

RWDSU

UFCW

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R E C O R D

Vol. 62, No. 1

GUITAR CENTER: UNION MESSAGE STRIKES A CHORD AT MUSIC SUPERSTORES

*Guitar Center employees in Chicago (below),
Las Vegas, and New York have joined the RWDSU.*
pages 8-9



**Call to the RWDSU Convention:
page 6**

**Solidarity Moves Us Forward:
page 7**

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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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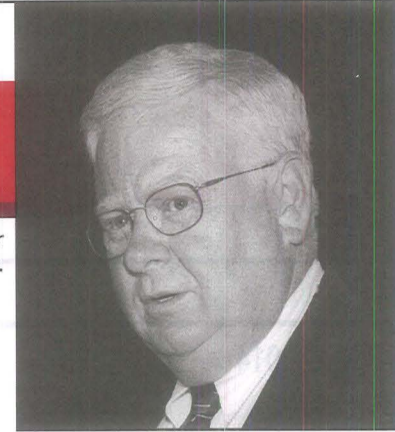
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President
Stuart Appelbaum



Secretary-Treasurer
Jack Wurm Jr.

**MESSAGE FROM
YOUR OFFICERS**

Raising the Minimum Wage Isn't Enough

In March, President Obama made a surprise visit to The Gap on 42nd St. in New York City, buying clothes for his family and praising the retailer's decision to raise their base wage for employees. After shopping and speaking with

has become the new norm, but people still have full-time families and full-time responsibilities.

The bottom line is that even as wages go up, part-time workers cannot provide for their families without adequate, stable and predictable hours. If

we want to make sure that working families are able to support themselves, we need to support them in building a collective voice to address all of their concerns in the workplace, including the hours they work. Wage increases and other workplace improvements are never guaranteed without a contract. Collective bargaining is the only

vehicle for workers to democratically decide how to build family-sustaining jobs.

We've seen the difference that union contracts can make. Thousands of RWDSU members

The real problem is that the retail industry has shifted away from stable jobs towards part-time, on-call work.

Thousands of RWDSU members have negotiated contracts that protect workers' schedules.

employees, the President noted that too many Americans' wages have stagnated, and congratulated The Gap for "doing the right thing."

The RWDSU supports retailers when they raise wages for their employees, as well as the President's executive order increasing the minimum wage for federal contractors to \$10.10 an hour. We also applaud the efforts by activists and lawmakers across the U.S. to raise the minimum wage above the woefully meager \$7.25 federal hourly rate.

While these moves are positive actions, raising wages alone is not sufficient. The real problem is that the retail industry has shifted away from stable jobs towards part-time, on-call work that denies employees the opportunity to work the amount of hours that they need to earn enough to support themselves and their families.

When workers are under-scheduled and hours are subject to change on a moment's notice, they have no certainty as to how they'll survive. The problem isn't just low wages; it's also insufficient hours in the retail industry. Part-time work

employed at Macy's, Bloomingdales, and H&M stores have negotiated contracts that protect workers' schedules. Union contracts are the only way to guarantee workers receive livable hours and regular schedules that their families can rely on – and a union contract guarantees the gains they have made can't be taken away. Collective bargaining—and fairness for workers who seek it – has always been and will continue to be the single most important means for creating jobs that can build better lives and stronger communities. ■

RWDSU WORKERS WINNING A UNION VOICE

Workers Win RWDSU Voice at Unique Thrift

Workers like Antonio Trinidad had endured years of mistreatment and disrespect at Unique Thrift in the Bronx. That's why Trinidad and his co-workers at the for-profit thrift store have voted overwhelmingly to join the RWDSU.

Trinidad, 66, started doing maintenance at Unique more than four years ago, and works cleaning and hanging sheets and curtains. Like many of his co-workers, it wasn't just the low pay or lack of paid vacation or sick days that led them to seek out a union voice. Trinidad stressed that what he wants most is respect because, he said, supervisors call him and his co-workers, "stupid immigrants" and "illiterate immigrants."

"We need to see more dignity and respect at the job. We need a better process for raises that's more just and fair for all," he said. Many of Trinidad's co-workers say they are verbally abused by managers and that workplace injuries are common.

Unique Thrift is a for profit thrift store which contracts with the Lupus Foundation. The company solicits donations in the name of the Lupus Foundation, sells the clothes for profit and sends the charity a small contribution from sales.

The win for Unique Thrift workers in the Bronx shows that retail workers in the New York area are fighting back against poor working conditions, and making strides toward making retail jobs better. Across the region, retail workers are

demanding that they be treated fairly.

"Retail workers continue to struggle as low wages and deteriorating work conditions become more and more prevalent," said RWDSU President Stuart Appelbaum. "Unions give workers the power to stand up and fight back. We commend the Unique Thrift employees for their decision to vote yes." ■

"We need more dignity and respect at the job, and a better process for raises that's more just and fair for all."



Unique Thrift workers and their families celebrate joining the RWDSU at a park in the Bronx.

Local 1102 Welcomes 200 H&M Employees

After hearing first-hand about the difference RWDSU membership has made in the lives of H&M workers, over 200 employees at the retail chain's Times Square location in New York City chose to join RWDSU

Local 1102.

RWDSU members employed at other H&M discussed their experiences as union members with workers at the store, which opened late last year.

Alicia Williams-Timo, a visual mer-

"Since I've been a member of the union, I feel I can be myself and not worry about the small things."

chandiser told the Times Square workers: "The union helps keep my position secure and has helped with my development within H&M."

According to Luis Pujols, being a member of Local 1102 creates a sense of security that allows him to focus on his job.

"Since I've been a member of the union, I feel I can be myself and not worry about the small things. If I come into work and do my job, I have security. I also feel like I have a second family. I have a great relationship with the union team. My representative is always available for whatever we need. I know what Local 1102 has accomplished at H&M and how instrumental the union is in making H&M a great place to work," Pujols said.

Employees at the Times Square location will be covered by the current H&M union contract. The contract guarantees scheduling rights and participation in quarterly labor management meetings where concerns are expressed to corporate management through union representatives and shop stewards.

This is the 12th H&M store in New York City where workers have won RWDSU representation. There are now over 1,200 H&M workers who are RWDSU members. ■

Florida Nursing Home Workers Join RWDSU Mid-South Council

The RWDSU Mid-South Council continues to grow as healthcare workers at The Bridge at Bay St. Joe Nursing Home in Port Saint Joe, Florida have voted overwhelmingly to join the RWDSU. Workers in this facility now join the thousands of others who make up the RWDSU Mid-South Council.

Before becoming a part of the RWDSU, workers at The Bridge at Bay St. Joe Nursing Home had no control over their work lives. The company would change work rules such as the attendance policy and disciplinary policies on little or no notice, leaving workers frustrated and confused. Earlier this year, the workers approached the RWDSU about their working conditions and lack of say at work. The Bridge employees now look forward to creating a grievance policy and implementing other procedures that will protect them and provide equal opportunities for all workers.



New RWDSU members voted yes for a voice on the job.

"We are thrilled to welcome these workers to the RWDSU family," said Johnny Whitaker, President of the RWDSU Mid-South Council. "We take great pride in our work throughout many southern states and this is a big win for us all. Healthcare

workers are a vital part of the growing labor movement in the mid south region, and we look forward to working side by side to achieve a safer workplace and fair representation for all." ■

RWDSU POLITICAL & LEGISLATIVE UPDATE

New Jersey Workers Win Wage, Indexing Fight

Working people in New Jersey have struggled for far too long to survive on as little as \$7.25 an hour. Now, that will start to change thanks to voters overwhelmingly approving a measure to increase the state minimum wage to \$8.25. An important part of the voter-approved constitutional amendment includes indexing, which means increases in the minimum wage in the Garden State will be tied to inflation.

RWDSU Local 108 President Charles Hall, Jr., serves as Chair of Working Families United for New Jersey, a coalition of community and labor organizations determined to improving the lives of the state's workers. Under Hall's leadership, the

organization played a key role in promoting the minimum wage increase and combating the usual claims by big-business that increasing the minimum wage is bad for the economy.

