

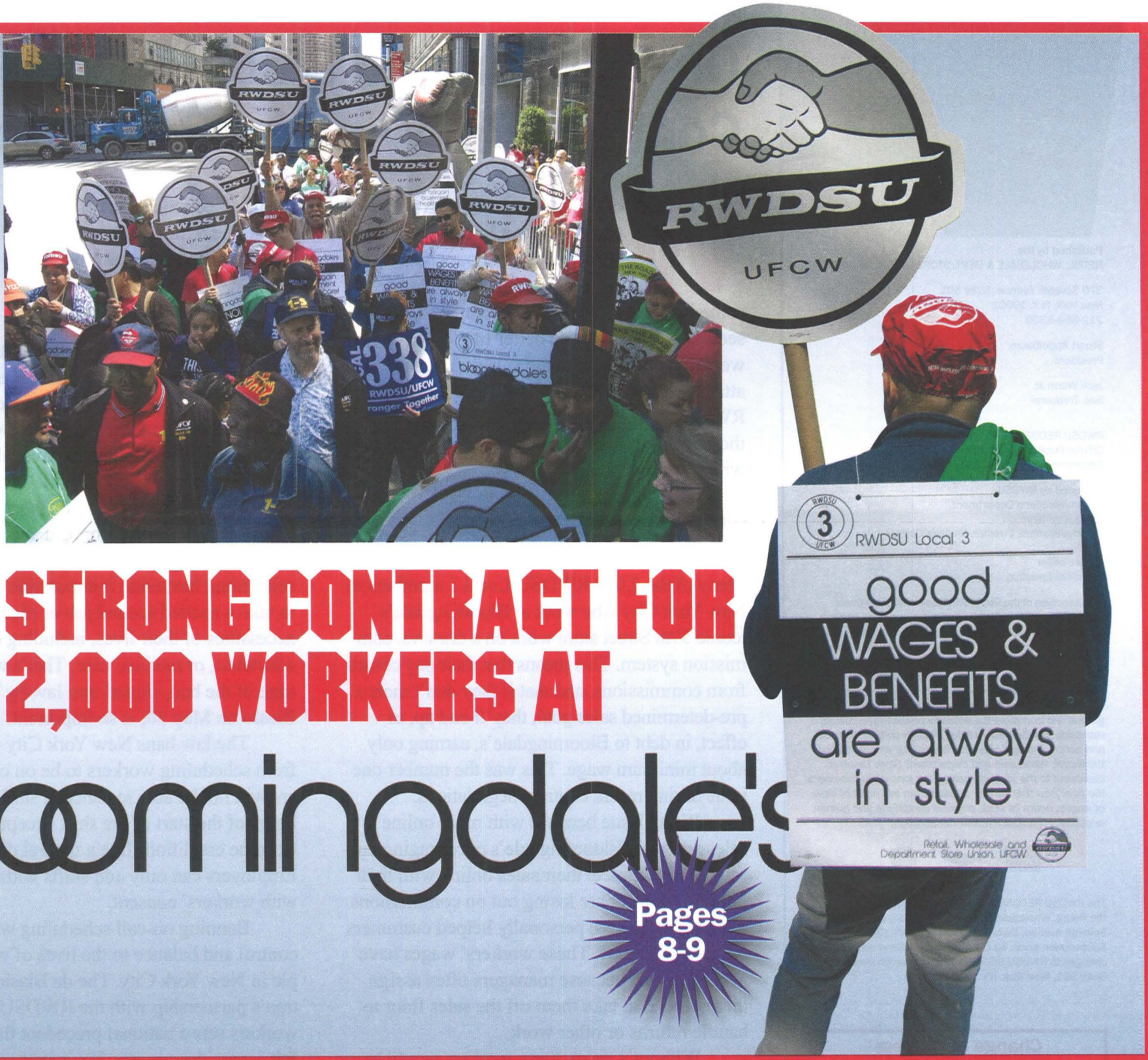
RWDSU

UFCW

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RECORD

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STRONG CONTRACT FOR 2,000 WORKERS AT

bloomingdales

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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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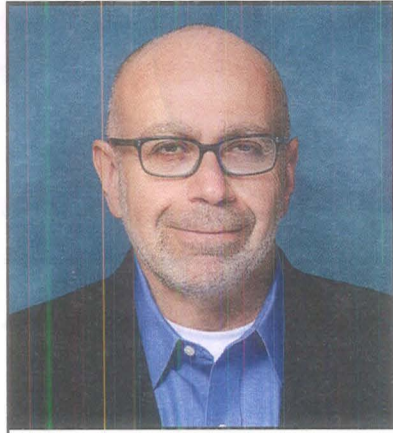
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**MESSAGE FROM
YOUR OFFICERS**

On-Call Ban and Bloomingdale's Contract Big Wins for Retail Workers

Working in retail can be a tough way to make a living. Low wages and insufficient hours have always made it a struggle for some just to get by. And in recent years, we've seen new obstacles to a better life for many workers, including on-call scheduling and attacks on commission pay. But in May, the RWDSU won two important battles, showing the power workers have when we join together with a union.

Bloomingdale's Contract Protects Commissions, Wages

Many of the 2,000 RWDSU Local 3 members in New York City who work at Bloomingdale's iconic 59th Street store work on a draw vs. commission system. This means that their pay comes from commissions, and that if they don't meet a pre-determined sales goal, they'll end up, in effect, in debt to Bloomingdale's, earning only about minimum wage. This was the number one issue during recent contract negotiations.

It's an issue because with more online sales and with Bloomingdale's encouraging customers to complete their sales online with their phones, workers are losing out on commissions even when they've personally helped customers make their choice. These workers' wages have also been hurt because managers often assign them tasks that take them off the sales floor to handle returns or other work.

Without a union these workers would have had no means to fight back and stop the resulting decay in their wages and quality of life. Fortunately, these Bloomingdale's workers do have a union – the RWDSU. With the workers united behind them and showing their strength at meetings and a huge storefront rally, Local 3 negotiated a strong new contract that brought good wage increases and addressed online sales and commissions. Workers' draw vs. commission

debt will be reduced or eliminated, and workers cannot be removed from the sales floor when sales opportunities are present.

NYC Bans On-Call Scheduling

The RWDSU has long led the fight in New York City against the computer-driven, exploitative practice of on-call scheduling, which disrupts workers' lives and their families' lives by requiring them to keep themselves available when they are not scheduled to work – with no guarantee of an actual work shift. We work with retail workers, both unionized and nonunionized, every day. And we know how on-call scheduling has made it impossible for workers to take a needed second job or plan for the basic necessities of their lives, including child care, education, or medical care. That's why the passage of the ban, signed into law by Mayor de Blasio on May 30, is so important.

The law bans New York City employers from scheduling workers to be on call. Employers will not be able to cancel a shift within 72 hours of the start of the shift except under extreme conditions like a natural disaster. Employers can only add shifts within 72 hours with workers' consent.

Banning on-call scheduling will restore control and balance to the lives of working people in New York City. The de Blasio Administration's partnership with the RWDSU to support workers sets a national precedent that will be felt across the country. It's important that more cities recognize the destructive effect of on-call scheduling and ban the practice.

