

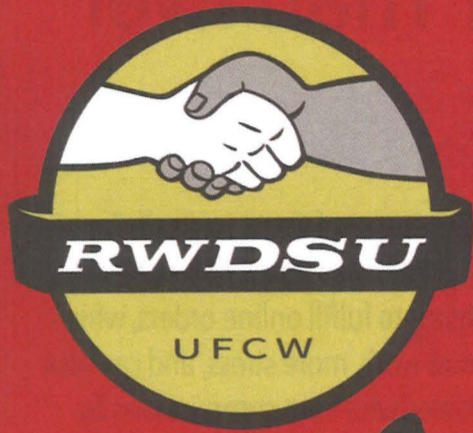
# RWDSU

UFCW

WINTER 2017

RECORD

Vol. 65, No. 3



# STANDING



**Atlanta, GA**  
**March 1-3, 2018**

# FOR OUR VALUES

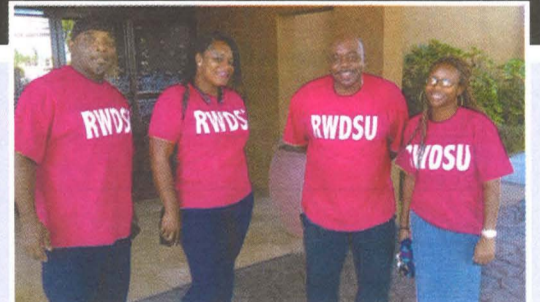
## The Call to the 23rd Quadrennial Convention

Retail, Wholesale and  
Department Store Union, UFCW  
370 Seventh Avenue, Suite 501  
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Workers**

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Working People**

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

370 Seventh Avenue, Suite 501  
New York, N.Y. 10001  
212-684-5300

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RWDSU RECORD  
Official Publication of the Retail, Wholesale &  
Department Store Union, UFCW

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

Lenore Miller  
President Emeritus

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



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

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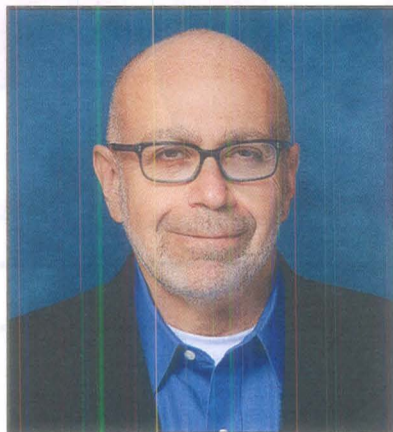
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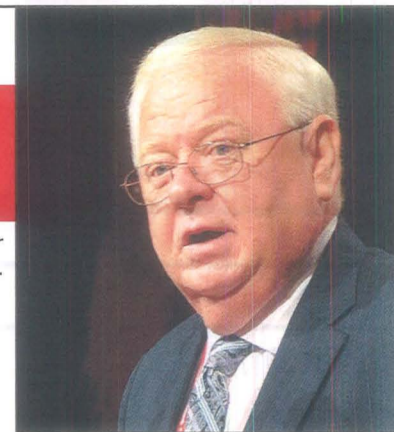
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**MESSAGE FROM  
YOUR OFFICERS**

# Holidays More Stressful Than Ever for Retail Workers

**B**ig crowds, irritable customers, busy days, and the need for workers themselves to take care of their own holiday obligations can all weigh heavily on retail workers' shoulders. Too many shoppers don't appreciate the pressure that retail workers are under this time of year.

And, especially for retail workers in non-union stores, the stress of the holidays is stacked on top of the obstacles they face every day of the year: insufficient hours, poverty wages that don't support families, and unpredictable scheduling that makes it difficult to work another job, plan childcare, or attend school. Non-union retail workers may be forced to work when they don't want to, regardless of their own holiday plans, and they likely won't be compensated fairly for working during the holidays. For these workers, it can be a struggle just to survive – to say nothing of providing their families with a joyous season.

*For many retail workers, it can be a struggle just to survive – to say nothing of providing their families with a joyous season.*

## Changes in Retail Landscape Mean More Stress

Due to the changing face of retail and an uncertain future for many retail workers, this holiday season will be more stressful than ever. The American economy is shedding thousands of non-union brick and mortar retail jobs a month as more shoppers turn to e-commerce giants like Amazon, causing many retail workers to worry about if their job will be next. Expanding e-commerce has also led to lost commissions for retail sales workers who spend time assisting customers, only to lose the sale when customers order the item online, often

with the encouragement of the store itself. Every year more retail workers find themselves being tasked with helping to fulfill online orders, which creates even more work, more stress, and can also hurt sales associates who earn commissions by keeping them off the sales floor.

As difficult as the holiday season can be for workers, there are ways shoppers can help make the holidays better for everyone involved in the shopping rush. Consumers can shop at places where they know workers are

treated well, compensated fairly, and have the ability to communicate productively with management. The only way to ensure that is by shopping at unionized retailers where workers have the kinds of protections and benefits that can only be provided by a union contract. For instance, a historic contract negotiated by RWDSU members at Bloomingdale's flagship NYC store this year became the first in which an employer recognized the toll e-commerce is taking on workers, and mandated that employees cannot be asked to do online order fulfillment work when a commission sales opportunity is present.

This holiday season, if you are working in retail and need help, call on your fellow workers and your union for support and assistance. And for everyone else, when you are doing your holiday shopping, take some time to consider the stress the workers who are helping create holiday memories are under. Lend a smile, and some patience to workers and your fellow shoppers. It's the time of year we can all give a little back and do our best to spread good will. ■



## RWDSU WORKERS WINNING A UNION VOICE

# Pleasure Chest Workers Fight Back and Win

Workers at Pleasure Chest locations in New York City, an adult toy store chain, have voted to be represented by the RWDSU. These workers fought back against a harsh anti-union campaign that only strengthened their resolve. Employees at Pleasure Chest reached out to the RWDSU in the wake of the historic rights and protections won by the union for workers at a similar retailer - Babeland - earlier this year.

The RWDSU members at Pleasure Chest, who are part of a predominately LGBTQ and women workforce in the emotionally intimate retail stores, faced the largest union busting campaign ever launched by the industry. Workers held strong in their convictions for representation by the RWDSU in the face of over 10 hours of captive audience meetings with management at the direction of both Jackson Lewis and Labor Relations International, two union-busting consultants.

"The company and their union-busting buffoons' blatant disregard for our gender identities during the organizing campaign only further demonstrates the need for a united voice, which is why we've decided the RWDSU will be a strong partner in securing safety trainings and protocols when harassment by the company or by the public takes place," said Nico Fuentes, Sex Specialist at the Pleasure Chest.

"The harassment and categorically tone-deaf anti-union campaign faced by the workers at Pleasure Chest was an outrage - I am proud that the RWDSU will be at the bargaining table to ensure that these workers never face that type of horrific transphobic behavior by their company again," said RWDSU President Stuart Appelbaum.

Workers are looking forward to negotiating their first contract, and making their job safer, more secure, and a better place to work.

"Now that we have won a union voice, we will have the rights, protections, and procedures in place through a union contract that will allow us to continue to provide a sex positive message in a safer protected space," said Emma Schledorn, Sales Associate at the Pleasure Chest. ■



Pleasure Chest workers fought back against a union-busting campaign and celebrated joining the RWDSU.

*"Now that we have won a union voice, we will have rights, protections, and procedures in place through a union contract."*

# Alabama Dialysis Workers Win RWDSU Voice

*Workers were undaunted in their desire to win a union voice and make their jobs better.*



Fresenius workers stood strong and won their union voice.

Over 40 workers at two separate dialysis centers voted overwhelmingly to join the RWDSU Mid-South Council, sticking together through six weeks of anti-union rhetoric. The union-busting campaign included management bringing in consultants to shut down the organizing drive, but workers at Fresenius Kidney Care in Mobile, Alabama, were undaunted in their desire to win a union voice and make their jobs better.