"We got the word out through grassroots action – at community meetings, churches, and union halls. The message is that raising the minimum wage in New Jersey is good for working people and it's good for the economy. People listened and we won this amendment by an overwhelming margin," Hall said.

Working Families United for New Jersey also placed billboards and TV spots and distributed fliers and other material in support of the amendment. The organiza-



An RWDSU Local 108 member leaflets in downtown Newark to encourage voters to approve raising the state's minimum wage.

tion is moving on to promote the statewide earned sick leave campaign in the Garden State, and will stay involved in other issues important to working families. ■

RWDSU Members' Political Involvement Moves us Forward

RWDSU members came out in the months leading up to the November elections to help allies of working people win important races in Ohio, Iowa and Massachusetts.

In Iowa, one of our own – RWDSU Local 110 Office Manager Susie Weinacht – was elected to an at large seat on the Cedar Rapids City Council. She joins former Local 110 President Justin Shields as a member of the City Council.

"We always say that it's important to be involved in politics, and there's nothing like having union members in these positions. Members of the Cedar Rapids City Council are not only strongly pro-union but also very responsive to any issues that are faced specif-

ically by RWDSU members," said RWDSU Representative Roger Grobstick.

In Massachusetts, RWDSU members were heavily involved in the successful campaign of U.S. Senator Ed Markey, who had previously served for 36 years as a congressman. He won a special election that was held to fill the vacancy in the Senate created when John Kerry became U.S. Secretary of State.

"Ed understands the plight of workers in the state of Massachusetts and will continue to fight for working families. We need more elected officials, like Ed, who will stand with us to fight for working people," said Tina Buonaugurio, President of the RWDSU New England Joint Board.

Over his career, Markey has established a record of standing up for workers rights and fighting for affordable health care and increasing the minimum wage.

In Ohio, the RWDSU gave out work-site fliers, knocked on doors, and worked the phone banks to help Michael Collins win the Toledo mayoral race. Collins defeated incumbent mayor Michael Bell, whose anti-

worker agenda included pushing anti-union legislation like SB5, which would have taken bargaining rights away from union members. Bell was also a proponent of right-to-work

legislation. Collins is pro-union, having served as the president of the Toledo police union for 10 years before joining the city council. ■

NY Legislative Priorities Include UI Reform, Medical Marijuana, Protecting Wages

The RWDSU is involved in several important issues for working people in New York State for the upcoming legislative session.

Partial Unemployment insurance helps part-time workers make ends meet when they lose their jobs. But New York's partial unemployment is based upon days worked, not amount earned, which means that employees who work many part-time hours on only a few days a week are often denied the unemployment benefits they need while looking for more work.

"Workers in low-wage service sectors, like retail and fast food, where schedules are often short and unpredictable, can have an extremely difficult time meeting unemployment eligibility with New York's unusual rules. We've got to change the system to protect workers by basing it on money earned," said RWDSU Deputy Political Director Phil Jones.

In New York, **Medical Marijuana** as pain management for severely ill patients is gaining traction, and for RWDSU Local 338, ensuring fair treatment for workers in this burgeoning industry is a top priority.

Union representation can help provide a safe and reliable form of treatment for needy patients and good jobs for New Yorkers.

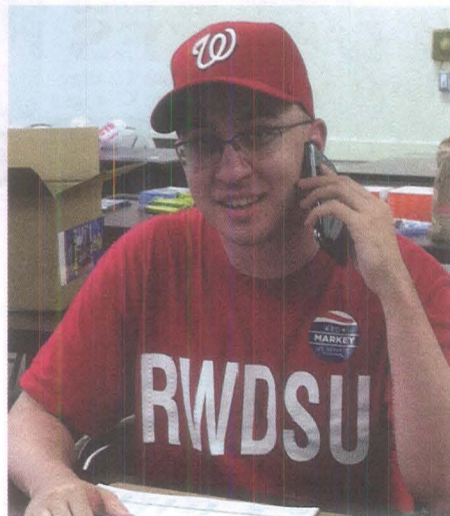
When the **Wage Theft Protection Act** went into effect in 2011, worker advocates hoped that it would provide protection for private sector low-wage workers, who are often victims of wage theft due to illegally low wages, unpaid hours, and other employer abuses. Unfortunately, the act has not made the dent in wage theft that supporters had hoped to see.

"There are not enough investigators, and not enough funding for enforcement, and employers continue to flout employment laws and put workers at risk of retaliation and continued pay below the minimum wage," Jones said.

The RWDSU and coalition partners are putting pressure on the State of New York to reaffirm its commitment to the WTPA. At a hearing in Albany in November, RWDSU President Stuart Appelbaum was among those testifying about the cost wage theft has on working people in New York, many of whom are struggling to survive in the face of employer abuses. ■



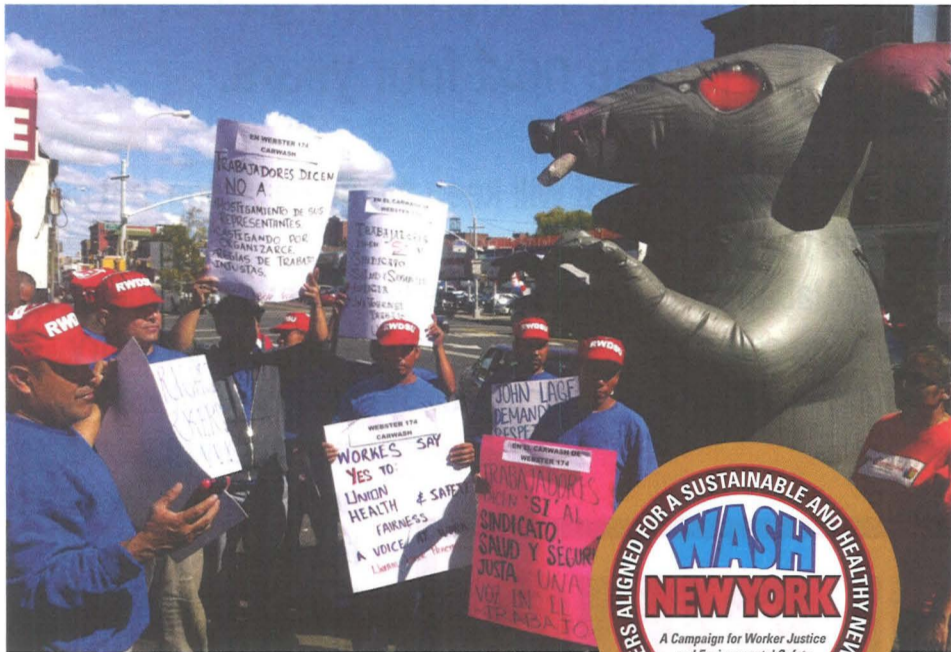
(l to r) New England Joint Board President Tina Buonaugurio, incoming Senator Ed Markey, and Local 513 Secretary-Treasurer Gary Miner during the campaign.



RWDSU Deputy Political Director Phillip Freedman makes calls to get out the pro-worker vote in October.

Breakthrough for NYC CAR WASH WORKERS

Contracts, Organizing Wins, and Big Settlement Highlights as Campaign Rolls On



In August, Webster and WCA car wash workers protested harassment by management and demanded a fair contract.



Hi-Tek workers made their car wash the first anywhere east of Los Angeles to be covered by a union contract.

ing employers from using workers' documentation status against them, and by allowing workers to take up to 28 days of unpaid leave so they can visit their origin countries.

For the carwashers, the new contracts represent the realization of a dream that began in 2012 when New York City car wash workers began organizing with the RWDSU.

"With the help and support of the RWDSU, we have achieved something historic. I have been working here for a long time, and it fills me with satisfaction to know that the workers who come after me will have a union contract guaranteeing them a better quality of life," said Colombian native Omar Gomez, an oil change worker at Hi-Tek Car Wash for 23 years.

\$3.9 Million Settlement Brings Justice for Workers

The scrutiny the RWDSU car wash campaign has brought to the largely unregulated and unpoliced industry resulted in justice for car wash workers in March. After an investigation, the New York State Attorney General's office announced that New York City car wash kingpin John Lage and two associates agreed to pay \$3.9 million in a settlement for numerous labor law violations, including underpayment of workers and failing to pay for required employees' compensation and unemployment insurance.