You can read more about these stories – and other ways the RWDSU is helping move workers ahead throughout the country – inside this issue of the record. Working people deserve to thrive, and not just survive. That's what the labor movement is all about, and it's why we will never stop fighting. ■

RWDSU WORKERS WINNING A UNION VOICE

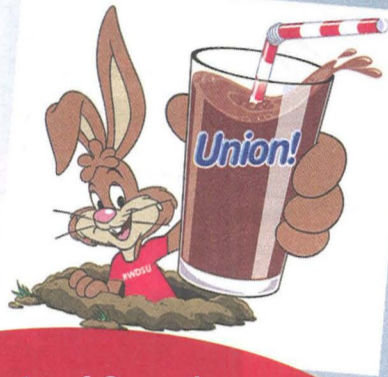
How Sweet it Is – Union Voice at Nestlé in Georgia

Storms, floods, tornadoes and an anti-union campaign couldn't stop workers at Nestlé from voting to join the RWDSU Southeast Council. In April, workers at the Nestlé food distribution center in McDonough, Georgia, braved the elements and management intimidation to vote yes in their election and become RWDSU members. The union will represent 102 workers at the center, who handle shipping and logistics for Nestlé, packaging and loading products including chocolate, coffee, and Gerber baby food. The new members unload trains and load up trucks to distribute products across the country, but mostly in the Southern region including the Carolinas, Alabama, Georgia and Florida.

Workers were determined to join the union, and withstood a campaign of captive meetings, anti-union consultants, and propaganda. And on the day of the election, terrible storms throughout the region couldn't stop workers from coming in to vote.

"Not everybody could make it because some roads were impassable, but workers were so determined that enough made it in to vote yes," said Southeast Council President Edgar Fields. "The people of Georgia are fighters, and the workers at Nestlé here in McDonough are a force to be reckoned with – and I could not be prouder to represent them."

Workers sought union membership because management was not only refusing to treat them better and give them new benefits, they were removing old ones. Recently, paid holidays had been revoked, and wages had been reduced. Now, workers will be able to negotiate wages and benefits in writing, with the protection of their union behind them. ■



"The people of Georgia are fighters, and the workers at Nestlé here in McDonough are a force to be reckoned with – and I could not be prouder to represent them."

— Southeast Council President Edgar Field

Maintenance Workers Join Local 670 at Apple Store and Ocean Bay

In May, 60 maintenance workers in two New York City locations joined RWDSU Local 670, and are already seeing the positive effects of their first union contracts.

At the new Apple Store at the World Trade Center complex in downtown New York City, employees of Mayco, which takes care of maintenance at the retail outlet, overwhelmingly supported winning a union voice. They joined the RWDSU after their employer voluntarily recognized the union. Their first collective bargaining agreement includes wage increases which are above the standard wages within the building service industry. These new members will also benefit from annuity fund and pension fund benefits which they did not receive prior to becoming members of Local 670.

In Far Rockaway in New York, building service employees at the Ocean Bay apartment complex chose Local 670 as their union and ratified their first contract. The contract terms provide for sig-

Local 670 Sec.-Treas. Dennis J. Romano, and Rep. Justin Rolling with Mayco/Apple Store employees, who have won wage increases and new benefits with their first RWDSU contact.

nificant wage increases, health benefits, and annuity and pension contributions into the 670 Funds by the employer.

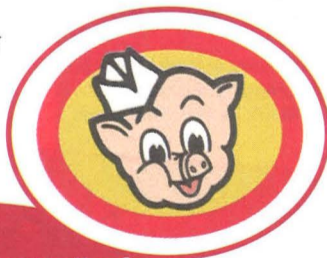
All of the new RWDSU members also now have the job security, union representation, and grievance procedure protections that a union contract provides. ■



Alabama Piggly Wiggly Workers Win

Eighty-five Workers in four Alabama Piggly Wiggly grocery stores overwhelmingly chose to join the RWDSU Mid-South Council. These workers will be now covered under the same contract as RWDSU members at Manning's grocery stores.

"I told them about all of the benefits of being a member and they were excited to join," said RWDSU Representative Syrena Paluchowski. "Now they will have all of the protections that only a union contract can bring," she added. ■



"I told them about all of the benefits of being a member and they were excited to join. Now they will have all of the protections that only a union contract can bring."

— RWDSU Representative Syrena Paluchowski



Local 670 Representatives Justin Rolling and Nancy Figueroa with proud new union members at Ocean Bay.

RWDSU AROUND OUR UNION

Local 110 Shop Stewards Hone Skills

RWDSU Local 110's contract stipulates 16 hours of paid release off-site time for all of its shop stewards at Quaker Oats annually. It's a great benefit that allows Local 110 to train stewards so they can better serve Local 110 members at the plant in Cedar Rapids, Iowa.

In April, 98 stewards participated in the annual training, split into equal-sized groups over the course of the two-day session.

"It was wonderful to see so many new faces, representing new people getting more involved in their union," said Local 110 President Shane Forbes. "We had approximately 25 new stewards that have stepped forward to help support their co-workers and defend the contract. It was four great days of training, with a lot of interaction with the ability to bring people from different shifts together to discuss common themes or areas of concern and how can we make our union stronger than it already is."

Stewards received training on member representation, arbitration, and the union contract. Role-playing and group discussion helped prepare stewards for the many different scenarios they might face.

In addition, there were presentations on politics and the importance of political involvement in defending workers' rights.

"Being a steward you are the eyes and the ears for the Union. This is not a role to take lightly, as it comes with a heavy responsibility, and Local 110 members are up for the challenge," Forbes added. ■



1st Vice President Bob Dixon and Attorney Joe Day explain last chance agreements and the arbitration process.



Jen Sherer from the University of Iowa Labor Center facilitating a group discussion on what makes Local 110 strong and how members can make the union even more effective.

Bowling for Dollars to Fight Muscular Dystrophy

For decades, RWDSU Local 110 has been a proud supporter of the Muscular Dystrophy Association, which is dedicated to caring for sufferers of Muscular Dystrophy, ALS, and related diseases, along with expanding research for a cure. And, for decades, many Local 110 members have been proud bowlers dedicated to one of America's great national pastimes.

On March 6, both passions were in play as Local 110 participated in the 35th Annual Union Bowl for MDA in Cedar Rapids, Iowa, helping to raise over \$24,000. A total of 39 teams from local unions throughout the area participated.

"It's a great event – we compete to see who can bring in the most money for MDA, and we compete for bragging rights on the bowling lanes. We are proud sponsors in the fight against these diseases, and we've been participating since way back in the late 1970s," said Local 110 First Vice-President Bob Dixon. Local 110 members work at Quaker Oats. ■



RWDSU Local 110 member Christopher L. Lane took home bragging rights for winning the Top Men's Series at the event.



The Local 110 team carried on a long tradition of RWDSU involvement in the event.

Celebrating Earth Day in Rhode Island

RWDSU Local 513 members employed at Pepsi bottling in Cranston, Rhode Island, celebrated Earth Day in April by joining together and planting a tree in front of the Pepsi facility.

