World of Work

Amazon chose to abruptly walk away from New York City rather than engage their critics in any meaningful way. The lesson in the backlash against Amazon’s abandoned NYC deal is that corporations – no matter how powerful – should be held accountable in how they treat their workers and for their effect on the communities they come to. And, elected officials should understand that economic development should be done responsibly with the interests of workers and their communities taken into account. Economic development can and should benefit all of us, not just wealthy corporations. ■

UFCW

a **VOICE** for working America



Meatpacking workers won their campaign to organize.

Detroit Meatpackers Win Union Voice

Meatpacking workers at the Wolverine Packing Co. in Detroit joined UFCW Local 876 in December of last year. The approximately 85 workers wanted change; they were concerned about the company's unfair promotion process, pay issues, little advancement for female workers, as well as verbal harassment and favoritism by management. Wolverine Packing

Co. is a family-owned business that produces a range of portioned and processed meats including ground beef and steaks.

Strong New Contract for Ohio Grocery Workers



The new Kroger contract covers over 13,000 workers in Ohio.

UFCW Local 1059 members who work at Kroger stores in Columbus, Ohio, have ratified a new contract that includes wage increases and maintains benefits. The new contract covers more than 13,000 members in 88 stores in Columbus and surrounding areas.

The new four-year agreement increases starting pay to at least \$10 per hour, which raises wage progressions to \$11 per hour after one year of service. The agreement also includes a premium increase for night shift work, makes full-time status more accessible, maintains health care benefits and protects pensions.

"UFCW Local 1059 is pleased to have negotiated a new contract in midterm that secures better wages, continues to provide affordable health care and provides a voice for our hard-working Kroger members," said UFCW Local 1059 President Randy Quickel.

Wage Increases Highlight New Jersey Healthcare Pact

Local 152 members who work at Spring Oak Assisted Living in Vineland, New Jersey, unanimously ratified a new contract that raises wages and improves benefits.

The three-year contract includes across-the-board wage increases every year for the lifetime of the contract. The new contract also includes an increase to the minimum starting rate for new hires, which bumped up current members' wages. Long-term members will also see a longevity pay increase to reward them for their years of service. Finally, the night shift differential was substantially raised, and paid time off increased for both full- and part-time members.

UFCW Local 152 represents about 40 certified nursing and med cal assistants, dietary, housekeeping and laundry aides, activity coordinators and maintenance workers at Spring Oak Assisted Living's Vine and location.



Local 152 members celebrate their new agreement.

First Contract for New Tennessee Members

Members of UFCW Local 1529 who work at TBC Brands in Rossville, Tennessee, recently ratified their first union contract. TBC Brands is one of the nation's largest marketers of automotive services and replacement tires, and the 80 workers receive, stock and load shipments for distribution.

The three-year agreement includes wage increases for new hires and more experienced employees, as well as a \$1 shift differential. For new hires, the wage rate went up \$1.00 and will be adjusted \$0.25 each year after, and for more

experienced employees, the wage rate went up \$1.75 and will be adjusted \$0.35 each year after. Under the new contract, workers are now eligible for eight holidays, three personal days and up to four weeks of vacation.

"The members of TBC Brands should be very proud of the accomplishments they made in this contract," said UFCW Local 1529 President Leon E. Sheppard, Jr. "We welcome them to the UFCW Local 1529 family with open arms."



TBC Workers are enjoying the benefits of their first union contract.

RWDSU CONTRACT NEWS

Americold Local 578 Illinois

Members at RWDSU Local 578 of Rochelle, Illinois, who work at Americold, ratified a new five-year agreement calling for wage increases each year and a new improved wage progression structure, stronger seniority protections and job posting language, as well as improved bereavement leave, additional trainer pay, and reduced costs for members for insurance premiums. Americold is a cold storage facility.

Members of the Bargaining Committee were Anthony Chamberlain, Jason Good and Ross Ferger as well as Daniel Williams, President of RWDSU, Local 578 and Kelly Osborne, Recorder of Local 578.