"These workers stuck through 24-7 harassment during this campaign, but they knew that the only way they were going to get the respect from management was to vote yes," said RWDSU Regional Director John Whitaker. ■

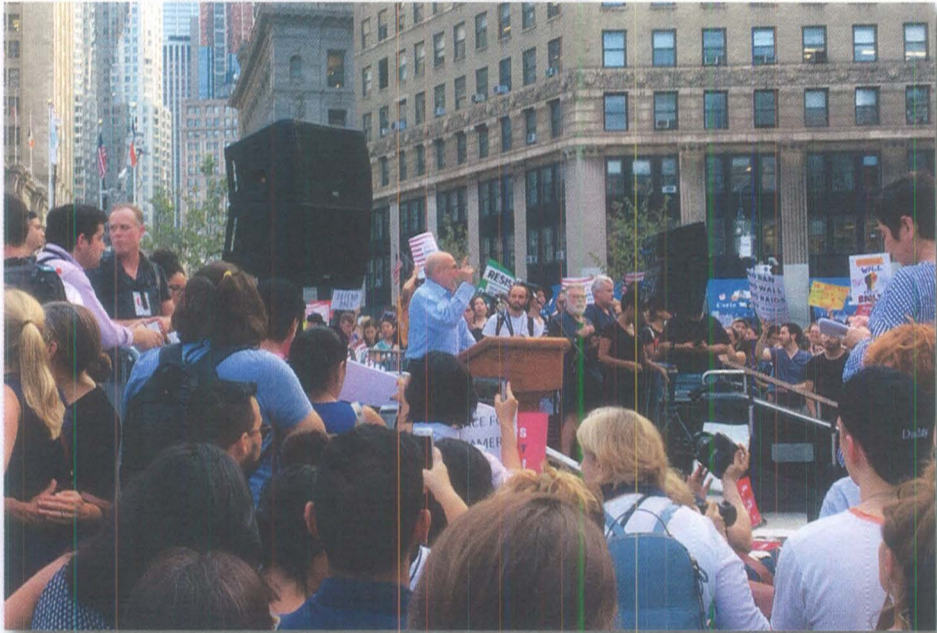


**FRESENIUS  
MEDICAL CARE**



# RWDSU A VOICE FOR WORKING PEOPLE

## RWDSU Stands With Immigrants



RWDSU President Stuart Appelbaum speaks in support of DACA at a rally.

In September, RWDSU members stood with their immigrant brothers and sisters to oppose the Trump Administration's decision to end DACA, the program which has helped hundreds of thousands of young people work, pay taxes, and contribute to the fabric of our communities. At rallies in New York, RWDSU members joined thousands of other activists to support the DREAMers and DACA, which has protected over 800,000 undocumented immigrants from deportation after submitting biometric data to the government, passing a background check and maintaining a clean record.

At several rallies, RWDSU members joined thousands of activists to march and voice support for immigrant workers, many of whom are members of the RWDSU and other unions.

"My union, the RWDSU, stands with immigrants and recognizes their contribution to our society," said RWDSU President Stuart Appelbaum.

"Ending DACA and deporting children stands in direct opposition to our values as Americans. We are a nation of immigrants – of people who struggled to come to a land that was founded on freedom. And the American people know immigrants are the foundation of our communities," Appelbaum added. ■

## RWDSU Hosts Emotional Reunions

The RWDSU helped bring together Mexican immigrants and their parents and grandparents, hosting a reunion in New York City. Many had not seen each other in decades. The RWDSU was proud to host Chinelos de Morelos USA Inc., a nonprofit organization that provides travel for parents and grandparents in the Mexican state of Morelos so that they can see their grown children and grandchildren. The organization works with Morelos to make the reunions happen. The partnership between Chinelos de Morelos and the RWDSU resulted from the union's relationship with the Mexican Consulate. The RWDSU has worked with the Consulate on immigrants' rights workshops, offering help to hundreds of RWDSU members.

For this program, transportation expenses are covered by the municipal and state government of Morelos and by Chinelos de Morelos USA Inc. In addition, assistance was provided to travelers

through their visa application processing at the U.S. embassy in Mexico.

The RWDSU hopes to expand the partnership to help reunite even more families of immigrant members across the union. ■

workers are forced to take the blame for cable speeds that often fall so short of advertised performance that New York Attorney General Eric Schneiderman has filed a lawsuit accusing the company of defrauding consumers.

When a multibillion-dollar corporation attacks middle-class workers' benefits and retirements, it threatens the health of entire communities. And when a cable company replaces trusted, skilled technicians who enter consumers' homes every day with unknown scabs from outside of the community with little experience, that's worrisome for our families.

The RWDSU is proud to support Spectrum workers. They need to win, to send a message working people cannot accept corporate attacks on our quality of life in the name of higher profits. ■

## RWDSU Solidarity with Spectrum Strikers



RWDSU members march with thousands across the Brooklyn Bridge in solidarity with Spectrum workers.

The strike by more than 1,800 members of the International Brotherhood of Electrical Workers (IBEW) against their employer, Charter-Spectrum Cable, isn't just important to the families of the cable workers who are fighting back against corporate greed. Their strike – which began in March – is important to all who believe in good jobs that build better lives and stronger families and communities.

In many ways, the action echoes the 2010 strike by hundreds of RWDSU Local 220 members at Mott's in Williamson, New York. In that case, as in this one, workers pushed back against a successful, profitable company that was attacking their workers and trying to destroy the benefits that members had earned for years. Their strike came to symbolize the struggle of workers to keep quality jobs in an era when corporations value

workers' contributions less and less. After a long four months, amid growing support in the community and high-profile coverage by the media, Mott's workers won their strike, negotiating a fair contract with good wage increases that protected benefits and gave them the security they had earned.

RWDSU members in New York see a similar struggle at Spectrum, and have stood with striking Spectrum workers at a number of rallies. Spectrum—whose CEO made almost \$100 million in 2016—is proposing drastic health care cuts for unionized workers and their families and wants to eliminate pensions and job security. The company also refuses to amend its discipline policy that punishes workers for making multiple visits to a household, when most technical problems are a result of aging equipment, not workers. Buildings aren't properly wired, equipment is old and outdated and



The RWDSU was proud to host a reunion of immigrant families.



## RWDSU WORKERS WINNING A UNION VOICE

# Guitar Center Workers Strike a Righteous Chord

It was a long struggle, but finally, over 100 Guitar Center workers at stores in four states have unanimously ratified their first contract. The three-year contract, which covers Guitar Center workers in stores in New York City, Chicago, Las Vegas, and Danvers, Massachusetts, includes guaranteed base wage increases over the three-year term, and access to union-provided health care insurance.

"We are excited to finally have an amazing union contract," said Allison Sorrell, a sales associate at the Chicago store. "This process has restored faith in our company. Without the hours of work our co-workers put into building this contract over the years this would not have been possible."

The successful organizing campaign at Guitar Center shows that all retail workers – even those at big-box chains – can win a union voice and contract.

"The contract that was ratified wrote the song book for workers in the retail music industry," said RWDSU President Stuart Appelbaum. "Workers from all four stores fought to ensure the voices of their over 100 co-workers were heard – and the company listened. I am extremely proud of the negotiations team involved in this first contract and the provisions they reached in union." ■



Guitar Center workers at four stores across the U.S. have won their first contract.



## New South Carolina Members Win First Contract



Autoneum workers joined the RWDSU Southeast Council last year, and have negotiated their first ever contract.



More than 150 Autoneum workers in Aiken, South Carolina, recently became RWDSU Southeast Council members. It's never easy organizing in the Right-To-Work South, but workers at Autoneum never gave up in their fight to win the dignity and respect of union membership. For years, they had suffered from issues at the workplace including lack of job security, inconsistent scheduling, and favoritism.

Now, that's going to change. In September, the Autoneum workers took another huge step toward making their jobs better by negotiating and ratifying their first ever union contract.