"We got together and planted a beautiful Cherry Blossom tree," said Local 513 President Dennis Beaulieu. "We look forward to watching it grow over the years along with the membership of Local 513 and the RWDSU." ■



Local 513 members planted a beautiful Cherry Blossom tree.

RWDSU WORKERS WINNING A UNION VOICE

Union Voice and First Contract Served Up at Meals on Wheels



The dedicated men and women at Meals on Wheels in the Bushwick area of Brooklyn, New York, serve an important service: they deliver prepared meals to senior citizens in the area. When these workers felt they weren't getting the dignity and respect they deserved from their employer, the Ridgewood Bushwick Senior Citizens Council, they reached out to Local 338 and sought a union voice. The 40 workers there won that union voice last year, and now, they have secured their first union contract.

For their first contract, the new members at Meals on Wheels will see wage increases, and for the first time, they'll get paid time off. In addition, these workers will now have a strong grievance procedure and an arbitration process in place to help solve disputes.

"These dedicated men and women help seniors in Brooklyn enjoy a better quality of life. Now, these workers will also have a better quality of life because they stood together and won a union, and a contract," said Local 338 President John Durso. ■

The 40 Meals on Wheels workers in Buswick have won wage increases, benefits, and the protection of a union contract.

Workers Win Victory in Long Fight at Laminated

Workers at Laminated paper products in Linden, New Jersey, joined RWDSU Local 262 in 2015 because they wanted a union voice and a say on the job, and were tired of unsafe conditions, dirty bathrooms, and a complete lack of respect by their employer. Now, after multiple strikes, broken promises of a contract, and finally, an impending trial for the plant's owner for unfair labor practices, the mostly Latino workforce of 40 has finally won what they were fighting for: recognition of their union, and a union contract.

"We were tired of working for low wages without yearly increases, and the working conditions were unsafe," said Laminated worker Jose Roman. "We had no benefits, no health care, and a lack of dignity and respect. Intimidation, harassment, and favoritism were all every day parts of the job."

That's going to change now with the new contract. According to the new contract, which went into effect March 27, workers will receive a total of \$26,752 in back wages, which are owed because the union contract takes effect retroactive to September.

Workers will also receive a dollar an hour raise, sick days, three weeks of vacation time – three times what workers were receiving before – and a provision that includes the bathroom be kept sanitary and stocked with hand soap and toilet paper. It's the first time the union has ever needed to negotiate such a provision into a contract, which pointedly highlights the poor

condition of the facilities before the workers won their union.

The contract came just before the plant's owner was to go before a judge on NLRB charges. The trial has been postponed – not cancelled – to ensure that he abides by the contract. If he breaches the contract, he will immediately go to trial.

It's a positive resolution for workers who endured anti-union consultants and threats of immigration action and plant closure during their organizing campaign, and then over a year of false promises, bad faith negotiations, and stall tactics since.

"The workers are excited," said Local 262 President Tom Walsh. "It's a good starting point to build upon in future contracts. And we have a great group of guys here who have stuck together, and are finally going to be able to enjoy a better life at their job." ■



Laminated workers, who produce cardboard and paper products, will finally have a union contract to create a better workplace.



RWDSU POLITICAL ACTION

NYC Bans On-Call Scheduling

On May 30, New York City Mayor Bill de Blasio signed Intro. 1387, legislation that bans on-call scheduling.

The RWDSU is proud to have led the fight against on-call scheduling, which disrupts workers' lives and their families' lives by requiring them to keep themselves available when they are not scheduled to work with no guarantee of an actual work shift. On-call scheduling has made it impossible for workers to take a needed second job or plan for the basic necessities of their lives, including child care, education, or medical care.

The law bans New York City employers from scheduling workers to be on call. Employers will not be able to cancel a shift within 72 hours of the start of the shift except under extreme conditions like a natural disaster. Employers can only add shifts within 72 hours with workers' consent. The new law takes away from employers a cruel, exploitative computer-driven system designed to optimize employer profits while sacrificing any considerations for working men and women. It will restore control and balance to the lives of working people in New York City.

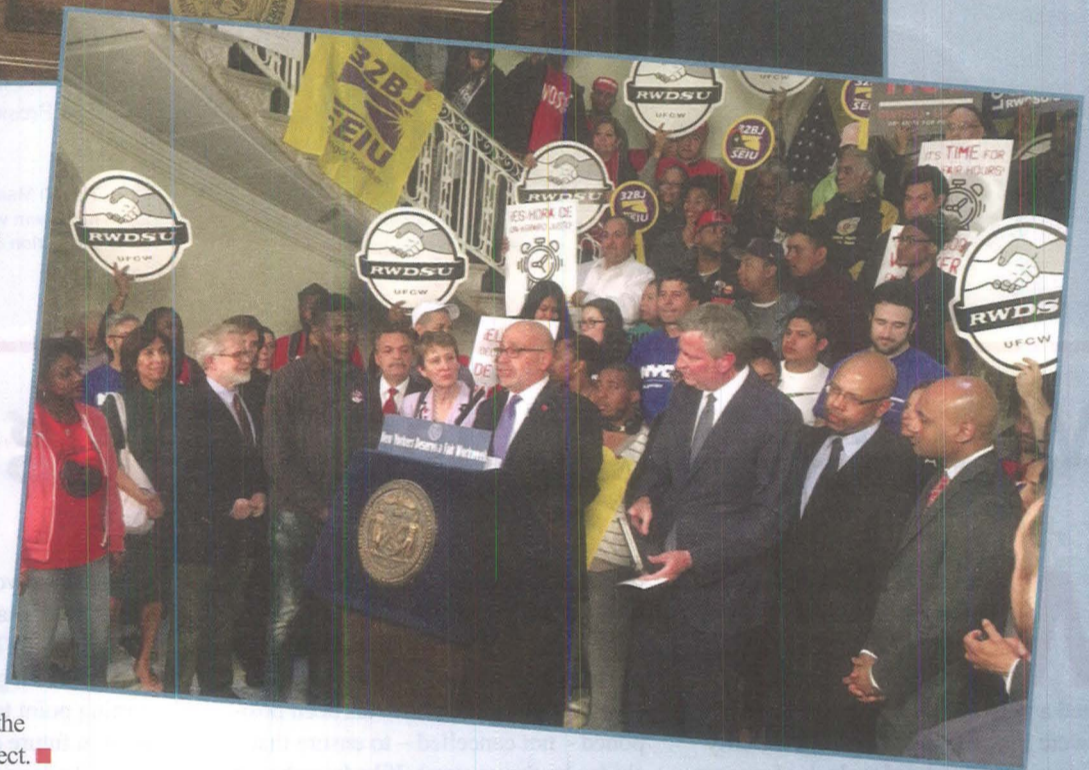
"At my retail jobs, on-call scheduling never allowed me to live a full life and



RWDSU President Stuart Appelbaum shakes hands with NYC Mayor Bill de Blasio at bill signing on May 30.

RWDSU President Stuart Appelbaum, with NYC Mayor Bill de Blasio to the right, speaks at New York City Hall before the bill was signed into law.

make ends meet. The passage of Intro. 1387 helps to create stable employment in retail by trying to address the most worrisome just-in-time, unpredictable scheduling practices that make it hard for workers and their families," said retail worker Natasha Oxley, a member of the RWDSU's Retail Action Project. ■



RWDSU Political Action in Georgia

RWDSU members in Georgia have bolstered their dedication to protecting their rights and furthering their interests in the political arena.