Assisting the Committee was Dennis Williams, Sr. Business Representative for the Central States Council, RWDSU and Roger Grobstich, RWDSU Representative. ■



Americold workers discuss their new contract.

DCX-CHOL Indiana Joint Board Indiana

RWDSU members who work at the SMI Division of DCX-CHOL in Fort Wayne, Indiana, voted to accept a new 22-month agreement with their employer. The new contract maintains all current contract language and benefits. It also provides all employees with an average hourly pay increase of 5.5 percent over the course of the agreement.

The Bargaining Committee was Chief Steward Cynthia Echols and Chairwoman Dianna Black. They were assisted by Indiana Joint Board Representative Eric Schwartz and Indiana Joint Board President Dave Altman.

There are 31 RWDSU members who work at SMI. They build wire harnesses that are used in harsh environments such as war fighter equipment, off road vehicles, space vehicle lift equipment and communication satellites. ■

The Mushroom Company Local 108 Maryland

RWDSU Local 108 workers at the Mushroom Company in Cambridge, Maryland, have won a new three-year contract with their employer which brings wages up 50 cents per hour each year of the agreement. The committee was also successful in upgrading the general labor rate for each job category. This meant that on top of the first increase since employees would receive 10-25 cents more per hour.

In addition, the starting rate was increased to 50 cents above the state's current minimum wage of \$10.10 per hour to \$10.60 per hour. Language regarding overtime was also improved.

"I'm proud to be a member of the RWDSU and proud of our strong new contract," said William Garcia, Shop Steward at the Mushroom Company. ■



Workers at The Mushroom Company are enjoying the benefits of their new contract.



RWDSU AROUND OUR UNION

Duane Reade Workers Standing Together for a Fair Contract

At a unity bargaining meeting, Duane Reade workers for RWDSU and Workers United joined together to discuss contract negotiations.



Duane Reade union workers stand united in fight for a fair contract.



RWDSU Local 338 workers at Duane Reade drug stores throughout New York and New Jersey are fighting for a fair contract with the chain's owner Walgreen's, which is trying to implement big cuts in worker benefits and is refusing to offer fair wages during contract talks. There are over 2,300 workers at 118 Duane Reade stores represented by Local 338.

"At a time when this company is raking in huge profits, they are attempting to cut paid time off and health care benefits, which could push many workers on to the rolls of public assistance," said Local 338 Secretary-Treasurer Joe Fontano. "We are standing together with Duane Reade workers to win the fair contract they deserve, and the company can clearly afford."

The RWDSU is also working together with Workers United Local 340A, the union that represents an additional 1,300 Duane Reade workers at other stores, to negotiate a fair new contract. The Duane Reade workers are coming together at unity bargaining meetings during negotiations. ■

New Contract for Local 108 Supermarket Workers

Local 108 workers employed by Twin City Supermarket stores in New Jersey ratified a new three-year agreement which includes significant improvements in the employer's contributions to the Local 108 Health Fund. In addition, all workers will see annual wage increases, with some full-time workers earning up to \$1.45 more an hour by the third year of the agreement.

Workers will now have a total of eight paid sick days at their disposal.

In addition, Twin City Supermarkets will increase their contributions toward the union's severance plan/savings plan. ■

Local 150 Officers Elected



RWDSU Local 150 members in Nashville, Tennessee, have elected officers to new terms of service. Elected (and pictured) are President Keith Coke, Exec. VP Chris Knight, VPs Bobby Hatfield, Gary Fishback, and Saletha Sharber, Secretary-Treasurer Sandra Malone, and Recorder Tonya McGill.

Also pictured are Tennessee District Council President Tim Ferguson and Anne Barnett of the Nashville Central Labor Council, and RWDSU President Stuart Appelbaum.