More than \$2.2 million of the settlement will be divided up among roughly 1,000 New York City car wash workers whose pay was stolen. Lage owns some of the car washes that the RWDSU has organized.

"It's a huge thing for me to know that justice is being done," said Ernesto Salazar, 39, who has worked for Lage since 2001 and says he started out making just \$3.50 an hour plus tips. "We've advanced in this industry, thank God." ■

The campaign to unionize and secure contracts in New York City for car wash workers – known as "carwashers" – has continued to achieve historic victories. Another car wash, WCA in the Bronx, has voted to join the RWDSU. And, workers at the newly organized car wash have celebrated winning their first union contract, joining workers at five other New York City car washes who have ratified collective bargaining agreements.

RWDSU members at Webster Car Wash, WCA/Rico Pobre Car Wash, and Sunny Day Car Wash in the Bronx, and Jomar Car Wash, Hi-Tek Car Wash & Lube, and Sutphin Car Wash in Queens have all ratified their first union contracts. These are the first union car wash contracts achieved by workers anywhere east of Los Angeles, and it is bringing them benefits and protections that have never before been seen in New York City's car wash industry.

Winning a Union Voice in the Bronx

This summer, workers at WCA Car Wash in Soundview in the Bronx voted unanimously to join the RWDSU, becoming the latest car wash workers to win a union voice. And they immediately put that voice into action.

In September, the WCA workers – along with workers at Webster car wash, another RWDSU-represented facility in the Bronx – walked off their jobs in a weekend job action to protest ongoing harassment and retaliation from managers. During the protests, workers and community allies handed out flyers urging motorists to take their business elsewhere until management at the facilities agreed to respect the workers' decision to join the RWDSU, and negotiate fair contracts with their workers. It



(l to r back row) New York Communities for Change organizer Chio Valerio, RWDSU attorneys Larry Cary and Liz Vladek and RWDSU Assistant to the President David Mertz look on as Sunny Day worker Juan Campis signs new RWDSU contract.

was with this support that WCA workers were able to negotiate and ratify their contract in October.

"I feel super happy and proud of winning our struggle. It took a lot of determination, but with the courage of all the workers, we succeeded. From now on, we have to serve as an example to other carwashers. We have to show them that we won a voice and a contract, and they can as well," said Omar Pineda, an employee at WCA.

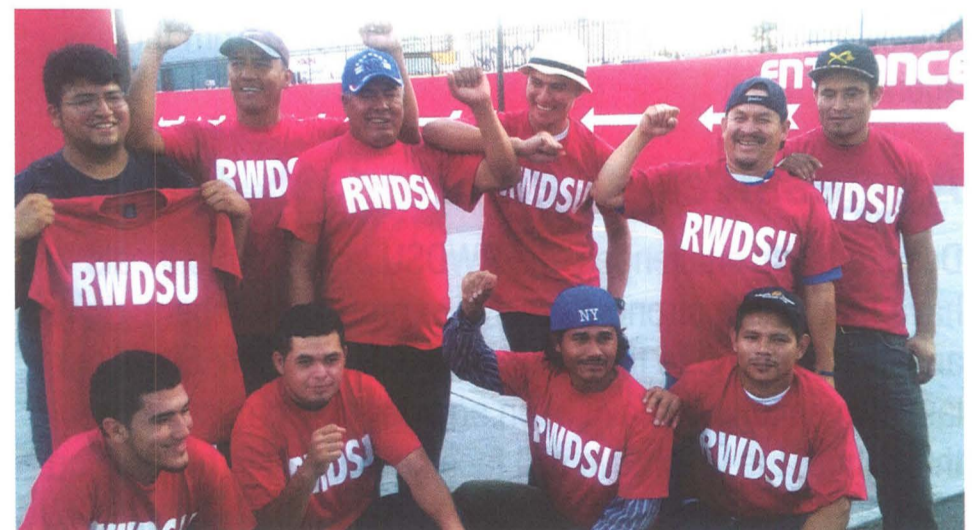
Contracts Reshape Car Wash Industry in NYC

The contracts ratified by all of the unionized car wash employees in New York City include an immediate wage increase and annual raises over the life of the contracts which will bring workers to a minimum of \$9.18 an hour. Workers will have a schedule posted each week, with hours and overtime distributed fairly and equally among the workers, and a shop steward will supervise the counting and distribution of tips.

The contracts also protect workers' access to overtime hours.

Workers will get five paid vacation days a year and two personal days, in addition to the right to take leave to attend a family member's funeral, their wedding, or the birth of their children.

The contract also serves the mostly immigrant car wash workforce by prevent-



In July, WCA workers celebrated winning their election to join the RWDSU.

22nd Quadrennial Convention — August 4-7, Orlando, Florida

The RWDSU convention is the most important decision-making authority for the union and its members. It is the time when members of the union gather to elect leadership and set a course for the union for the next four years.

This year's convention has taken on increased importance as we continue to struggle to keep the union strong during a very difficult time for working people. Although we are told the economy has begun to show signs of recovery, unemployment remains stubbornly high and wages have remained stagnant.

More workers are being forced to work part-time and contend with unpredictable schedules. Pensions and health benefits are being eroded. While the wealthiest few have prospered, working people have fallen behind.

Unions are Under Attack

Over the past four years, unions have come under coordinated attack in many of our states. What seemed unthinkable just a few years ago has come to pass with the enactment of Right-to-Work laws in Michigan and Indiana.

On the federal level, we finally have a fully functioning and supportive labor board. But members struggle with the fallout of the Affordable Care Act; immigration reform has stalled and labor law reform has disappeared from the agenda.

Aggressively Organizing

Despite those challenges, the RWDSU and RWDSU locals have mounted a strong offensive to protect members' rights and interests and to find ways to grow the union. Since our last convention, we have been aggressively organizing throughout the union. We still face challenges in building an

organizing structure that will keep the union strong, but our victories have been inspiring.

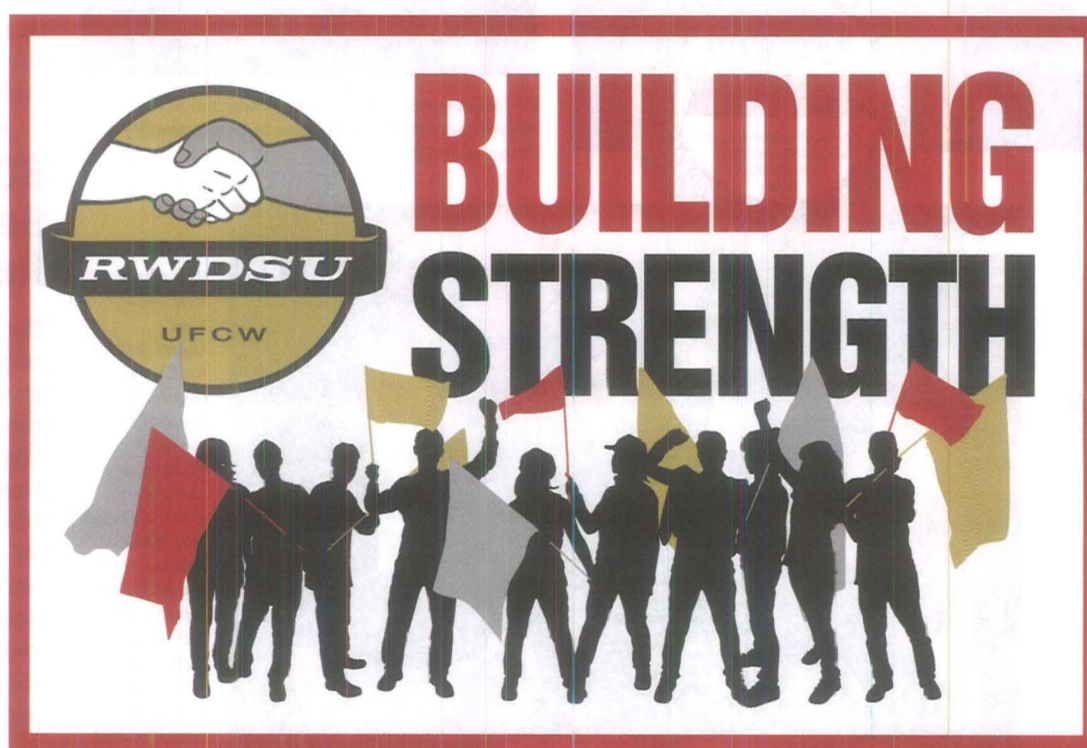
In Alabama the union won the largest private sector organizing campaign in memory when over 1,200 poultry workers voted overwhelmingly for the union. Retail workers, supermarket workers and car wash workers have organized through creative campaigns. The union has grown its membership among beverage workers in New England. And across the country, from New York to Chicago to Las Vegas, Guitar Center workers have won elections for RWDSU representation.