According to RWDSU Southeast Council President Edgar Fields, the employees reached out to the union because it represents the workers at the Autoneum plant in Ohio. He said

the workers wanted a voice and felt as though they had no input.

He said the company would change operating times and overtime, and the inconsistent scheduling made workers' lives hectic.

**"It is a good paying job, but they wanted a voice in hours and operation."**

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



# RWDSU POLITICAL ACTION

## NY Gov. Cuomo Announces New Employee Scheduling Regulations

In November, New York Governor Andrew Cuomo announced new employee scheduling regulations which deter employers from using on-call scheduling practices. The RWDSU has been a leading voice against on-call scheduling practices that allow employers to schedule or cancel workers' shifts just hours before or even after it starts.

On-call scheduling is devastating for retail workers. Workers need to put life on hold and be available for work – regardless of whether or not they will be called-in or paid. For part-time workers, the uncertainty of your schedule means they can't arrange for a needed second job. Working parents don't know if they'll need child care, and working students can't sign up for classes without knowing their availability.

The action by Governor Cuomo to restrict on-call scheduling across the state will create another layer of protections for workers and ensure that workers will gain more control over their own lives and their ability to earn a living. ■



Gov. Cuomo with RWDSU members the morning of the Labor Day Parade, when he announced hearings on new On-Call regulations.

## Georgia Members Getting Involved



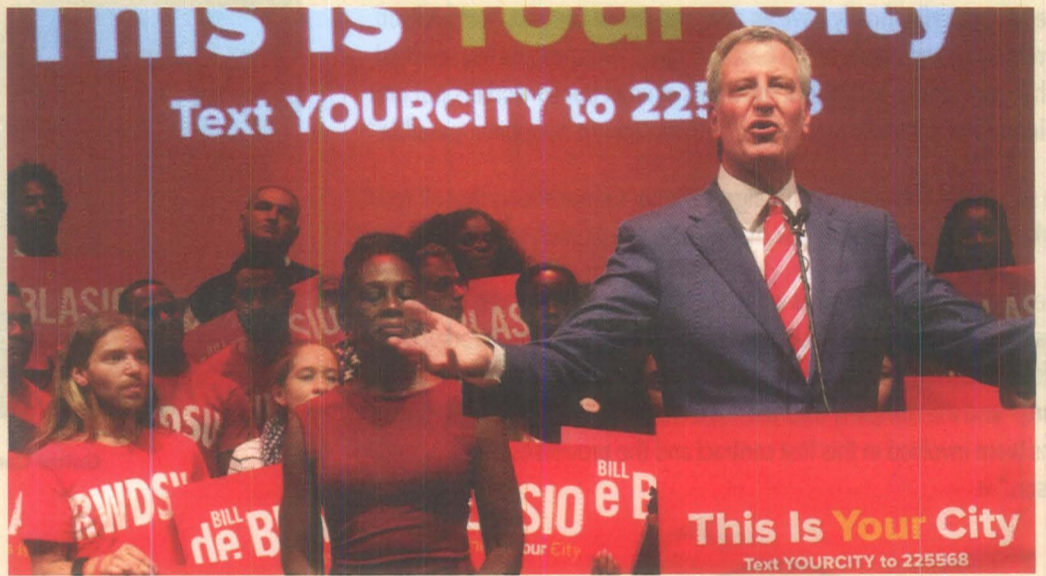
(l to r) RWDSU Southeast Council President Edgar Fields, Stacey Abrams, SEC Sec.-Treas. Greg Scandrett and SEC Executive Vice President Sandra Williams.

The RWDSU Southeast Council has announced its support for Stacey Abrams in her bid to be the next Governor of Georgia. The 10,000 RWDSU members who make up the Southeast Council will work to elect Abrams as part of their renewed political action in the Southeast Council region.

"Stacey Abrams has a real plan to ensure Georgians don't just survive but thrive across our state," said Edgar Fields, President of the Southeast Council "Any candidate who believes equality will build prosperity is a candidate who we know will fight for working people in Georgia. Stacey has our full support in her bid to be the next Governor – she embodies the leading voice we need at this critical juncture in our state's history – and the RWDSU will work tirelessly to support her candidacy."

The Southeast Council was also heavily involved in numerous successful Atlanta City Council races in the November elections. ■

## RWDSU Members Work to Support Winning NY Candidates

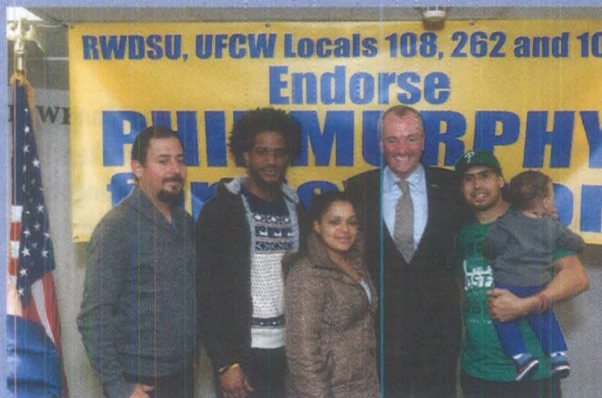


RWDSU members rallied behind Mayor Bill de Blasio

RWDSU members in New York City worked tirelessly in support of numerous successful campaigns in New York City, helping to re-elect Mayor Bill de Blasio, District Attorney Eric Gonzalez, and winners in key NYC City Council races and local elections on Long Island. RWDSU members door

knocked, phone banked and distributed literature for the union's endorsed candidates over the summer, on Primary Day, and Election Day on November 8 to ensure candidates who would advocate for union values through their offices won. The RWDSU was the first union to endorse de Blasio for re-election. ■

## NJ Winners Had RWDSU in Their Corners



RWDSU members stood behind Gov.-Elect Phil Murphy in New Jersey.

On November 8, RWDSU Local 108 and 262 members in New Jersey were proud to see the election of Phil Murphy for Governor and Sheila Oliver for Lieutenant Governor. RWDSU members had gone door-to-door to tell New Jersey voters about the candidates' pro-worker values, as well as staffing phone banks and helping to mail literature during the campaigns.

Both candidates have pledged to create new good paying jobs with strong labor standards, to establish a child care tax credit and close tax loopholes for the rich, and to raise the minimum wage to \$15. And, both are opposed to a any effort to turn New Jersey into an anti-union right-to-work state. ■



## RWDSU AROUND OUR UNION

# Saks 5th Avenue Flagship Workers Ratify Contract with National Impact

In September, members of RWDSU Local 1102 at Saks 5th Avenue's iconic flagship store in Manhattan ratified a contract with national implications. The hard-fought contract, which was settled shortly before the deadline, repelled the company's outrageous demands to eliminate employee commissions when a customer paid with an "earned gift card" or "Saks First" loyalty points – a change which would have slashed employee pay by up to 10 percent. The negotiations represent not only a win for the approximately 100 Local 1102 members in Saks' women's shoe department, but also for hard-working Saks employees in stores across the country, as the company has indicated that, because of Local 1102's arguments against these arbitrary pay decreases, it will halt a previously-planned nationwide implementation.

Under the new agreement, the company will retain the present commission structure by preserving the union employees' 10 percent commission on sales of women's shoes. Further, the union negotiated the right to have employees' sales goals adjusted to account for their use of vacation and other paid time off. Finally, Local 1102 negotiated a contract ratification bonus for Saks' unionized workforce.

"I am taken aback by the company's response to our concerns about changes to the commission system and their interest in not just retaining the system in New York but for my friends and colleagues at other stores," said Gil McGarvey, sales representative and Local 1102 Shop Steward and Executive Board Member. "In all my years at Saks never have I felt more heard by the company – and the union is the reason we were heard." ■



Members at Saks discuss their new contract before voting to ratify in September.

## Citizenship Clinic Success Stories in New England



Immigrant RWDSU members continue to participate in citizenship clinics throughout the country, and it's making a difference in their lives and helping them become U.S. Citizens. The clinics are free to members and their families and provide information and financial resources to immigrants and legal permanent residents.