RWDSU Local 150 represents 200 workers at U.S. Smokeless Tobacco Co. in Nashville. ■



Local 108 members at Twin City Supermarket have ratified a new contract.

RWDSU AROUND OUR UNION

Indiana Joint Board

The Indiana Joint Board held officer elections at the Indiana Joint Board Executive Board Meeting in October, including the election of Eric Schwartz, who became President effective January 1 upon the retirement of Dave Altman.

At the same IJB Executive Board Meeting, Vice-President Todd Maiden was elected to IJB Recorder, immediately filling the vacancy left by the passing of Recorder Melvin Merz.

Also elected were Vice-Presidents Cathy Pfeiffer (Local 512), Rex Moore (Local 810), Kevin Degitz (Local 835), Kenny Bellamy (Local 1096), and Ed Archer (Local 1976) ■

Coca-Cola Bottling Local 1976

In December, members of RWDSU Local 1976 who work at Coca-Cola Bottling Co. Consolidated in Lafayette, Indiana held their elections for Local Officers.

Elected to new three-year terms of office were Todd Maiden, President; Edmund Archer, Secretary-Treasurer; Gary Kuipers, 1st Vice-President; Evan Lohmeyer, 2nd Vice-President; and Robert Tincher, 3rd Vice-President.

There are 30 RWDSU Members at Coca-Cola in Lafayette who are Warehouse Workers (Order Builders and Forklift Operators), Merchandisers, Delivery Drivers (Full Service and Bulk), Equipment Service Technicians, and Fleet Mechanics. ■



(l to r) Todd Maiden, Edmund Archer, Gary Kuipers, Robert Tincher, and Evan Lohmeyer.

Longtime Indiana Joint Board President Altman Retires



Retired Indiana Joint Board President Dave Altman.

January 1 marked the retirement of Indiana Joint Board President and RWDSU Vice-President Dave Altman. Altman retires after almost 40 years of service, having joined the RWDSU in 1980 when he went to work at the Sealtest ice cream plant in Huntington, Indiana. He quickly became active in the union, and served his co-workers as a shop steward, and soon after, recording secretary of his local.

After serving as president of Local 835, he was elected president of the Indiana Joint Board in 1999, and in 2002, was elected an RWDSU Vice-President.

Altman was also appointed to the Advisory Council of the UFCW and served in many other capacities in the labor movement, including recently as a Vice-President of the new Hoosier Heartland Area Labor Federation.

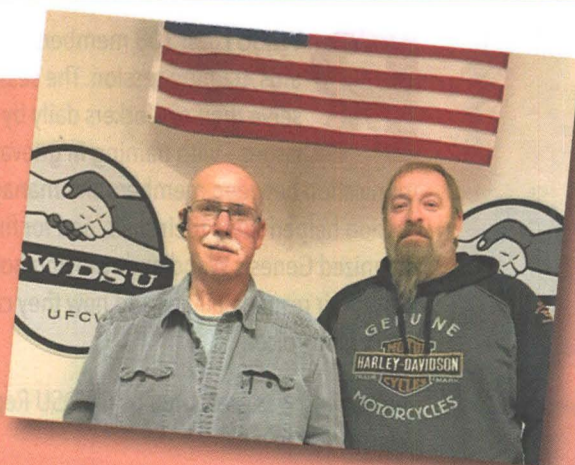
"Helping fellow workers and working to further the labor movement has always been important to me. But nothing brought me more joy and satisfaction than helping make the RWDSU stronger and fighting for the rights of RWDSU members," Altman said. ■

Local 512 Indianapolis

Elected to new three-year terms at Local 512 were President Catherine Pfeiffer and Secretary-Treasurer Joseph Steinard. Elected to new terms as Vice-Presidents of the local were: James Burns (Connersville E.M.S. Unit), Christopher Geise (Connersville Street and Park Department Unit) Bobby Lawrence, Sr. (Sugar Creek Scrap Company Unit), Jerry Lewis (Fayette County Highway Department Unit), Rosemary Pryor (Carson Manufacturing Inc. Unit), and Steve Stalker (Connersville Solid Waste Transfer Station Unit) ■

Holsum Bakery Local 835

Holsum Bakery sales and drivers, members of Local 835, have elected Chief-Steward Jeff Jordan and Recording Secretary Randy Lane, Jr., to new two-year terms. Holsum Bakery is in Fort Wayne, Indiana. ■



Holsum Bakery unit Chief-Steward Jeff Jordan and Recording Secretary Randy Lane, Jr.