"We don't get involved in politics for fun, we do it because it's important in making sure our voice is heard and ultimately protecting our jobs, pay, and benefits," said Southeast Council President Edgar Fields.

In April, RWDSU members in Georgia's 6th Congressional District worked tirelessly in support of Jon Ossoff in a special election to take Republican Tom Price's vacated seat. In a very conservative district, their efforts – phone calls, door-to-door visits, and other campaigning duties – paid off. Despite attacks from President Trump, Ossoff emerged from a crowded field to move on to a runoff vote on June 20. Whatever happens in that contest,

Ossoff has outperformed any Democrat in this district since the 1970s, and RWDSU members in Georgia have been proud to be part of the worker-friendly candidate's campaign.

RWDSU members in the 6th District continued their efforts later in April, knock-

ing on doors in Marietta, Georgia in support of Democrat Christine Triebisch. A special election was triggered in the 32nd State Senate when the sitting State Senator resigned to run for Congress.

"It's more important than ever that we are involved, and we are proud to stand up for candidates who will fight for us," Fields added. ■



In Marietta, RWDSU members canvassed in support of Christine Triebisch.

RWDSU members were part of a campaign that saw Democrat Jon Ossoff secure a surprising 48 percent of the vote.

RWDSU AROUND OUR UNION

Chetak Workers Win in New Jersey

RWDSU Local 262 members – employed by Chetak in New Jersey – ratified their first ever RWDSU contract, bringing numerous improvements and giving workers back pay from 2016. The hard-fought contract, ratified in May, recognizes the need for delivery help for drivers, back pay, retirement benefits and electric pallets to help workers make deliveries.

Workers at Chetak overcame an intense anti-union campaign of intimidation and retaliation from management to win a union voice last year. Chetak is an Indian food distribution warehouse with 50 employees. Workers there distribute Indian food brands Deep Foods, Tandoor Chef, Hot Mix and many others. These products can be found in markets such as

Local 262 members at Chetak celebrate their first RWDSU contract and the many changes it brings to their workplace.

Whole Foods and Trader Joe's. The company has facilities in New Jersey, Texas, Florida and overseas in India.

The new contract will change the lives of workers at Chetak. Under the two-year agreement, the company recognized the back breaking work their drivers do every day and guarantees additional staff to help make deliveries



in major metropolitan areas. The contract also brings a general wage increase over the term of the contract of: \$0.55 per hour each year, and \$0.65 per hour retroactive pay

from 2016. In addition, the company will install immigrant and worker safety and security trainings and protocols. ■

Genesis Workers Stand Together, Join RWDSU

Genesis employees are the latest health care workers to join the RWDSU.



The RWDSU scored another major victory for nursing home workers with employees at Genesis Woodlands, in Plainfield, New Jersey, voting to join the union by an overwhelming margin on April 28.

The unit consists of over 40 certified nursing assistant employees.

Genesis Woodlands employees were fed up with losing benefits, a lack of wage increases, short staffing, extremely high and unaffordable health care, intimidation and harassment by supervisors, favoritism, and most of all the lack of dignity and respect from management.

Certified nursing assistant Marie Joseph stated, "We knew we deserved better and decided that we needed change, representation, a voice on the job and job security."

Workers were enthusiastic, and quickly created a strong, vocal and outspoken organizing committee. The Genesis Woodlands organizing committee faced a brutal anti-union campaign.

"They remained united throughout the campaign," said RWDSU Organizer Lamar Hall.

Workers were bombarded by daily letters, one on one meetings, captive audience meetings, threats of strikes and other threats throughout the campaign by Genesis corporate representatives.

"It didn't affect them – these workers were dedicated and wouldn't be denied," Hall added.

The Genesis Woodlands facility is owned by Genesis Healthcare Inc. which operates over 500 Skilled Nursing Facilities nationwide. Genesis Healthcare Inc. had an estimated revenue of \$5.73 billion in 2016. The RWDSU currently represents hundreds of Genesis Healthcare nursing home employees throughout New Jersey and Pennsylvania.

"They are profitable and can afford to treat their employees better. Now, with the RWDSU representing workers there, they will," Hall added. ■

Illinois Del Monte Workers Win Gains

A new three-year contract at two Del Monte Distribution Center in Rochelle, Illinois, brings Local 578 members annual wage increases amounting to an average of almost \$2 over the life of the contract. In addition, workers will move to the RWDSU health plan, which will improve coverage and reduce costs.

The contract also adds domestic partner language bringing medical plan benefits. The agreement improves vacation scheduling and credit hours for continuity of service language for members.

Seven new jobs have also been created, and insurance benefits will kick in sooner.

Serving on the negotiating committee were Local 578 President Daniel Williams, Secretary-Treasurer Michael Williams, Recorder Kelly Osborne, 1st shift Chief Steward/ Vice Presidents Ricky McBride and Joe D. Williams, 1st shift Steward Ryan Williams, 2nd Shift Chief Steward Dan Morse Central States Council Sr. Business Representative Dennis Williams, and RWDSU Representative Roger Grobstich. ■



The Local 578 Negotiating Committee brought in a strong contract with numerous improvements.



Hundreds rally for a fair contract on April 18.

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Over 2,000 RWDSU Local 3 members at Bloomingdale's iconic flagship store on 59th Street in New York City have won a new, four-year contract that brings wage and benefit increases and implements a number of important changes that will protect workers' commissions – the lifeblood of many Local 3 members at the retailer. The contract came after a long and challenging negotiation process, with members voting to authorize a strike if a new agreement wasn't agreed upon by the May 1 deadline. It's a strong, fair contract, and it brings with it a historic recognition of the changing face of retail by Bloomingdale's management.

The biggest issue in negotiations was addressing and recognizing the increased amount of non-sales work being asked of Bloomingdale's workers who earn 100 percent of their wages from commissions. These tasks included fulfilling orders for online shipment, processing returns, and other duties that took them off the sales floor.

Wages Under Attack

Since 1937, the RWDSU has represented the employees at Bloomingdale's flagship store on 59th Street. The store is a New York City institution and an internationally famous tourist destination. Every year it generates millions of dollars in profits for Bloomingdale's and is a landmark for the upscale retail chain.

The customer service provided by RWDSU Local 3 members is one of the reasons for the enduring popularity at this iconic store. Bloomingdale's workers' customer service and skills on the sales floor at the 59th street store have helped establish the Bloomingdale's brand which has benefited the retailer's sales both in-store and online.

But times are changing, and so are buyers' habits. More and more, buyers are completing their sales online, and that has hurt workers' commissions at Bloomingdale's, which is drastically reducing their take-home pay. Making things worse for workers: Bloomingdale's has encouraged customers to complete their sales online with signage in stores, and also tasked workers with managing online orders and other work that takes them away from the sales floor.

The result hit Local 3 members hard in the years leading up to the latest contract negotiations, with many workers taking home far less pay than they were before. It was clear to workers and the negotiating committee that this issue needed to be addressed.