At the New England Joint Board, many members have become citizens with the aid of these clinics. The latest include Luis Rivera, (right photo), a Coca-Cola Needham employee and member of Local 513, and Louise Deuso (left photo with Local 224 Pres. Scott Trudell), a Local 224 member employed at playing card manufacturer Caratumundi in East Longmeadow. Both employers are located in Massachusetts.

"We are proud of these members for becoming U.S. citizens, and proud of our union for helping assist these workers," said New England Joint Board President Tina Buonaugurio. ■

## Local 338 Honors Scholarship Winners

Local 338 is proud to congratulate the winners of its 2017 scholarships, 21 young men and women, who are either Local 338 members or the children of Local 338 members. They were recognized for their academic and extracurricular achievements.

Book Award Scholarship winners who have received \$500 towards the cost of their first semester's required readings: Susan Abramovich, Mohammed Al Muhaymin, Crystal Bernard, Kristi Cahill, Brittany DiGrigoli, Delia Morales, Ashley Seepaul, Kristina Shaw, Lisa Spinosa, and Gabriella Stramera.

Local 338 Scholarship winners who have received \$1,500 towards their first year of college: Alex Bisogno, Christina Bogue, Kelly Conigliaro, Robert Dickey, Paul Golombek, Kenneth Lund, Sean Montiel, Freddy Murgida, Ryan Obes and Jolie Sangiorgio.

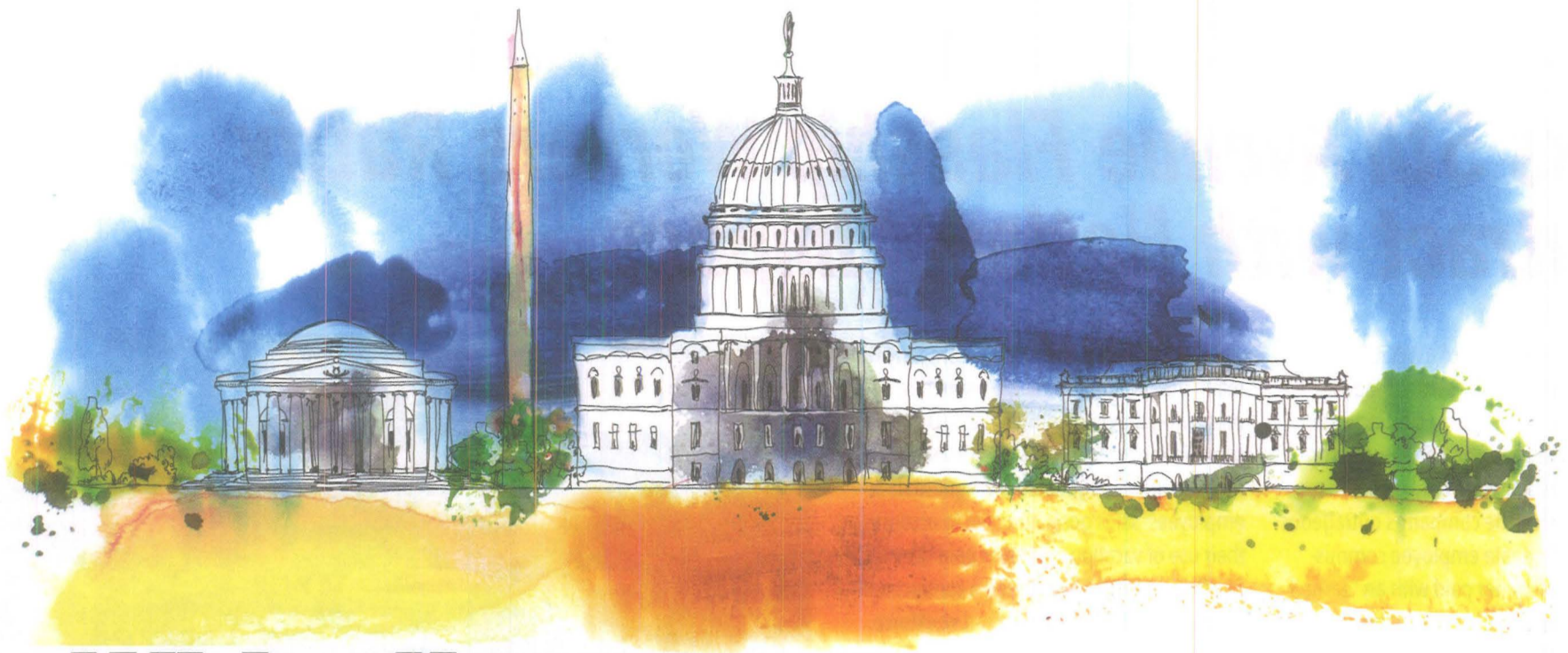
### Emanuel Laub Scholarship Award:

A special congratulation to Maciej Zielonka for winning the Emanuel Laub Scholarship Award, which is named in memory of the Local 338's late President. Maciej will receive a total of \$6,000 (\$1,500 each year for the next four years) towards his tuition at Yale University. ■



Congratulations to the 2017 winners of Local 338 scholarships.





# White House Policies are Hurting Workers

It's been over a year since the Presidential election, and the change in the direction of the country is starting to affect the lives of working families across the U.S. Some of these policies, decisions, and changes have had an immediate impact on workers, while some haven't been felt yet but have the potential to drastically alter our landscape.

As the RWDSU Convention approaches, and we take stock of where our union and working people have been, and where we are going, we need to examine how the decisions being made by our current U.S. leadership are affecting our direction as workers and worker advocates. And, regardless of who we voted for or support politically, we must continue to advocate for policies that help us, while defending against those that hurt us.

## Reversing Worker Protections



Recent years ushered in a number of important pro-worker decisions that raised standards and protected working families. Unfortunately, we are now seeing many of these decisions reversed, allowed to lapse, or neglected by the current administration, which is putting business interests over those of workers.

Republicans in Congress are also using legislative tactics to block a rule making it harder for companies that violate labor law to get federal contracts. Now, federal contractors can once again feel comfortable in violating wage and hour laws and other standards, knowing it won't hurt their chances of landing contracts. And, the administration has derailed expanded overtime protections for 4.2 million Americans, starting a process to reduce the number of workers covered and ensuring that millions of Americans will work overtime for less pay. Republicans have also rescinded a guidance that strengthened wage theft enforcement, and another protection that discouraged companies from hiring anti-worker "union busters" to destroy organizing drives.

## Endangering Worker Health and Safety



The new administration has failed to implement important health and safety protections for workers, including standards intended to limit workers' exposure to cancer-causing carcinogens beryllium and crystalline silica.

The administration has also delayed an OSHA rule protecting miners from the many potentially life-threatening hazards they face on the job, and a whistleblower rule that would protect workers who identify and report workplace illnesses and injuries. Environmental Protection Agency protections to keep workers safe from dangerous toxins, pesticides, and chemicals have been delayed. While these rules are officially delayed, workplace health and safety experts say this is potentially the first step toward abandoning these government health and safety protections altogether.

***The current administration has failed to implement important health and safety protections for workers, including standards intended to limit workers' exposure to carcinogens.***

## Looking Beyond the Rhetoric



Most of our elected officials tell us what we want to hear – that they will fight for working people and good jobs. As labor activists, we need to look beyond the stump speeches and advertisements and pay attention to the actions of the people who are

elected to represent us. We need a strong National Labor Relations Board to advocate for workers and promote a level playing field when dealing with employers, and a government dedicated to keeping workers safe, keep their wages from being stolen, and protecting union rights. So far, the actions of the new presidential administration and the majority Republican Congress have run counter to these important goals.