Ohio Members Steward Training



Local 379 in Columbus, Ohio, held a steward training recently, helping shop stewards hone their skills to better serve fellow members. RWDSU Representative Jason Ware taught the class.

RWDSU AROUND OUR UNION

Tennessee Members Represent Union at NAACP Conference

RWDSU members took part in the 72nd annual NAACP State Convention and Civil Rights Training Conference in Nashville, Tennessee, participating in workshops and training sessions dedicated to furthering civil rights. This year's slogan was 'Don't Agonize, Mobilize! (and) Vote!' – a call to get involved and fight for social equality and justice for all Americans.

The power of working people was emphasized throughout the three-day conference. Union officials were among the featured speakers, and a panel discussion titled "Why Workers' Vote is More Powerful than Ever!" examined getting working people more involved politically, and how workers' voices are being heard at the polls and legislatively. The conference also included a job fair and a lunch with religious leaders. ■

RWDSU members were proud to represent the union at the NAACP State Convention in Nashville, Tennessee.



Massachusetts Coke Workers Celebrate Citizenship

The New England Joint Board continues to help aid members as they become U.S. citizens. The NEJB Citizenship Program provides clinics to help immigrant workers navigate the process of becoming citizens, and also offers reimbursement for costs associated with applying for and becoming a U.S. citizen.

The latest beneficiaries celebrating becoming U.S. Citizens are Vincent Hamber, who has worked at the Coca-Cola Needham plant for 32 years, and Frank Woods, a three-year veteran of the same facility in Massachusetts.

"Frank and Vincent are valuable members of the union, valuable workers at Coke, and now we are proud to call them U.S. citizens," said NEJB Secretary-Treasurer Phillip D'Arcangelo. ■

(l to r) Local 513 Sec.-Treas. Gary Miner, Vincent Hamber, NEJB Sec.-Treas. Phillip D'Arcangelo, Frank Woods, and NEJB President Tina Buonaugurio.



RWDSU local 108 shop stewards help members every day in the workplace.

Local 108 Stewards' Training Hones Skills

RWDSU Local 108 members in New Jersey recently for a shop stewards' training session. The session provided shop stewards – who serve their co-workers daily by helping them through work-related issues – with training in grievance handling, mediation, and communication between members and management. For veteran stewards, the session helped hone their skills, and for first-timers – like those from newly-organized Genesis Woodlands nursing home – the training helped stewards learn their responsibilities and how they can help workers benefit from their new union voice.

The training was presented by RWDSU Rep. Danie Tarrow and Local 108 Rep. Ousmane Ngokana.

Nursing home workers, dietary and maintenance workers, public sector professional employees, crossing guards, parking authority officers, traffic control officers, and retail workers were all represented at the training session. ■



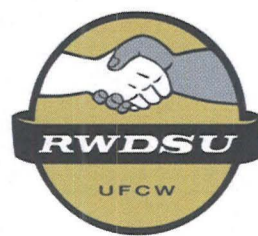
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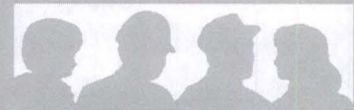
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RWDSU HEALTH AND SAFETY GUIDE



Health and Safety in Our Warehouses

Over the past few years there have been numerous new stories about incidents at warehouse facilities around the United States which resulted in deaths and/or serious injuries. Warehouse work can be dangerous. According to the most recent data, the recordable injury rate at General Warehouse and Storage facilities was 82 percent higher than the rate for all private industry sites. Injuries were more serious resulting in a lost time or restricted work schedule 160 percent higher than the rate for all private industry.