Standing Together to Demand a Fair Contract

On a beautiful early afternoon on April 18, hundreds of union members and Bloomingdale's workers were joined by elected officials and members of community groups at a rally on Third Avenue, directly in front of the Bloomingdale's 59th Street Store. A band played classic pop and rock songs but changed the words to suit the occasion. Sample lyrics: "They want to take our commissions, but we say no, no, no!" sung to the tune of Amy Winehouse's classic Rehab.

"All we want is a fair contract," said Damaris Morales, 46, who has been as a saleswoman at the store for 15 years. "You're supposed to be a salesperson, but we do so much more. We clean. We stock," she said, alluding to the many activities that can take workers away from the sales floor and their potential commissions.

It was a festive atmosphere, but also defiant, as workers took to the stage to tell their story and demand a fair contract. Local 3 members were joined by RWDSU members from throughout New York and New Jersey, and other union members who literally came by the busload.

"Bloomingdale's is making hundreds of millions of dollars in profits that the workers helped to produce," said Local 3 President Cassandra Berrocal from the stage. "The company's executives have been compensated; it is time that the workers were, too!"

Contract Breakthrough Protects Workers

The rally, constant press coverage, pressure from elected officials, and the unity of the workers helped make clear the message that Bloomingdale's workers would only accept a fair contract that showed a real commitment to workers. And on May 1, a fair contract was finally completed, and ratified overwhelmingly by membership.

Under the new agreement, employees cannot be forced to perform online order fulfillments anytime a sales opportunity is present in their department. Also, commissioned-based employees will never be forced to do fulfillments outside of their own department. These provisions will keep these workers on the sales floor to make sales, which is where they make their living.

Commission workers at Bloomingdale's need to reach predetermined sales goals in order to earn above minimum wage. Prior to this contract, failure to do so meant workers went into deficit in the tens of thousands of dollars for some members. The new contract wipes off \$2,500 of each employee's commissions deficit, and for workers who started before 1989, all of



On May 1, the negotiating committee and Bloomingdale's management reached an agreement.

Bloomingtondale's Workers Fight For And Historic Contract



Solidarity was on display as workers voted to authorize a strike at a meeting at a local church on April 26.

Throughout negotiations Local 3 members stood together.



At Macy's last year and Bloomingtondale's this year, RWDSU members showed the power of collective bargaining with a strong union voice.

their commission deficit will be removed. It's a breakthrough that will allow hundreds of workers to begin earning fair wages for their work again.

"Customers don't know that we work on a draw vs. commission system that puts us in debt when we can't meet our draw," said Brenda Moses, Bloomingtondale's Domestic Sales Associate. "When we spend time with a customer only to hear that they want to go online at home to complete their purchase we aren't able to meet our commission goals and go into deficit to the company. This contract will help put me and my fellow co-workers on a path to earning commissions for our work again."

Other wins for workers in the new contract include: general wage increases, ratification and performance bonuses, and an increased percentage of company fund-

ing for medical and sick day benefits. And, medical benefits cannot be lowered during the life of the agreement and all members can now enroll yearly in an outside medical plan offered by HIPP of New York.

"The general wage increases fought for in this contract will help workers in my department exponentially over the next four years," said Jimmy Eisenberg, Bloomingtondale's Display Associate.

"I am proud of the stand our membership-driven negotiations committee took to point the spotlight on a growing epidemic in retail – online sales, which negatively impact our membership, which is largely a commission based sales force," President Berrocal said. "I know this contract will ensure all Bloomingtondale's Local 3 members earn fair wages for their work over the next four years." ■

News From Around the **UFCW**

a **VOICE** for working America

Ohio UFCW Locals Lobby Against "Right-to-Work"

More than 70 members from UFCW Locals 75 and 1059 went to Columbus, Ohio, on March 29 to speak with state legislators about the harmful effects of Right-to-Work laws, which suppress wages and benefits and hurt unions while masquerading as "pro worker" legislation.

A RTW bill was introduced in Ohio in February of this year, but so far it hasn't gained any traction and legislative leaders in both parties have openly questioned the need for it. UFCW members like Bill Finnegan, who works at Campbell's Soup in Napoleon, Ohio, are a big reason why "work for less" legislation hasn't had enough support to pass.

"This is my second lobby day and I chose to come here today to speak with my representatives and senators about the issues that impact the lives of my family and friends," said Finnegan. "The top concern on that list right now is 'work for less' legislation because it would weaken the power and voice of workers across Ohio."

In meetings throughout the day with state legislators, UFCW members explained how RTW legislation directly threatens every hard-working family, whether they're part of a union or not. Multiple representatives and senators remarked afterwards that hearing personal stories from people about why they're so concerned about "work for less" legislation was much more effective than simply showing them the usual facts and graphs.

"Getting to do stuff like this and meeting other members of our union are why I really enjoy being a part of UFCW," Finnegan added. "Days like today make us realize that we have numbers and with that comes power."

Local 400 Member Wins National Nursing Award

Isolina "Izzy" Pistolessi, a member of UFCW Local 400 who works as a nurse at Kaiser Permanente's Falls Church Care Center in Falls Church, Va., has been chosen to be the recipient of Kaiser Permanente's National Extraordinary Nurse Award.

Pistolessi has worked at the Falls Church Care Center for 18 years, and is the second nurse from Kaiser Permanente's Mid-Atlantic Region to receive this recognition. She will be flown to California in May to accept her award.

At the Falls Church Care Center, Pistolessi is a mentor to other nurses, conducts outreach to the community, promotes public health, educates and cares for patients, and serves as a UFCW Local 400 shop steward. Off the job, she is a volunteer and leader with the National Association of Hispanic Nurses, a member of the Fairfax Country Medical Reserve Corps, and a union activist who recently participated in UFCW Local 400's Lobby Day.

"I'm very fortunate to work for Kaiser Permanente and do the work that I love to do—caring for patients and nurturing other nurses so they become better," Pistolessi said. "And I'm proud to serve my coworkers as a shop steward. To receive this honor is a complete surprise—but it's also wonderful."



Isolina "Izzy" Pistolessi



Union orientation in the new Hormel pact will help get new workers involved in the union.

"Industry Leading" Contract at Holten Meat

Local 655 members who work at Holten Meat in Sauget, Illinois, ratified an industry-leading new contract by an overwhelming margin. The new three-year contract resolves many of the work-life issues that forced Holten Meat employees to make the difficult decision to go on strike on March 18.

"Today is victory for our hard-working members who love their jobs, but love their families more. This union contract will not only make Holten Meat a better place to work in Sauget, it will make Holten Meat a better company," said UFCW Local 655 President David Cook. "Make no mistake, we want Holten

Meat to succeed, and that is why this contract is so important—it recognizes that no company succeeds in the absence of its hard-working employees and members."

The new contract lets experienced members have more control over their lives and move to the shifts they need to spend more quality time with their families. The contract also allows members to advance their careers, and establishes a new labor and management committee at Holten Meat

that will regularly meet to solve problems in the workplace cooperatively.

"We stood together and spoke out because we believe that our lives matter. None of us should have to choose between spending time with our family and doing our job—we should be able to do both," said Trinetta Kitchen, a seven-year veteran of the production line at Holten Meat.