We need to continue to support candidates who support wage theft protection, a higher minimum wage, safe workplaces, and union rights. And we need to call out candidates who support right-to-work legislation that weakens workers' voices by attacking unions, and will gut standards that keep workers safe so big business can make even more money. Political action is an ongoing movement that doesn't end after a presidential election, and we need to stay involved. Our jobs, our families, and our lives depend upon it. ■



# Call to the RWDSU 23rd Quadrennial Convention

Hundreds of RWDSU delegates, alternates, and guests will join together on March 1-3, 2018, in Atlanta to take part in the RWDSU 23rd Quadrennial Convention. At the Convention, the RWDSU will look back on its recent accomplishments, and plan for our future as we work together to make better lives and better jobs for ourselves and our families.

**T**he RWDSU Convention is the most important decision-making authority for our union. It is the time when members gather to elect leadership and set a course for the union for the next four years.

Since we met four years ago, the U.S. President has changed and the world has changed dramatically, but our values have not. We continue standing for our values just as we always have. We were founded in 1937 because workers needed dignity and respect on the job and the best way to win a voice in the workplace was to stand together collectively. Now 80 years later, our values have not changed; and we continue standing with each other, our families and our communities to make our voices heard.

Over the past four years, we've seen huge retail, processing and distribution wins across our union. Zara and H&M were critical wins that brought together the power of workers in Spain and Sweden with workers in New York to win union voices for thousands of new members. Employees at luxury brands and in niche industries like Cole Haan, Book Culture and Babeland have won a union voice with contracts that provide unique protections that exponentially help workers. We've seen hundreds of Oak Health nursing home workers in Pennsylvania, Georgia, West Virginia, and New Jersey win an RWDSU voice and a contract that increased wages and benefits. And the list goes on and on.

Just this year, the RWDSU Southeast Council successfully won a union voice and contract for Autoneum auto parts workers in South Carolina – a "Right to Work" state, or as we call it, a "Right to Work for Less" state. Across the South where "Right to Work" is ubiquitous, we've seen extensive internal organizing campaigns

that have nearly doubled the membership of the Mid-South Council. As the retail industry shifts from front facing sales to warehouse fulfillment in the wake of the growth of e-commerce, we are organizing new distribution and fulfillment centers. We must organize our shifting sectors for our future.

Macy's and Bloomingdale's went to the bargaining table in the past two years and won historic provisions to protect workers from doing non-sales work and allow them to earn fair wages – an on-the-record acknowledgment by the company of the wage losses members were experiencing under the rise of online sales. We must fortify our contracts through collective bargaining to protect against the rise of online sales, automation and digitization that behemoths like Amazon are rapidly bringing into our workplaces, and increase worker protections in manufacturing, distribution and fulfillment centers, which are on the rise.

As part of a long-fought settlement agreement, Guitar Center workers in four stores across the country won the protection of their commission-based wages and a new health plan in their first contract. This was a huge win that will protect their wages over the next four years. In 2016, we negotiated a strong new contract for hundreds of workers at Post Cereals in Battle Creek, Michigan, and the contracts negotiated over the past four years for our members in the Northeast working for Coca-Cola and Pepsi have never been stronger.

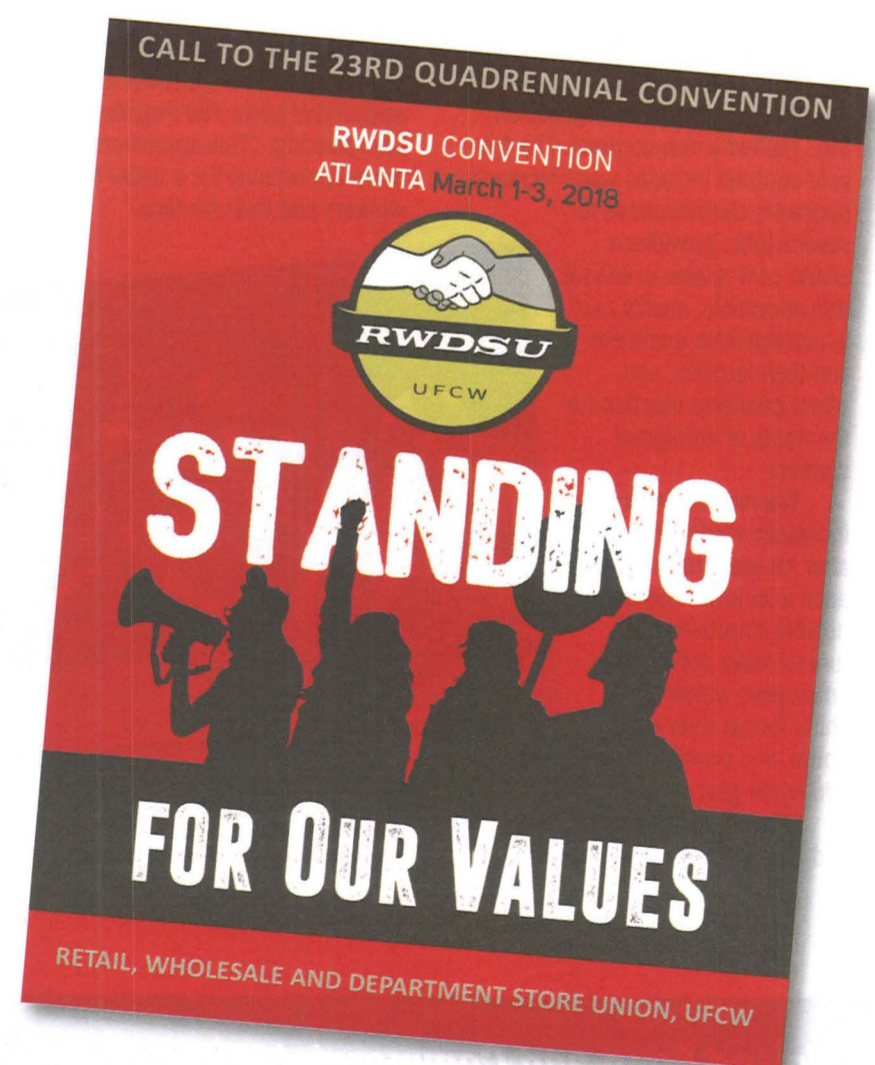
The 2016 election taught us that unless we work to elect strong voices to our local, state and federal governments, the laws that have for more than a century protected us will be demolished piece by piece. RWDSU members across the country have poured hours

into political campaigns at all levels of government and have made a difference for working people on scheduling and wage laws. Our political power gave us the opportunity to organize medical marijuana facilities and dispensaries in New York, and now these members have a strong union voice and contract.

We are a nation of immigrants and our union welcomes immigrants – people who struggled to come to a land that was founded on freedom. It is our responsibility to protect our members' rights regardless of their documentation, and we continue standing with them just as we always have. Over the past four years, we have increased our relation-

ships with foreign consulates and embassies to help our foreign-born members, developed workshops and materials to help both our documented and undocumented immigrant members, and have helped many of our members become citizens.

On March 1st through 3rd, 2018, we will come together at our 23rd Quadrennial Convention to show the world what a true 21st century labor movement looks like – a movement which will protect our values, our jobs, our communities, our futures and our rights. Together, just like generations of RWDSU members who came before us, we will stand for our values. ■





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



**Local 400 members persevered and won a strong contract.**

## Gains Won for 2,500 at Shoppers

**A**fter weeks of negotiations, UFCW Local 400 members who work at Shoppers Food & Pharmacy stores in Maryland and Virginia unanimously ratified a new contract. The three-year contract covers 2,500 workers.

The new contract increases starting pay, greatly improves wage scales, and provides for the same health insurance coverage and

pension benefits without any additional employee contributions. The contract

keeps successorship language, so members will remain employed and covered by their contract if Shoppers or any individual stores are sold. The contract also keeps seniority policies consistent with past practice, contrary to the company's original demands.

"The bargaining started on June 13th and ended August 24th, and there were a lot of blood and guts out there," said Mike Rickord, a shop steward who works at Shoppers

#2674 in Dumfries, Va., and served on the Contract Action Team. "We heard time and again the wishes of the members to keep everything we have, and we kept each and every one of our benefits, while increasing others. I can testify that this is an excellent contract for the next three years."