Immigrant workers were a driving force in many of these

campaigns despite the added risks they faced. They turned to the union because they felt the union was the only way they could build better lives for themselves and their families.

No Easy Answers

We have to build on that spirit and energy. We have no choice if the union is to survive and grow. There are no simple solutions or easy answers. But we believe that by coming together we can build on our momentum and set a path for a better union for the next four years — by coming together we can build the strength we need to meet the challenges we face. But in order to make that happen we need the fullest representation of the membership possible and we urge every RWDSU local to send a full delegation to the convention. ■



Solidarity: RWDSU Members Part of a Larger Movement



RWDSU Caucuses held in conjunction with the UFCW Convention brought together hundreds of RWDSU members and guests.

RWDSU members stand together for stronger contracts and a voice at work that makes all of our workplaces better. But when you are a member of the RWDSU, you are part of something bigger. You are part of an international labor movement that is fighting for workers' rights around the globe and helping to ensure that we can all build better lives for ourselves and our families.

United Food and Commercial Workers (UFCW)

The RWDSU is proud to be a part of the UFCW, the 1.3 million member union that represents grocery, retail, meat packing and food processing workers. The strength and leadership of the UFCW gives the RWDSU the power to negotiate with our employers, and in turn, the RWDSU brings new approaches and innovative campaigns into the UFCW.

During the UFCW Convention in Chicago last summer, much of the focus was on the ways that the RWDSU is bringing more working people into the labor movement. Workers at the Chicago Guitar



Local 1102 Executive Vice President Gemma de Leon delivers a report from the Collective Bargaining Committee at UFCW Convention.

Center store on Halsted Street voted to join the union immediately before the UFCW Convention, and some employees at the store were on hand to talk with fellow RWDSU and UFCW members about their movement to win a union voice at work. Car Wash workers from New York also came to Chicago as the UFCW highlighted the first successful car wash organizing campaign east of Los Angeles.

Before the UFCW Convention's daily sessions, RWDSU members joined together early each morning for a caucus to discuss the upcoming convention sessions and meet with some of our partners in the labor movement.

Over the course of the convention, UFCW, AFL-CIO, and global union officers spoke with RWDSU members, discussing organizing and political strategies and how together we are meeting the challenges facing working people today.

AFL-CIO

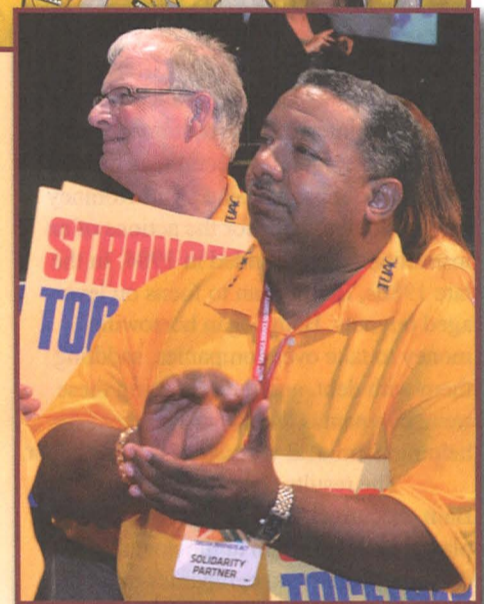
The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) is the federation of most unions in the United States, representing over 11 million working people. In 2013, the RWDSU – as part of the UFCW – re-affiliated with the AFL-CIO.

At the AFL-CIO Convention last year, RWDSU President Stuart Appelbaum was elected an AFL-CIO Vice President and a member of the Executive Board. This gives the RWDSU an important voice in the direction of the labor movement as it addresses the needs of today's workers.

At a time when solidarity is more important than ever, the AFL-CIO is reaching out to all working people through expanded outreach and coalition-building – strategies which the RWDSU has embraced in the 21st century. Community coalitions have played a key role in recent successful campaigns to bring car wash workers and supermarket workers into the RWDSU. At the AFL-CIO Convention, the organization established its focus on taking these kinds of coalitions nationwide on the issues that matter to all of us, and for organizing drives that make all of us stronger.

International Solidarity With IUF and UNI

Today's economy is a truly global economy, and it is more important than ever that union solidarity crosses international borders. RWDSU members work for global



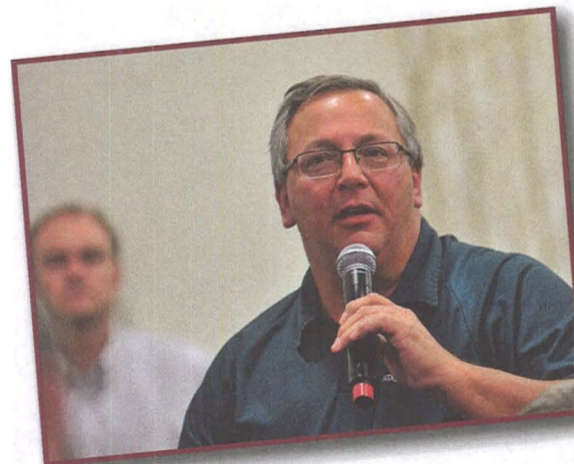
(l to r) RWDSU Mid-South Council President John Whitaker and Local 108 President Charles Hall, Jr. at the AFL-CIO Convention.

corporations like Coca-Cola and H&M. What happens internationally can greatly affect what happens here. We need to know and support our union brothers and sisters internationally, we need their support, and we need to coordinate our work.

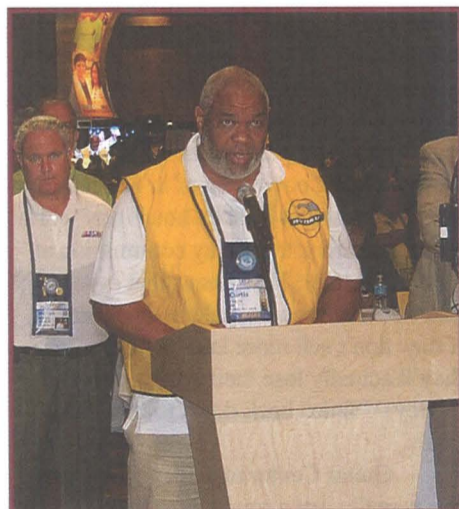
The RWDSU is a member of two international trade union organizations, the IUF and UNI, and our work with these organizations has helped us negotiate strong contracts with global employers, and helped bring new members into the RWDSU.

Phillip Jennings, General Secretary of UNI, and Ron Oswald, General Secretary of the IUF, joined the RWDSU at the UFCW Convention caucuses to discuss the importance of global union activism and how working people around the world can help each other organize and negotiate stronger contracts.

The RWDSU, the UFCW, the AFL-CIO and global union federations – together, in solidarity, we are moving forward to strengthen the voice of working people. ■



RWDSU Local 338 President John Durso participates in a discussion about worker concerns with the implementation of the Affordable Health Care Act at the AFL-CIO Convention.



RWDSU Mid-South Council Representative Curtis Gray speaks from the floor of the UFCW Convention in support of a resolution.

“I make exactly as much money as I did on my first day on the job,” says Brian Webb, who started working at Guitar Center’s flagship Chicago-area store on Halsted Street in 2006. “Anyone who works 40-hours a week, giving their all to their job, should be able to attain a decent living. The issues we face are being faced by workers across this country.”