But work in our warehouses doesn't have to be so dangerous. Injuries can be reduced or eliminated if we use our collective union power to speak up about work-related concerns to identify potential hazards and to work together to demand that our employers meet their legal obligation to provide a safe and healthy workplace.

Hazards and Risks

The most frequently recognized dangers in warehouse workplaces are those hazards which can result in physical injuries. These include the stacking and movement of heavy materials, potential contact with powered equipment such as forklifts and mechanized sorters and processors, excessive manual lifting, and unhealthy work environments with poor temperature, ventilation and noise controls.

Risks such as cuts, burns, broken bones, low back injuries, carpal tunnel syndrome, hearing loss, lack of having or using personal protective equipment can be the result of failing to control our exposure to hazards. Preventing injuries relies on hazard reduction.

Our health and safety issues include exposure to any hazard, process or policy which can result in psychological injury as well. Work-related stress is real and its harmful impact on our health is increasingly recognized and documented. Many of our employers, unfortunately, choose to think of occupational stress only in terms of family and other personal problems that we may bring to the workplace. They need to recognize that many work factors such as the pace of work, unrealistic work demands, understaffing, favoritism, uncertain and changing work scheduling, job insecurity, inadequate benefits, and management harassment create stress which we often take home to our families. We shouldn't think of workplace health and safety only in terms of OSHA regulations because OSHA doesn't have standards concerning these important issues. We need to use our



1 Movement of materials. Forklift (or Powered Industrial Trucks: PIT) operation is a source of many workplace injuries. Problems occur more often when walkways are not designated and utilized, they are operated too quickly, are carrying loads beyond their capacity, are not secured when loading or unloading material from trucks and when they overturn. Forklifts should be safety checked before each shift and only operated by trained drivers. Pedestrian lanes should be clearly marked with other workers. OSHA Standard 1910.178 covers specific requirements for forklift operation. Larger warehouses which utilize additional equipment such as cranes (see 1910.179) and slings (see 1910.184) pose additional hazards. This equipment should only be operated by trained personnel, safety checked before every shift, always be attended and never exceed load limits. Loads should never be moved over co-workers or workers allowed to walk underneath.

2 Improper stacking of materials is a common source of injuries and fatalities. Materials must be stacked, blocked, interlocked and limited in height so that they will not slide, fall or collapse (1910.176).

3 Slips, trips and falls are common in warehouses. All walking surfaces should be well maintained, free of obstruction, and in dry condition. (1910.22). Pathways to emergency exits should never be blocked or obstructed.

4 Excessive manual lifting work can lead to musculoskeletal injuries such as sprains, strains and tears. Lifting devices should be used to hold and move loads. Oversized loads should not be handled alone.

Workplace Temperatures

By the nature of their size it is often difficult to maintain uniform heating and air conditioning in warehouses compared to office and other smaller work areas. Area fans and heaters should be utilized. Workers need more frequent breaks for relief from extreme temperatures and to be well hydrated. OSHA does not have a standard on workplace temperatures, but they have produced useful Quick Card guides on how to prevent hypothermia, heat stress and other temperature related hazards: See OSHA 3156 Cold Stress Quick Card (English) OSHA 3158 (Spanish); OSHA 3154 Protecting Workers from Heat Stress (English) and OSHA 3417 (Spanish). ■

collective union power to win health and safety improvements. Together we are stronger.

Common Safety Issues

OSHA does have specific standards covering the wide range of safety hazards common to warehouse workplaces. We should utilize them when our employers are not in compliance.

Resources

Your RWDSU Health and Safety Department can provide additional information and training about specific workplace hazards as well advice on how to develop and strengthen health and safety programs at your workplace. Please contact them at (212) 684-5300 or www.rwdsu.org ■