"This is an excellent agreement," said Debra Coleman, a Contract Action Team member and shop steward at Shoppers #2632 in Forestville, Md. "We worked hard from sunup to sundown, went to sleep and got up early to do it again. We are the union. Member participation was the key to everything."

## New Contract at Tyson Protects Workers

**O**n June 22, 1,800 members of UFCW Local 700 who work at Tyson Foods in Logansport, Ind., ratified a new contract. The five-year contract includes wage increases, upgrades classifications for several jobs, provides a health care review to ensure that affordable, quality care is protected for members and their families, and offers greater protection for the rights of immigrant workers.

The new contract also increases vacation leave after 10 years of service, adds a summer floating holiday, improves the funeral leave policy for employees working shifts longer than eight hours, and provides workers with additional gear.

"Members at Tyson stuck together and won a contract that includes

significant raises, increases the amount of paid time off, and improves job protection," said UFCW Local 700 President Joe Chorprenning. "This agreement provides more opportunity for a better life for Tyson workers and their families."



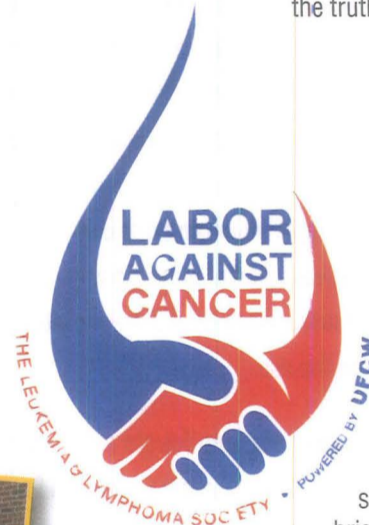
**The new contract at Tyson contains numerous improvements and protections.**

## Pitman Manor Workers Join Local 152 in New Jersey

**O**n August 18, 127 workers at United Methodist Homes of Pitman Manor in Pitman, N.J., voted to join UFCW Local 152 by an overwhelming margin. Pitman Manor is an assisted living community, and the new members are employed as licensed practical nurses, certified medical assistants, certified nursing assistants, as well as dietary, housekeeping maintenance, and clerical workers.

The workers joined UFCW Local 152 because they were concerned about health benefits and wages. They also wanted a voice in the workplace.

"I was really impressed with our committee," said UFCW Local 152 Director of Organizing Chad Brooks. "They did a great job taking on management during anti-union meetings, and making sure workers knew the truth."



## UFCW Launches Labor Against Cancer Initiative

**T**he UFCW, in partnership with the Leukemia & Lymphoma Society (LLS), has launched a new "Labor Against Cancer" initiative in the battle to end blood cancers.

This new initiative builds on our 30-year partnership with LLS to fund and support some of the world's best and brightest blood cancer researchers to cure leukemia, lymphoma, Hodgkin's disease and myeloma, and improve the quality of life for patients and their families. Our decades-long partnership with LLS has raised \$83 million so far to help fund research that has advanced treatments such as chemotherapy, stem cell transplantation, and smart drugs, which have become the standard for many other cancers.

Everyone knows someone who has dealt with this disease or heard the words "you have cancer," themselves. Together, we can show our brothers and sisters who are struggling with blood cancers that they are not alone and can have hope for the future. Visit the Labor Against Cancer website to donate to this worthy cause.

<http://www.lls.org/labor-against-cancer>

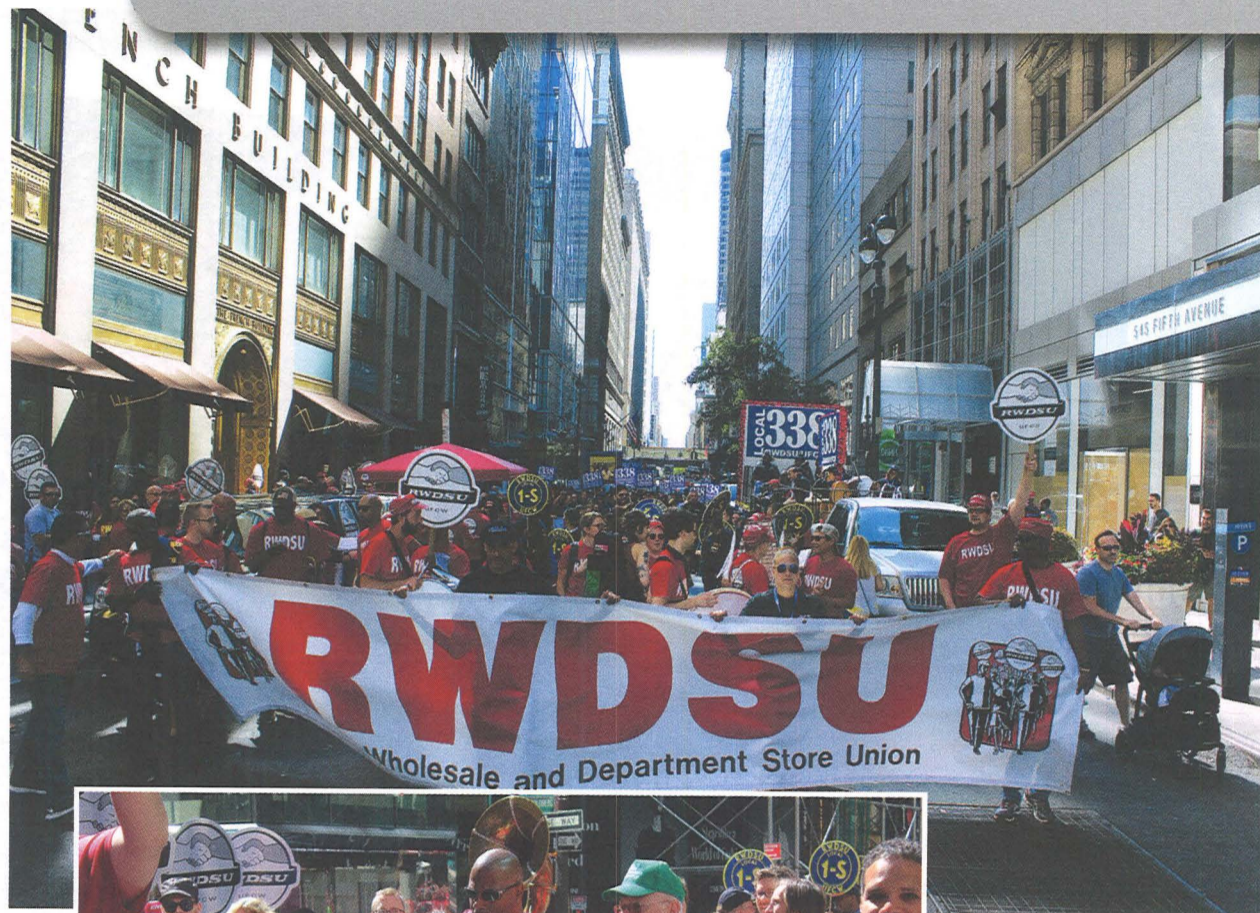


# RWDSU AROUND OUR UNION

## RWDSU Shows Union Strength at Labor Day Parade

Hundreds of RWDSU members marched up New York City's Fifth Avenue at the annual Labor Day Parade in September on a beautiful end-of-summer day. Members came from New York City area locals, accompanied by a marching band in RWDSU t-shirts.

The RWDSU was joined by tens of thousands of workers marching together in an amazing show of solidarity. Dozens of floats, classic cars, different kinds of trucks, cranes of all sizes, backhoes and other equipment, hundreds of motorcycles, even a horse drawn carriage joined workers in this march. It was a show of solidarity and the diversity of the labor movement. ■



The RWDSU banner announced the arrival of our union on the parade route.



RWDSU union pride was on display on Fifth Avenue.