That’s why Webb and his co-workers at the world’s largest musical instrument chain are fighting back. As the RWDSU Guitar Center campaign goes nationwide – expanding from New York, to Chicago, to Las Vegas – it’s a movement that is about empowering retail workers by making their jobs good jobs that can build better lives and stronger communities. Guitar Center workers are struggling with some of the same issues being faced by retail workers across the country – and they are fighting back by winning a union voice.

Private Equity Takeover Workers’ Bane

A private equity company called Bain Capital rose to international prominence during the 2012 presidential election, as time and again Republican nominee Mitt Romney was asked to answer for the actions of an institution he co-founded in 1984. In the late 1980s, Bain began to focus on leveraged buyouts. Bain began borrowing money to take over companies, saddling them with debt, and then charging these same companies “management fees” for helping them deal with all of this new debt.

The results were huge profits for Bain executives and a select few who played ball with Bain at the now debt-ridden companies, and companies that often needed to fire many of its workers just to operate under that new debt. Under this formula, wages and benefits were slashed, companies went bankrupt, and everyone at Bain got rich.

Guitar Center became part of the Bain Capital story in 2007, when the firm bought the chain for \$1.9 billion.

“I have worked at GC Chicago since before the Bain Capital takeover of the company. When Bain took over, they ushered in a narrow-minded and broken corporate model to Guitar Center. After they came in, I noticed a constant willingness on the part of the company to place numerous obstacles between employees and a decent living. Wages became lower, benefits were gutted, and hours were slashed, while the



Punk band Anti-Flag are one of many national acts and performers who have signed on in support of Guitar Center workers’ drive to unionize.



Las Vegas Guitar Center workers celebrated joining the RWDSU late last year.

Guitar Center Workers Take Fight for Good Jobs Nationwide

company continued to hire more staff and open more stores. Worst of all, honesty took a back seat to rhetoric and empty hyperbole,” Webb said.

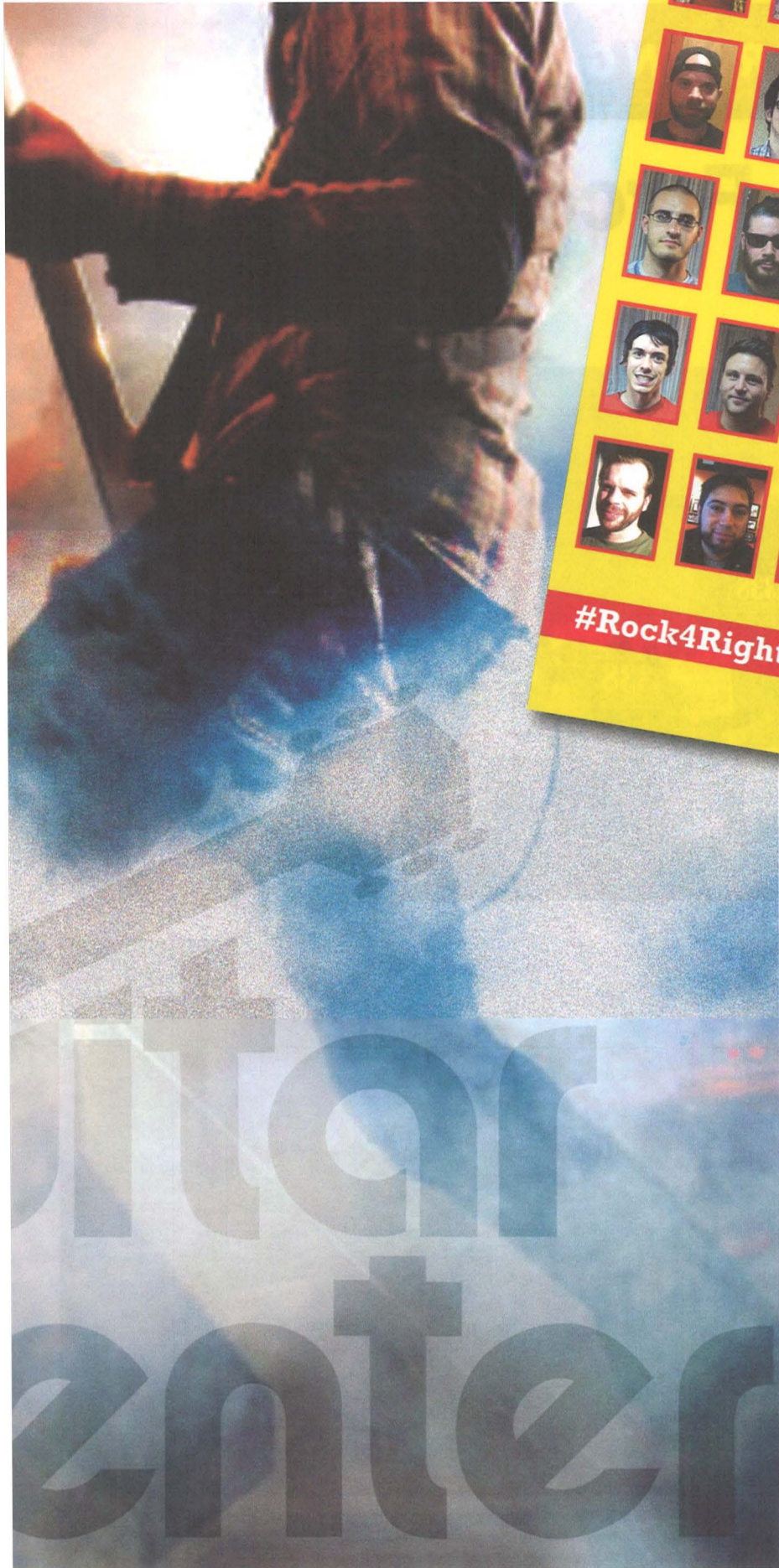
Recently, another private equity firm, Ares Management, acquired a majority stake in the company from Bain. Bain remains an owner of a large portion of Guitar Center. Workers have yet to see any evidence that things are changing for the better under the new majority owners.

Fading Commissions

The biggest hit taken by Guitar Center workers since the takeover by Bain Capital has been on the lifeblood of the instrument industry retail worker’s livelihood: commission pay.

Unlike most union commission jobs, where employees receive a base pay plus commission on the goods they sell, Guitar Center workers nationwide are subjected to a system known as “fading.” Fading means that workers are paid commission against their base pay, not on top of it. So, employees need to sell at least an hour’s pay worth of commissions to get any commission at all for that hour. This means that even if an associate makes a big sale in the morning, if they don’t sell more later on in the day they’ll actually lose their commission money – “fade” back down to their base rate.

Guitar Center managers know that this is really just a roundabout way to keep wages down, and they routinely schedule



“Joining the RWDSU is the first step to fairness for the work we do and the way we are treated.”



Guitar Center workers in New York were the first to win RWDSU membership.

workers to avoid having to pay any commissions.

“When you have workers stocking shelves, or doing inventory, or any number of things that don’t allow them onto the sales floor, they aren’t earning any commissions against their base pay rate. Depending on when workers are scheduled for these other duties, it can make it impossible for workers to hit their “fade” amount. That means they aren’t earning anything more than their low base pay hourly rates, and it means they aren’t getting any commission pay on the goods that they have sold,” said RWDSU Organizer Phil Andrews.

To make matters worse, Guitar Center slashed commission pay rates for new employees when Bane took over the company.

Guitar Center Workers Win RWDSU Voice

In May 2013, Guitar Center workers at the 14th Street superstore in New York City – after withstanding an anti-union campaign of intimidation and lies orchestrated by high-priced union-busting law firm Jackson Lewis – voted overwhelmingly to become the first employees in the chain to join a union. It was a proud day for employees who knew that becoming RWDSU members could change their jobs and their lives by giving them a voice at work.

“We are thrilled about winning this election,” Guitar Center worker Anim

Arnold said. “As a musician and proud Guitar Center employee, this is a day I will never forget,” Arnold added.

The issues faced by the NYC Guitar Center workers aren’t confined to one store, and so, neither is the RWDSU’s groundbreaking Guitar Center organizing campaign. Guitar Center workers and their supporters – by the thousands – have signed pro-union online petitions, and calls and emails from around the country have flooded the RWDSU since the workers’ success in New York.

Professional musicians including Rage Against the Machine and Bruce Springsteen guitarist Tom Morello have been vocal in their support of Guitar Center workers.