Holten Meat workers will now have more control over scheduling.



UFCW members take to Columbus to fight Right-to-Work (for less) laws.

New Contract for Iowa Hormel Workers

On April 17, members of UFCW Local 431 who work at Logistic Services LLC, a warehouse for Hormel Foods in Eldridge, Iowa, unanimously ratified a new four-year contract.

The new contract covers about 75 workers in the display area and warehouse, and includes wage and start rate increases and maintains current insurance benefits. The new contract also includes a paid union orientation, an increased pension benefit for all years of service, increased vacation time to five weeks after 25 years of service, additional paid funeral leave, and an increase in safety shoe allowance. In addition, the new contract separates the attendance discipline from other disciplines.

"I'm very proud of our negotiating committee for standing firm on the important issues of wages and benefits to guarantee a better future for their families, but also for language to ensure a safer workplace and the ability to have paid time to discuss the importance of joining our union family," said UFCW Local 431 Secretary-Treasurer Lois Taylor.

Breakthrough for NYC CAR WASH WORKERS

At Car Wash Assembly, Guidance for Immigrant Workers

Over 100 Carwasheros – RWDSU members employed at New York City car washes – joined together at a special car wash assembly at the union’s midtown offices in March. The meeting provided workshops with an emphasis on immigrant rights and how immigrant workers can protect themselves during the increasingly hostile Trump era. The Counsel Generals from Mexico, El Salvador, Honduras, Guatemala and Ecuador and representatives of the Mayor’s Office of Immigrant Affairs and community groups Make the Road New York and New York Communities for Change discussed how immigrant workers and their families should act if approached by immigration officials and how they can get legal help if needed.

For workers, it is proving to be an uncertain time regardless of documentation. They want to be treated fairly, and they want the respect that all hardworking people in America deserve.

“We come to this country in search of a better future for our families. We are good people, we do nothing but work honestly. President Trump should give us a

chance and not be so hard on us,” said Simon Salvador, who has been working as a carwashero in Bushwick, Brooklyn for the past 15 years.

RWDSU President Stuart Appelbaum affirmed the union’s commitment to fighting for carwasheros and all immigrant workers.

“The U.S. labor movement has a moral obligation to defend working women and men and their families, regardless of their immigration status,” Appelbaum said. ■



Car wash workers – members of the RWDSU – joined together to learn more about their rights as immigrant workers.

Main St. Car Wash Workers Rally to Protect Benefits

Car wash workers, elected officials, and community members rallied outside a Queens car wash in April, protesting the owner’s moves to hurt the RWDSU members there by eliminating overtime pay and hiring part-timers. The workers at the Main St. car wash – formally Jomar – say the owner is refusing to negotiate a new contract fairly as their original three-year pact approaches expiration.

Carwasheros earn a subminimum wage and rely on voluntarily tips from customers and 50-to-60-hour work weeks just to make ends meet. With the owner threatening to remove overtime pay and bring in part-time workers, it will be virtually impossible for Main St. workers to provide for themselves and their families.

Among the carwashero’s supporters at the rally were: State Senator Toby Ann Stavisky, Assembly Member Francisco Moya, members of the Car Wash Campaign, RWDSU officials, New York Communities for Change and Make the Road New York.

“These courageous workers, who joined the RWDSU more than three years ago, are asking only for basic dignity and the right to making a livable wage,” said RWDSU President Stuart Appelbaum. ■

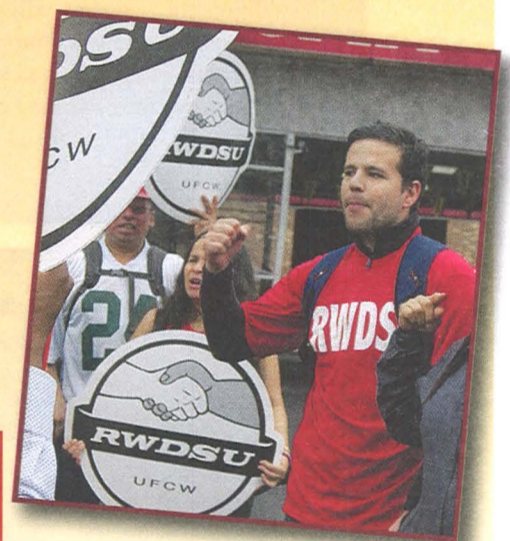


Car wash workers are protesting the owner’s refusal to negotiate a fair new contract.

Cross Bronx Carwasheros Walk Out for Contract

In April, the 30 carwasheros at Cross Bronx Car Wash on Webster Avenue in The Bronx, New York City, held rallies and also staged a walk-out to call attention to a boss who is refusing to negotiate a new contract.

Contract negotiations got off to a rough start when the owner tried to dictate which workers could serve on the union negotiating committee, and went

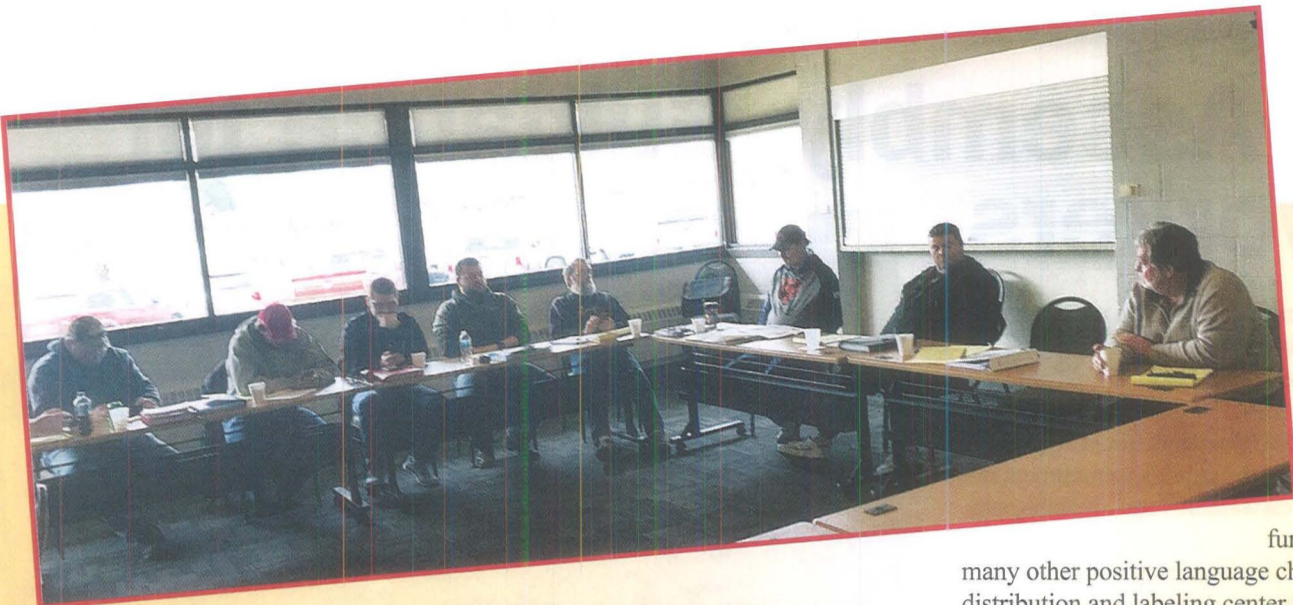


Car wash workers walked out in April to protest Cross Bronx Car Wash owner’s anti-union actions.

downhill from there with the owner refusing to even respond to workers and the union.