## Officer Elections at Local 184-L

Officers of the Local 184-L Executive Board have been elected to new two-year terms. Local 184-L members in Kansas City, Kansas, produce Cheez-It brand snacks.

The 2017 Local 184-L Executive Board consists of: President Robert Breckenridge, VP- Secretary/Treasurer Dustin Knight, Recorder Tonya White, Bookkeeper Ginger Rush, 1st Shift Chief Steward Derrald "Pete" Levels, 2nd Shift Chief Steward Richard Conally, 3rd Shift Chief Steward, Larry Clopton Jr., Committeemen Matt Ford and Rose Heisler, Trustees David Cervantes, Myrick Charles Sr. and Derek VanHooser, and Sergeant at Arms Terrance Abercrombie Sr. ■

**Local 374 member Diana Hunter**

I like what I do and have fun doing it. People recognize me from my commercials and the thing I say like, "Gotta feed America!" and "Don't eat me now!" But I'm just a regular worker who is passionate about what I do. I go in every day and make Honey Bunches of Oats. Honey Bunches of Oats has a types of flakes. You have the toasties - those delicious golden brown flakes. And, O.N.F. grape nut flakes. They're lighter, more delicate, crispy flake. There's also the granola bunches granola with our blended for a nice crunch. Then you have your spark flakes - the sweet flakes. That's where I come from. You could say I put the sweet in Honey Bunches of Oats.

**DEDICATE to SWEET**

## Honey Bunches of Oats TV Star Hunter Retires

Do you recognize RWDSU Local 374 member Diana Hunter? You might - she's the star of popular TV commercials for Honey Bunches of Oats cereal that have aired for several years. Hunter, who has worked at Post Cereal in Battle Creek, Michigan, for 40 years, is retiring.

Hunter's charm and unbridled enthusiasm for Post cereals and her job won over fans and made her both a local and internet celebrity. In one of her commercials, Hunter famously called the main ingredient of Post cereals "sparkle flakes."

Here's to many more years of sparkle and an enjoyable retirement! ■



# RWDSU CONTRACT NEWS

**NYCOA  
Local 60**  
*New Hampshire*



Workers won numerous increases at NYCOA with their new contract.

**Dean Foods  
Local 379**  
*Ohio*

Over 80 workers represented by Local 379 at Dean Foods in Marietta, Ohio, ratified a new contract. The contract, covering both food production workers and lab workers at the plant, provides wage increases, protects health care benefits, and maintains RWDSU pension benefits. ■

The 42 RWDSU members at NYCOA produce plastic resin pellets for use in the plastics industry, including the coating used for coaxial cable. And now, they'll see up to 15 percent in wage increases over the life of their new three-year contract. The contract also increases the night-time work differential, increases the boot allowance, and higher "on call" premiums. Workers will also be eligible for quarterly bonuses based on company performance. ■

**Bunny Bread  
Local 835**  
*Illinois*



A new three-year contract for Local 835 members at Bunny Bread increases wages for Shipping Clerks and Drivers by two percent annually and maintains their health insurance. With the employee contribution remaining the same for the life of the agreement, the company will be absorbing a five percent increase in year three. The contract also protects workers' pensions, and adds a fifth week of vacation after 20 years of service. Holiday pay will also be increased for drivers.

The workers are employed at Bunny Bread in Edwardsville, Illinois. The Bargaining Committee consisted of Chief Steward Michael David Fricker and Indiana Joint Board President Dave Altman. ■

**Prairie Farms Dairy  
Local 810**  
*Indiana*

RWDSU Local 810 members who work at Prairie Farms Dairy in Fort Wayne, Indiana and Mishawaka, Indiana, voted in September to ratify a five-year agreement. The new contract brings a \$2.50 hourly wage increase, and maintains the employees' health insurance coverage and pension for the next five years. The contract also increases the weekly tool allowance for fleet mechanics and maintenance employees, the hourly shift premium for 2nd and 3rd shift employees, and the weekly short-term disability benefit. The pact also limits the company's use of part-time employees, and gives employees more flexibility on how they can use their personal days. Also, Local 810 will now be included in the process when contracts between Prairie Farms Dairy and their Independent Haulers come up for renewal to determine the most efficient method of operation.

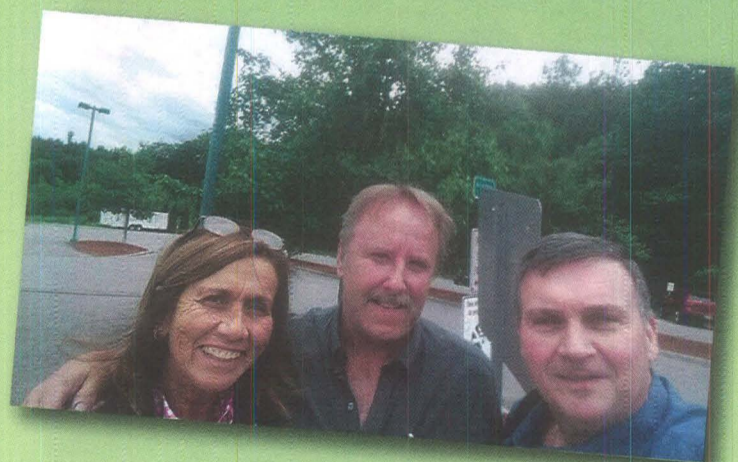
The union's bargaining committee consisted of Local 810 President Tim Brunson, Secretary Treasurer Rex Moore, and Recorder Matt Maple. They were assisted by Indiana Joint Board President Dave Altman.

There are 105 RWDSU Local 810 Members who work at these two Prairie Farms Dairy locations. ■

**Ashburnham School District  
Local 60**  
*Massachusetts*

At Ashburnham School District, school custodians who are New England Joint Board members won a new contract securing their health care benefits over the course of the three-year pact, and bringing annual raises and increases in insurance reimbursements up to \$1,000 for MRI, CAT, and PET. ■

(l to r) NEJB President Tina Buonaugurio, Ashburnham Chief Shop Steward Steve Contois, and NEJB Sec.-Treas. Philip D'Arcangelo.





# RWDSU CONTRACT NEWS



Big wage increases highlight the new contract for Union City crossing guards.

## Union City Crossing Guards Local 108 New Jersey

Crossing Guards in Union City, New Jersey, have won a new contract that respects the job the Local 108 members do and their responsibility in getting the community's kids where they are going safely. The new three-year contract increases wages 6 percent in the first year of the agreement – raising their hourly wage to over \$16 an hour with – a 3 percent increase in the second and third years of the agreement. The crossing guards will now receive the standard 10 city holidays. The new contract also calls for the necessary uniforms to deal with the year-round weather.

"This contract is an important step in recognizing the job these workers do, in all sorts of extreme weather. Local 108 will continue to fight to make sure municipalities recognize the value and importance of crossing guards as we organize and negotiate strong contracts throughout the Garden State," said Local 108 President Charles N. Hall, Jr. ■

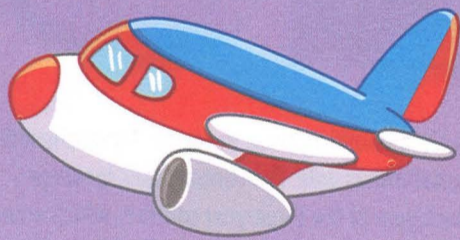
## Sodexo Local 875 Massachusetts

Workers at Sodexo, a maintenance company with a contract at Attleboro High School in Massachusetts, have ratified a new three-year contract with big gains. The Local 875 members will see big pay increases of 15-22 percent over the course of the agreement. Workers will also receive an extra half day of paid time off for Christmas Eve, an allowance for safety shoes and uniforms, and a fourth week of vacation earned in less time. An important win was moving workers into the RWDSU health plan, which New England Joint Board President Tina Buonaugurio says saves workers significantly, giving them even more of a raise.

"Sodexo is well known for their anti-union tactics, but workers stood together and won big," Buonaugurio added. ■



Sodexo workers celebrate the ratification of their new contract.