On Chicago’s famous Halsted Street, near landmarks such as the Kingston Mines blues club, Guitar Center workers enthusiastically joined the RWDSU last summer, shrugging off the same anti-worker tactics their peers in New York City came up against.

“This vote shows that we are ready for changes in our workplace and we are proud to now have a voice at the table. It’s about access for current and future employ-

ees, and joining the RWDSU is a step to ensuring that we all are able to thrive while working at Guitar Center,” Webb said after he and his co-workers became RWDSU members.

As word spread throughout the Guitar Center chain through social media and news outlets like Rolling Stone Magazine and the Huffington Post, the campaign spread west to Las Vegas. Guitar Center worker Doug Simpson found out about the campaign and encouraged his co-workers to change their jobs by winning union representation. Late last year, workers at the Las Vegas Guitar Center store voted overwhelmingly to join the RWDSU.

“It feels really good, like there’s hope to turn this into a decent job. It all boiled down to a lack of respect and the company trying to get more out of us for less money,” Simpson said.

Simpson was one of many Guitar Center workers across the country who saw the Guitar Center petition online, and decided to join the Guitar Center workers’ campaign to unionize. As word is spreading, so is the nationwide reach of the RWDSU Guitar Center campaign. ■

RWDSU A VOICE FOR WORKING PEOPLE

Growing Campaign to Force Change at Wal-Mart

In January, the general counsel's office of the National Labor Relations Board announced that it was filing a formal complaint against Wal-Mart for violating numerous labor laws during the 2012 holiday season. The NLRB said that Wal-Mart broke the law by intimidating and punishing workers in 14 different states who had participated in "Black Friday" protests and walkouts.

The company's allegedly illegal tactics against their employees are just the latest in a long line of efforts to silence workers and communities who are demand-

"Wal-Mart's policies are having a dangerously destructive impact on global health and safety standards."



RWDSU Local 338 and 1102 members came out to protest the grand opening of a Wal-Mart grocery store in Levittown, NY. Wal-Mart is competing with Stop & Shop and King Kullen stores which employ union members.

"Real systemic change is needed at Wal-Mart, to protect our communities."

ing better treatment from the world's largest retailer. But rather than heed the calls to treat workers with the dignity and respect, and operate as responsible corporate citizens, Wal-Mart's conduct around the world continues to stoke the fires of protest and outrage.

Disrespect for Workers at Home and Abroad

Wal-Mart's low wages and dead-end, part-time jobs feed the growing ranks of the working poor. In turn many of these workers are forced to turn to public services like Medicare and food stamps in order to survive. That puts a burden on taxpayers who are in effect being asked to subsidize Wal-Mart. Their business practices put pressure on other employers to lower their standards

in order to compete. This is a particularly bad problem in the retail food industry where unions like RWDSU Locals 108, 338 and 1034 have been effective in raising standards through strong contracts.

And when Wal-Mart drives competitors out of business, it costs communities' jobs. Studies have shown that for every two jobs that Wal-Mart creates three are lost as local businesses close. And the quality of the Wal-Mart jobs are often inferior to the ones they replace.

Internationally, Wal-Mart's policies are having a dangerously destructive impact on global health and safety standards. This became apparent in the wake of the tragic collapse at a Bangladesh clothing factory that produced clothes sold at Wal-Mart last year, where 1,127 people were killed and over 2,500 people were injured.

In the wake of the disaster and the outcry that followed, many international



RWDSU activists rally outside a NYC retail industry event featuring Walmart U.S. President Bill Simon, highlighting the hypocrisy of Simon lecturing attendees on retail leadership and economic growth while his company's actions have led to low-wage jobs and lowered working standards.

companies – including H&M, which employs members of RWDSU Local 1102 – agreed to sign the "Accord on Fire and Building Safety in Bangladesh," which calls for corporations to take an active role in the inspection and supervision of their suppliers' factories.

Wal-Mart refused to sign the Accord, and instead in a phony public relations gesture created a toothless safety "program" that provides no legally-binding protection for workers. In what is literally a matter of life and death, Wal-Mart chose to callously shrug off the safety of workers in Bangladesh.

Fighting Back

This past November, Wal-Mart stores across the country were rocked by strikes

and protests that were even bigger than the efforts in 2012. On Black Friday alone 400 workers struck in nine cities; protestors demonstrated at over 1,400 stores. Workers at a California warehouse used by Wal-Mart went on strike, saying their workplace was unsafe and that the company routinely intimidates and harasses workers. Strikers and protestors voiced many of the same concerns: Wal-Mart's low-road business practices are hurting workers, manufacturers and our economy.

The voices calling for change at Wal-Mart are not backing down, because the stakes are so high. Real systemic change is needed at Wal-Mart, to protect our communities, our industry standards, and the livelihoods – and even the lives – of working people across the globe. ■

www.rwdsu.org

Find us on Facebook — Retail Wholesale and Department Store Union (RWDSU)

Follow us on Twitter at <http://twitter.com/rwdsu>



RWDSU AROUND OUR UNION

RWDSU members in the Midwest are fighting for workers' rights, and they are doing it by strengthening their representational and organizing skills and getting politically active.

RWDSU members from Michigan, New York, Indiana, Ohio, Pennsylvania, and West Virginia met in Fort Wayne, Indiana, for health and safety and steward training workshops, and to discuss the importance of political involvement and organizing to keep the RWDSU and the labor movement strong. The meeting was hosted by the RWDSU Indiana Joint Board.

Speakers discussed keeping solidarity strong in the wake of attacks by anti-worker lawmakers and big business. With the recent passage of right-to-work in Indiana and Michigan, it's more important than ever that working people stick together.

"We need to stay strong and united against those who would silence the voice of working people, so we can continue to fight for fair wages and benefits, and for better lives for working people. The future of all of us – and working families everywhere – depends on it," said RWDSU Indiana Joint Board President Dave Altman.

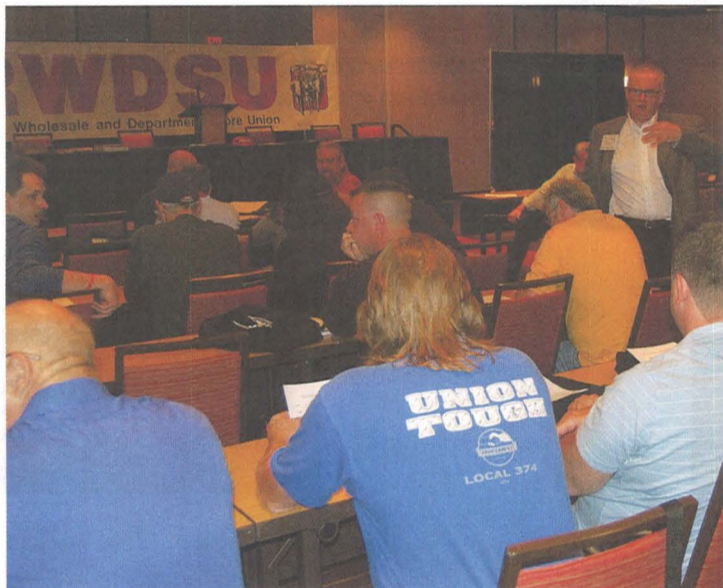
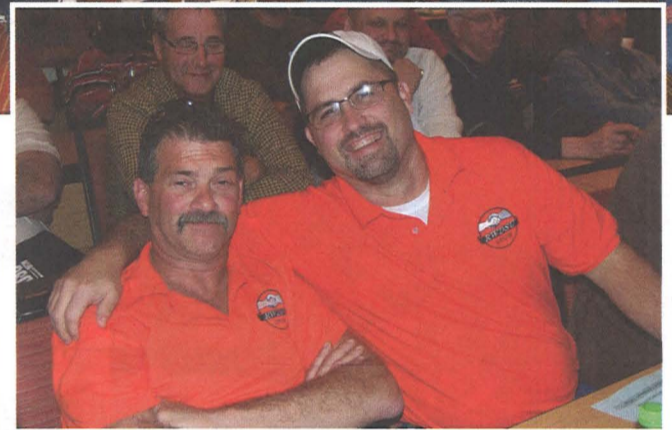
Meeting attendees participated in an organizing workshop that detailed the common falsehoods that bosses and their lawyers use to scare workers away from joining unions. By preparing RWDSU activists for what is coming in anti-union campaigns, they can prepare workers who are seeking a voice for what to expect and how to deal with the false allegations and hyperbole. The knowledge of how anti-union consultants operate gives us the power to fight back.