“We work hard here, and this is a busy car wash that makes money,” said José Linares, a car wash worker who has been a leader among the workers since they joined the RWDSU at the end of 2012. “Now it’s time for our next contract, and we demand respect and fair negotiations!” ■

RWDSU CONTRACT NEWS



The Del Monte negotiating committee crafted a contract with numerous improvements.

Del Monte Local 17 Illinois

RWDSU Local 17 members in Mendota, Illinois have ratified a new three-year contract with Del Monte Foods. The new contract raises wages 2.5 percent each year, and will move members to the RWDSU Health and Benefit Funds Medical Plan, the top tier Dental and Vision Plans all effective June 1, 2017. The Bargaining Committee also made numerous improvements in the vacation, funeral leave, and labor grade classifications as well as many other positive language changes. RWDSU members at Del Monte work at a distribution and labeling center for Del Monte food products.

Members of the Bargaining Committee were: Dan Witalka-President, Milford Krager- Secretary Treasurer, Mark Maronde- Recorder, Mike McGeorge- Vice President, Joe Grey- Chief Steward, Justin Albers- Steward, Steve Stallings- Trustee, and Zach Larson-Trustee. They were assisted by Dennis Williams and Roger Grobstich. ■

Pavilion Building Tower Local 108 New Jersey

Workers at the Pavilion Building Tower in Newark, New Jersey, joined RWDSU Local 108 last year because they wanted management to treat them with respect. The workers at the building – who range from porters to superintendents with skills including refrigeration, air conditioning, heating, and plumbing – won that respect, and now, they've won their first RWDSU contract.

The two-year contract brings hourly wage increase annually, guarantees minimum pay higher than any future New Jersey state minimum wage increases, and brings workers into the RWDSU medical plan. Workers will receive overtime pay for working on holidays, and the contract addresses health and safety concerns. In addition, the company will provide needed uniforms and equipment so workers can do their jobs safely and properly.

"There is no greater satisfaction then seeing people stand up for themselves and improve their working conditions. This was a great day for this group of workers in Newark," said Local 108 Representative Abraham Asabor. ■



Workers have won a new contract along with their union voice.

Union City Parking Local 108 New Jersey

The starting rate will rise a dollar to \$11 per hour for new hires, and there will be annual raises of up to \$3 per hour over the life of the contract thanks to a new five-year contract for Union City Parking Authority workers in New Jersey. The parking enforcement workers will also see an increase in the nighttime shift differential of \$1 per hour. And, the starting rate must remain 50 cents over the state minimum wage.

In addition, part-time workers will now receive 10 sick days and 10 vacation days. ■



The new contract for Union City public workers brings numerous wage increases.

RWDSU CONTRACT NEWS

Zara Local 1102 New York



The Zara negotiating team won a strong first contract for 1,200 retail workers at Zara.

After joining the union last year, 1,200 retail workers at ZARA's Manhattan stores have ratified their first contract. The contract gives these new members job security within the notoriously unstable work environment of New York City retail. In addition, the agreement raises wage rates and workers also won scheduling rights, including guaranteed minimum hours which will bring stability and certainty to both full time and part time members' lives. All members will also now be afforded paid time off benefits. Workers at eight Manhattan stores will be covered by the three-year contract. ■

Gateway Bus Drivers Local 108 New Jersey

Gateway shuttle bus drivers in Newark, New Jersey, joined Local 108 last year to improve their pay and treatment. Now, the shuttle bus drivers for Prudential Building workers in downtown Newark have won their first union contract, and it includes numerous improvements. The contract provides raises, added vacation time, and more overtime opportunities. It's a big improvement for workers who had previously gone five years without a wage increase.

"The Gateway Company has grown and become very profitable over the years, and workers deserved the improvements they are getting with their first contract," said Local 108 President Charles N. Hall, Jr. ■



Over 30 bus drivers in Newark, New Jersey, have won their first union contract.

Hasbrouck Heights DPW Local 108 New Jersey



After organizing last year, Hasbrouck Heights DPW workers have won their first contract.

The 40 DPW workers in Hasbrouck Heights, New Jersey, work in a variety of jobs, a veritable soup-to-nuts of public sector jobs: sanitation, building maintenance, road repair, electricians, and car and truck mechanics. To put it simply, these workers help the town of Hasbrouck Heights run. Now, they'll have their first RWDSU contract after organizing last year.

The four-year pact brings 2 percent annual wages, and longevity bonuses as workers mark milestones of service. Members will also earn sick and injury leave. Most importantly, a grievance procedure has been implemented. The DPW workers will now enjoy the union representation that they sought and deserve. ■

Acme Supermarkets Local 338 New York

A new contract for over 400 Local 338 members at seven Acme Supermarket stores in New York has been ratified. The four-year contract is the first contract for Acme workers since the chain acquired the stores during the A&P bankruptcy.

The contract includes yearly wage increases, and Acme workers will continue to be entitled to the Local 338 Benefits Fund, fully paid for by the employer. The same will be true for the Local 338 Annuity Fund, with full-time contributions of \$250 and part-time contributions of \$50.

The sick leave and vacation paid time off benefits have both been improved, and the Sunday premium for hourly pay has also been improved. ■

ACME

RWDSU AROUND OUR UNION

Fight for Safety Protections Highlighted at Triangle



RWDSU members were among those commemorating the Triangle Shirtwaist Factory fire.

At the RWDSU, worker health and safety is a longstanding priority. That's why in April, RWDSU members were among hundreds gathered in New York City's west village to mark the 106th anniversary of the Triangle Fire tragedy.

On March 25, 1911, a fire broke out on the top three floors of the Asch building, which were being used as a garment factory by the Triangle Shirtwaist Company. The doors on the ninth floor had been locked to keep out union organizers, and 146 workers – mostly young women – either died in the fire or jumped to their death to escape the flames.

The fire put the spotlight on the exploitation of garment workers, who toiled long hours for low pay in often terribly dangerous working con-

ditions in sweatshops. The fire and its aftermath resulted in new laws mandating safer factories. Every year working people mark the anniversary of this terrible event, and renew the call for safer workplaces and higher safety standards.

But unfortunately, garment workers continue to lose their lives in similar conditions worldwide while simply trying to provide for their families. And, in the U.S., important regulations that protect workers could be under possible attack by the Trump Administration.

"We still have so much to do," said RWDSU Health and Safety Director Steve Mooser. "No worker should fear for their life to provide for their family – and no child should have to worry that their parent won't ever come home from work." ■

RWDSU ELECTIONS

Macy's Local 1-S New York



RWDSU President Stuart Appelbaum conducts the swearing in ceremony for Local 1-S officers.