## Flying Foods Local 1102 New York

Local 1102 members at Flying Food JFK have secured a contract for the next three years. The agreement guarantees yearly wage increases, expanded vacation time, and escalated new hire rates for the 500 workers at the international airport. The negotiating committee was excited to achieve stability and security in their workplace into the future through their new collective bargaining agreement.

Flying Foods caters airlines, delivering food to aircraft in between flights. ■



The Flying Foods negotiating committee secured a strong contract with benefits rare in the airline catering industry.



# RWDSU CONTRACT NEWS



(l to r) LIU Post employee Dave Godfrey, Local 1102 Rep. Ben Dorman, Local 1102 President Alvin Ramnarain, LIU Post employees Lois Grey, Local 1102 Rep. David Brijlall, and LIU Post employees Angelo Tamburo, Louis Pisano, and Pat Kelly celebrate the new LIU Post contract.

## LIU Post Local 1102 New York

Long Island University Post's custodial and mechanical unit workers, members of Local 1102, have ratified a new four-year contract. The contract provides members with annual wage increases, affordable health insurance options, and employer sponsored retirement accounts.

"The membership at LIU-Post plays a prominent role in the college community and helps make the campus a home for students. Thanks to their unity and the dedication of the negotiating committee Local 1102 members have secured a well deserved contract," said Local 1102 President Alvin Ramnarain. ■

## Pepsi Canton Local 513 Massachusetts

A 12-18 percent pay increase, ability to cash in unused vacation time, and a \$500 ratification bonus highlight the new three-year agreement ratified by Local 513 members at Pepsi in Canton, Massachusetts. The new contract also gives members the opportunity for Commercial Driver License training, and improves the vacation usage policy in the event of inclement weather and the relief driver policy. ■



Pepsi workers ratified a new contract with numerous improvements.

## Hartford Bakery Local 835 Kentucky

In August, the Route Sales Drivers who work for Hartford Bakery, Inc. in Louisville, Kentucky, voted unanimously to approve a new three-year pact. Local 835 members won wage increases of 2 percent annually, and increases in the Extra Sales Representatives guaranteed earnings by \$55 per week. The contract also increases the daily pay for the loading of trucks, and contains new language that will now provide drivers with pay if they have to switch their load to another truck due to a breakdown, with additional pay for breakdowns exceeding 90 minutes.

The new agreement also increases holiday pay and adds a fifth week of vacation for employees with 20 years of service. Most importantly, the contract maintains health insurance coverage at no increase in cost, with the company paying a five percent increase in premiums. Workers' pension plan is also protected.

Hartford Bakery, Inc. is a Division of Lewis Brothers Bakeries, Inc.

The new contract was negotiated by Indiana Joint Board President Dave Altman. ■



Coca-Cola workers voted unanimously to ratify their strong new contract.

## Coca-Cola Local 513 Massachusetts

Local 513 members at Coca-Cola's bottling plant in Lowell, Massachusetts, ratified a new contract with a unanimous vote. The contract calls for wage increases of 2.75 percent each year of the three-year contract, which amounts to increases of 68 cents to 88 cents per year. Members will also receive an additional 25 cents raise for CDL delivery drivers in the first year, an improved health insurance plan, an increase in the pension and an early retirement incentive for members who have reached age 60 and have at least 30 years with the company. In addition, new hires will now receive vacation time after six months of employment.

New England Joint Board President Tina Buonaugurio led the negotiating team of Gary Miner, Mike Savard and Stephen Cenik. Along with winning improvements, the negotiating committee successfully defended the contract from attempts by the company to reduce the number of employees allowed on vacation at a time and eliminate double-time days. ■





# Go union and save with AT&T wireless

## For Union Members

AT&T is the only nationwide unionized wireless provider with nearly 150,000 organized workers.

Because you are a union member, you could save 15% on the monthly service charge of qualified AT&T wireless plans<sup>1</sup>. Union members can also enjoy a 20% discount on select accessories purchased from AT&T<sup>2</sup>.

If you already have AT&T service, be sure you're saving all you can with AT&T discounts through Union Plus. If you're using a non-union company, switch now to AT&T.



<sup>1</sup> Requires valid proof of membership with AFL-CIO member union. Individuals member must be account holder. Additional restrictions apply.

<sup>2</sup> Requires activation of new line of service. Qualified wireless service required.

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<sup>1</sup> Available only to current members of qualified AFL-CIO member unions. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice & data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the monthly plan charge of plans with more than 300MB, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Discount applied after application of any available credit & may not be combined with other service discounts. Additional restrictions apply. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

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





## Work Shouldn't Hurt: Line Speeds and Poultry



**T**he nation's poultry workers must process chickens at a lightning-fast pace of 140 birds per minute, which can lead to crippling repetitive stress injuries like Carpal Tunnel Syndrome as workers cut, slice, and hang chickens all day long. Now, industry lobbyists are trying to enact regulations that could dangerously increase line speeds. On September 1st, 2017 the National Chicken Council submitted a petition to the USDA to raise that number of birds processed per minute to 175. If the proposed increase is adopted, it would make work even more difficult and dangerous for poultry workers, making a bad situation worse.

A National Institute for Occupational Safety and Health study of poultry workers found 34 percent had Carpal Tunnel Syndrome (CTS) and 76 percent had nerve damage in their hands and wrists. The agency director stated that the high injury rates were directly related to the rapid, repetitive work.

### A Dangerous Living

Besides chronic musculoskeletal disorders, workers in the poultry industry face chemical burns and respiratory problems, and cuts and gashes from knives and cutting equipment. Wet floors pose a constant risk for slips and falls. Sickneses and injuries are a way of life for poultry workers. OSHA reported that in 2010 the injury rate for U.S. poultry workers was 50 percent higher than the average for all U.S. workers.

The official injury rates for poultry workers significantly understate the real number of injuries. Poultry workers are consistently hindered in exercising their right to report

injuries because they lack protection against retaliation. Companies resist recording injuries. In one case a worker went to the nursing station 94 times reporting injury symptoms before the company referred her

for medical evaluation. And for poultry workers without a union, there are no protections from retaliation by bosses for reporting injuries or unsafe work conditions.

### Proposal Would Put Workers in More Jeopardy

Poultry companies' drive for ever increasing profits can't be at the expense of more debilitating injuries for workers. Non-profit worker advocates, worker centers and unions have joined together to fight the proposed speed up. The coalition has met with USDA officials to explain their opposition to the prospect of forcing poultry workers to process 35 more birds per minute. RWDSU member Shelia Harvel, a poultry worker at a Wayne Farms LLC facility in Decatur, Alabama, shared her experience of developing musculo-skeletal disorders (MSD), which are injuries that partly or completely debilitate the movement of parts of the body due to the fast pace of the lines. Harvel has been working in the poultry industry for 30 years and has endured surgeries on both hands.

Industry leaders claim that they will lessen the stress by adding more workers to the line, but Harvel explained how her work space is already at maximum capacity.

"There's just not enough room and the increase would just cause more problems," she said.

With limited room for workers and increased line speeds, the end result is simple: workers will be forced to work even faster, make even more repetitive motions, and put themselves at even more risk for debilitating injury.

**Poultry workers already face up to 140 chickens per minute on the production line. Now, the industry wants to make lines even faster.**

### Make Your Voice Heard

The government website, [www.regulations.gov](http://www.regulations.gov), has opened a commenting page for the request. Located at <https://www.regulations.gov/document?D=FSIS-2017-0045-0001> and titled "NCC Petition Line Speeds," the forum is open for the public to give their opinion. Over 15,000 people have commented on the petition. It will stay open until December 13, and the RWDSU is encouraging workers, whether in the poultry industry or not, to express their concerns on how the increase will negatively affect the livelihood of workers and their communities. ■

### More Information

For more information about health and safety issues affecting poultry workers or other health and safety concerns, contact the RWDSU Health and Safety Department at (212) 684-5300. ■