Workshops on stewards training and workplace health and safety were also held, and RWDSU representatives made presentations on the union's guitar center and car wash campaigns – campaigns that share a goal common to all RWDSU members: empowering workers and helping them build better lives. ■

For Midwest RWDSUers, Knowledge is Power



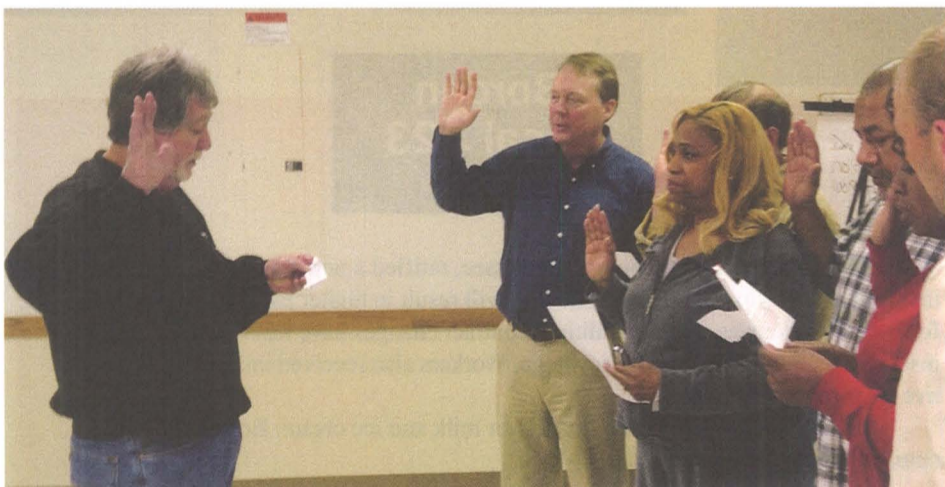
RWDSU members came from Michigan, New York, Indiana, Ohio, Pennsylvania, and West Virginia.



RWDSU Local 374 attendees – and all RWDSU members at the conference – are "union tough."



RWDSU Director of Field Operations Allen Mayne and RWDSU Deputy Communications Director Janna Pea presented an organizing workshop.



Dennis Williams, Sr., a Central States Council Business Rep (left), swears in CSC officers to new terms.

Central States Council Elects Officers

The RWDSU Central States Council has elected officers to new terms. Elected to new three-year terms were President Roger Grobstich, Secretary-Treasurer Carla Smith, Recorder SaMantha Robinson, First Vice President Travis Garton, Vice-Presidents Daniel Williams, Sam McCauley, Jermaine Fields, Robert Laws, and Al Hartl Jr., and Trustees Milford Kraeger, Dustin Knight and Mark Gonzales. ■

RWDSU CONTRACT NEWS

Holsum Bakery Local 835 Indiana

RWDSU Local 835 members at Holsum Bakery in Fort Wayne, Indiana, have overwhelmingly ratified a new three-year contract increases wages pension benefits. The agreement also protects members' health care plan. There were other benefit and language improvements, including an equipment allowance increase for maintenance workers. The contract covers the production and maintenance unit at the Holsum facility, where RWDSU members produce and distribute bread and other baked goods.

Tennessee District Council ConAgra Texas

A new contract covering 300 workers at the ConAgra refrigerated dough plant in Carrollton, Texas, raises wages and increases company contributions to the pension plan. Wages will rise \$1.05 per hour over the life of the three-year pact. The health care plan will stay in place and a path has been created for workers who want to change classifications and move from mechanics into refrigeration.

The ConAgra plant was formerly known as a Sara Lee facility.



ConAgra members voted to ratify their new RWDSU contract.

River Run Local 1034 Pennsylvania

RWDSU Local 1034 members have overwhelmingly ratified a new contract at River Run nursing home in Kingston, Pennsylvania. The contract contains big improvements in the health plan by moving employees over to the RWDSU plan. In addition, wages will increase 2 percent in each of the first two years of the pact, and 2.5 percent in each of the following three years.

This is the first contract for workers since new ownership took over the formerly-named Kingston Commons facility. There are 80 RWDSU members employed at the facility.



Deputy Director of Field Operations Allen Mayne discusses the contract with RWDSU members at the contract ratification meeting.

Buckeye Technologies Local 910 Tennessee

A three-year agreement, highlighted by annual 2.5 percent wage increases, has been reached for workers at Buckeye Technologies in Memphis, Tennessee. Workers at the company, who are represented by Local 910, process cotton so the cellulose can be used in products like films and plasma screens.

The contract raised company 401K contributions and increased the safety shoe and tool allowance, while also winning more vacation days for new employees. And the contract increased the continuous shift allowance and shift premiums.

EcoLab Tennessee District Council Texas

The more than 100 workers employed at the EcoLab plant in Garland, Texas overwhelmingly ratified a new three-year pact that hikes wages and improves benefits. The workers at EcoLab make chemicals used to clean industrial machinery.

Workers will see a minimum of \$1.19 per hour increase, with up to .74 an hour increase depending on classification. Workers who don't qualify for the increase will receive signing bonus payments of up to \$1,500. The contract was ratified overwhelmingly.



Serving on the negotiating committee (l to r) were V.P. OJ (Obediah Shagog), V.P. Carrie Wellington, Secretary-Treasurer Rosetta Love, President Willie Smith and V.P. Fobert Brown.

Borden Local 323 Tennessee

Workers at Borden in Chattanooga, Tennessee, ratified a new three-year pact that includes changes to commission rate that will result in higher pay, and pay increases for hourly workers as well. In addition, contract changes have resulted in lower health insurance premiums and better coverage. Workers also received increases in protective wear reimbursement.

RWDSU members at Borden deliver milk and ice cream. Borden formerly operated under the name of Flav-O-Rich.

RWDSU CONTRACT NEWS

Follett Local 20 Illinois

RWDSU Local 20 members at Follett Higher Education Group in River Grove, Illinois, and Follett Educational Services in Woodbridge, Illinois, ratified a three-year contract. Wages will increase 2.5 percent, in addition to \$2,250 in bonuses, and health insurance is maintained. Vacation, sickness and accident, and funeral benefits are improved and expanded.

Serving on the negotiating committee were: Local 20 President Jake Greenlee, Deandre Harris, Danny Collymore, Poly Garcia, Ernesto Perez, and David Bailey. They were assisted by Indiana Joint Board President Dave Altman.

The Follett Corporation employs approximately 140 RWDSU Local 20 members who warehouse and distribute text books to college campus bookstores, high school bookstores, middle schools, and elementary schools all over the country.

Rosin Optical Local 853 Illinois

A new three-year contract was ratified by RWDSU Local 83 members at Rosin Optical Company in Berwyn, Illinois. The contract, which was unanimously approved, expands the time available for employees to schedule vacations during the company's busy season. It also clarifies the company's family medical leave policy and now exempts one week of vacation from being required to be used while off work on family medical leave. The health insurance plan for members will be maintained for the life of the agreement, and the company's pension contributions will increase. Wages rise 35 cents per hour each year of the contract.

The bargaining committee was Local 853 President Armando Solis and Indiana Joint Board President Dave Altman.

Alabama Poultry Workers Ratify First Contract Alabama

Approximately 1,200 poultry workers at Pilgrim's Pride in Russellville, Alabama, have overwhelmingly voted to ratify their first RWDSU contract.

Before voting to join the RWDSU, workers at Pilgrim's Pride had not received a pay raise in three years. Now, with the new contract, workers will receive a pay increase of 25 cents in the first year, and at least 15 cents every year following. Workers will also receive paid holidays.

And most importantly for workers at the plant, the contract establishes a grievance procedure where they can address workplace issues with upper management. It was the lack of any workplace input that got workers behind their historic organizing drive to join the RWDSU. The organizing victory at Pilgrim's Pride was the biggest union win in Alabama in decades, in terms of new members.