In March, a new leadership team assumed office to lead RWDSU Local 1-S, which represents 5,000 workers at four Macy's stores in the New York City area. Angella Harding, who is the new president of the local union, first went to work for Macy's in April of 1984 as a sales person in the ladies' shoe department. She has previously served as the Secretary-Treasurer and a union representative for the local. She succeeds former president Ken Bordieri who retired after 15 years as President of RWDSU Local 1-S.

Serving with Angella is Secretary-Treasurer Ron Chencinski. He began his career at Macy's in 1981 as a sales person before he became staff at the local. The leadership team also includes Vice-Presidents Mike Jones, Curtis West, Sherry Hamilton-Elder, and Felix Ocasio who all had been Macy's workers before joining the staff at the local.

"Angella Harding played a key role in helping Macy's workers secure a strong new contract last year during difficult negotiations," RWDSU President Appelbaum, said. "She is a forceful advocate for the needs of Macy's members; and I know that Local 1-S is in good hands with Angella and her team." ■



Left to right in the photo are Melvin Merz, Cathy Pfeiffer, and Chris Geise.

Local 512 members employed at the City of Connersville Street and Park Department in Connersville, Indiana, held their Unit Officer Election. Elected to new two-year terms were Melvin Merz, Chairman; Cathy Pfeiffer, Executive Secretary; and Chris Geise, Alternate Steward.

RWDSU members in this unit maintain the streets and parks and take care of sanitation in the City of Connersville, Indiana. ■

Holsum Bakery Local 835 Indiana



Pictured left to right are James Goodpaster, Charles Even, and Kevin Degitz.

Local 835 members at Holsum Bakery in Fort Wayne, Indiana, held their Unit Officer Election. Elected to new two-year terms of office were Charles Even, Chairman; Kevin Degitz, Vice Chairman; and James Goodpaster, Chief Steward.

There are ninety-one RWDSU, Production and Maintenance Unit members working at Holsum Bakery in Fort Wayne, Indiana. ■

City of Connersville Local 512 Indiana

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For more information on your Union Plus benefits, visit the RWDSU web site:
<http://rwdsu.info/member-resources/union-plus-benefits>

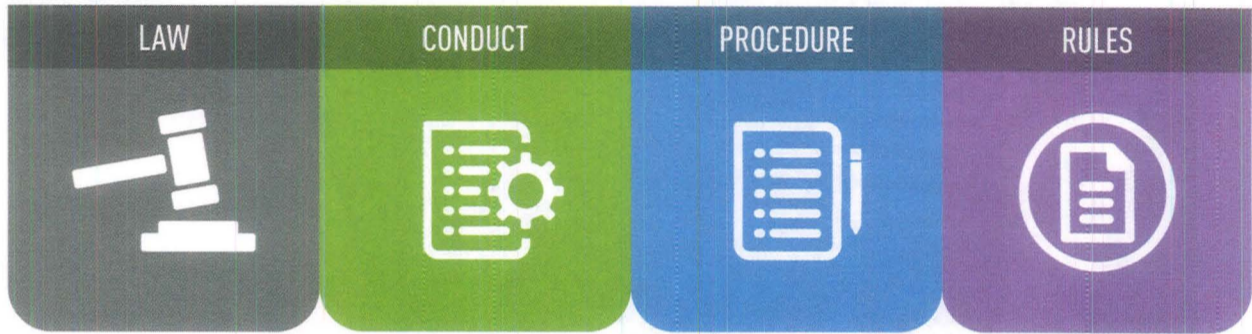


RWDSU HEALTH AND SAFETY GUIDE

GUIDELINE.....
STANDARD
 COMPLIANCE....
 CONSTRAINT.....
LAW
 CONDUCT.....
 PROCEDURE.....
 RULES.....
 REGULATIONS.....



REGULATIONS



Defending Our Public Protections

These days there is a lot of talk and legislative action about weakening and eliminating many of our public protections. These are standards that help ensure cleaner air and water, less hazardous workplaces, safer consumer products, and better labor conditions. These protections, most often referred to as regulations, have been developed because there is a need to restrict employers from doing whatever they want, no matter who it harms. Like all of us, employers need to be responsible and accountable for their actions.

When a government agency proposes a public protection, it must present information on the anticipated cost to implement as well as the anticipated benefits. But unfortunately what we hear throughout the media is almost always about the estimated cost to implement a standard. This is a big problem on several counts.

Talking Cost

In virtually every case business interests have overestimated the cost to comply with a new standard, often by significant amounts. It is in their interest to paint the worst financial picture possible, and to minimize or completely exclude benefits, in order to discourage approval of the standard. The table below shows some health and safety examples:

SUBSTANCE	INDUSTRY ESTIMATED COST	THE REAL COST
Vinyl Chloride	\$65-90 billion	\$278 million
Formaldehyde	\$251.2 million.....	\$6 million
Cotton Dust.....	\$2.3 billion	\$82.8 million
Asbestos emissions.....	\$150 million	\$75 million

Source: Office of Technical Assistance

When corporate interests promote their inflated numbers of “the cost of regulation” they try to create in our minds a picture of truckloads of money being burned, a total waste. It’s not true – a good part of those expenditures would go for purchases and production of equipment and contracting services; money which is recycled back into the economy and creates new jobs. Meeting new standards often leads to the development of new technologies and processes which reduce compliance and future production costs.

Talking Benefits

The Office of Management and Budget, (OMB) which often has taken a critical view of proposed standards, conducted a study of the financial impact of the first ten years of the public protection related to the health effects of acid rain. They found that the economic value of the benefits were 10 times greater than the costs of implementation of emission controls. Why? Because lowering emissions led to a significant, documented reduction in related hospitalizations, emergency room visits, premature deaths and lost work days.

Today many automakers heavily promote the passenger safety features and ratings of their cars. But when

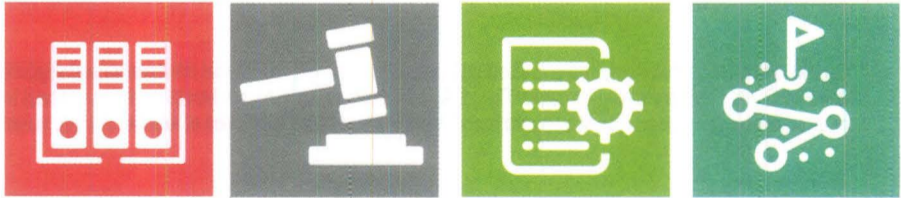
mandatory seat belt installation was first proposed, the companies had a fit. They argued that the cost was prohibitive, sales would be ruined and customers didn’t care or would assume car travel was not safe. The benefits through the years: An estimated 175 lives saved every week, and now safety is a main selling point in automotive advertising campaigns.

The Road Ahead

Now we are being told that two arbitrarily chosen protections must be eliminated for any newly needed standard to be adopted. What public protections are we supposed to give up? Non-toxic toys? Uncontaminated food? Cleaner air and water? Safer workplaces? Losing those benefits is too heavy a human cost for us and our families.

We have a right to safe workplaces and a clean environment. Many of us remember the days of frequent workplace fatalities, smog alerts and contaminated rivers and lakes. We must not return to those conditions. We deserve better and as a country we can do better.

Our union has always made a strong commitment of human and financial resources to improve the health and welfare of working people in their workplaces and communities. And we will continue to do so. ■



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. ■