"Before joining the RWDSU, we had no respect from management, and absolutely no voice in anything that affected us," said Cheryl Kowalski, who works in the sanitation department at the plant. "Now, with our first contract and a union backing us up, that's all changed. We have better



RWDSU members at Pilgrim's Pride rallied behind the call "without change, nothing changes" when they fought to join the union.

pay and benefits, and most importantly, a say on the job."

The contract also creates a safety committee where workers and union officials will meet monthly with management to discuss and address health and safety concerns – another key protection for workers in the poultry industry, which has some of the highest injury and sickness rates of any industry.

"We are so thrilled to finally see these workers get the much needed pay and benefits that they've worked so hard for," said Johnny Whitaker, President of the RWDSU Mid-South Council. "Many of these workers have been here for years and not received one raise, let alone paid holiday time off. The RWDSU commends the Pilgrim's Pride workers for their efforts to join the union, and we know this contract will be a great stepping stone for poultry workers and other workers throughout the South."

Americold Local 578 Illinois

Americold Logistics workers in Rochelle, Illinois, have reached an agreement on a new five-year contract. The ratified agreement includes wage increases over the next five years with lump sum bonuses plus a \$300 signing bonus, along with a strong grievance procedure and a new absentee policy.

This is the first RWDSU contract for the 111 workers at the Rochelle facilities.

Americold is a leader in temperature-controlled warehousing and logistics to the food industry, offering the most comprehensive warehousing, transportation, and logistics solutions in the world. Based in Atlanta, Americold owns and operates over 182 temperature-controlled warehouses in the United States, Australia, New Zealand, China, Argentina, and Canada.

"We are extremely happy to have the RWDSU behind us," said Ken Dougherty, a steward at the Caron Road facility. "Other area employers are closing or cutting back, but as RWDSU members, we were able to negotiate wage increases and benefit improvements."

RWDSU Local 578 also represents workers at the Del Monte Foods Distribution Center also in Rochelle, Illinois.



Pepsi Local 513 Massachusetts

Over 100 RWDSU Local 513 members who work at the Pepsi distribution center in Canton, Massachusetts, have ratified a new four-year contract. Wages will increase 2.5 percent every year of the contract, and the workers' medical coverage is protected for the life of the agreement. Members also won increased pension benefits.



(l to r) Local 513 members Mark McLean, John Bruce, Scott Strachan, Rich MacNeil, and Mike McCourt work at Pepsi in Canton, Massachusetts.

RWDSU AROUND OUR UNION



Local 513 Awards Scholarsips

Local 513 continued its commitment to helping further the education of RWDSU members, awarding its 2013 Anthony M. Cacciola scholarship to four high school and college students. The winners will all receive \$1,000 toward their collegiate education. The scholarship celebrates the memory of former Local 513 Business Agent Anthony M. Cacciola.

Scholarships were awarded during a Shop Stewards Dinner, which was held to recognize the work Local 13 shop stewards perform on behalf of their fellow members.

Winners are pictured with RWDSU officers: (left to right) Eric Richards, Erica Pantaleo, Local 513 President Dennis Beaulieu, Kristina Gaffney, New England Joint Board President Tina Buonaugurio, Sydney Vieira, Local 13 Treasurer Gary Miner, and RWDSU President Stuart Appelbaum.

RWDSU Stewards Hone Their Skills

Scuttheast Council shop stewards train to help RWDSU members with workplace issues.



RWDSU Representative Michael Flanery conducts training in upstate New York.

RWDSU members who work at Equity Poultry, Tyson Poultry, Southern Tea, and Mission Produce came together in Columbus, Georgia, for an RWDSU steward training session. A similar session was held for Local 220 members at Blossom View Nursing Home and Rehabilitation Center in Sodus, New York.

Workshops were used to simulate grievance handling and health and safety issues to help shop stewards serve their brothers and sisters in the RWDSU better.

Local 338 Scholarships

In June, Local 338 hosted its annual luncheon to honor the recipients of the Local 338 scholarships, given to 21 high school graduates who are Local 338 members or a part of Local 338 families. The scholarships award money toward textbooks and education for students with extraordinary academic records and extracurricular activity participation.

A special congratulations goes to Angela Williams, who was awarded \$6500 over the next four years toward her education as the winner of the 2013 Emanuel Laub Memorial Scholarship, which honors the former Local 338 President.

Pictured are: (front row) Myra Greenberg, Angela Williams, and Jillian Salerno, (middle row) Local 338 Funds Administrator Charles Hamilton, Brandon Burns, Nicholas Graziano, Corrn Isler, Jaqueline Zizzo, Robert Warshauer, Shivam Patel, Local 338 Director of Internal Operations Elena Dundon, and Local 338 President John Durso, (back row) Local 338 Sec.-Treas. Murray Morrissey, Christopher Kelly, Charles Luisi, Kenneth Asante, Marlon Maldonado, Travis Acevedo, and Local 338 Assistant to Funds Administrator Maria Scheffler.



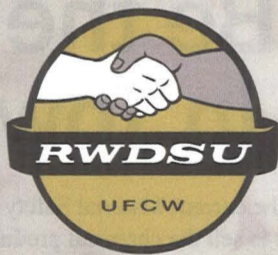
Local 377 Officer Elections

RWDSU Local 377 members in New York City have elected officers to new three year terms of service. Pictured (with RWDSU Assistant to the President David Mertz) are (left to right) President Ruben Fort, Vice President Errol Washington, Mertz, Executive Board member James Gray, Secretary-Treasurer Berta Anderson, Vice President Francisco Benitez, Recorder David Moreno, and Vice President Jorge Andino.



JUST BECAUSE YOU'RE UNION.

Lee Murphy
union member



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RWDSU HEALTH AND SAFETY GUIDE



What is Global Harmonization?

The Globally Harmonized System of Classifying and Labeling Chemicals (GHS for short) is a new system for informing workers about the hazardous substances they work with. GHS has been adopted by 67 countries and the Occupational Safety and Health Administration (OSHA) has modified its Hazard Communication Standard to align with GHS.

The purpose of GHS is to provide a uniform, clear, and easier to understand

approach to the classification of hazardous chemicals. Currently, Material Safety Data Sheets (MSDS) are often written differently and don't provide the same types of information. Some are quite technical and are hard to understand, especially for those with fewer years of formal schooling.

The basic principle of the Hazard Communication Standard was workers have a right to know about the chemicals they work with. The underlying principle

of GHS is that workers have a right to know and a right to understand. You may have already seen some new GHS information sheets. They are called Safety Data Sheets (SDS), instead of Material Safety Data Sheets. All SDSs will have pictograms to highlight the most significant hazards workers need to be aware of. These are the pictograms: ■

OSHA QUICK CARD

Hazard Communication Standard Pictogram

As of June 1, 2015, the Hazard Communication Standard (HCS) will require pictograms on labels to alert users of the chemical hazards to which they may be exposed. Each pictogram consists of a symbol on a white background framed within a red border and represents a distinct hazard(s). The pictogram on the label is determined by the chemical hazard classification.

HCS Pictograms and Hazards

OSHA DATO RÁPIDO

Pictograma para la norma de comunicación de peligros

A partir del 1.º de junio de 2015, la norma de comunicación de peligros (HCS, por sus siglas en inglés) exigirá pictogramas en las etiquetas para advertir a los usuarios de los peligros químicos a los que puedan estar expuestos. Cada pictograma representa un peligro definido en un símbolo sobre un fondo blanco enmarcado por un borde rojo. La clasificación del peligro químico que muestra la etiqueta determina el pictograma que se muestra en la etiqueta.

Pictogramas y peligros según:

Health Hazard • Carcinogen • Mutagenicity • Reproductive Toxicity • Respiratory Sensitizer • Target Organ Toxicity • Aspiration Toxicity	Flame • Flammables • Pyrophorics • Self-Heating • Emits Flammable Gas • Self-Reactives • Organic Peroxides	Exclamation Mark • Irritant (skin and eye) • Skin Sensitizer • Acute Toxicity (harmful) • Narcotic Effects • Respiratory Tract Irritant • Hazardous to Ozone Layer (Non-Mandatory)
Peligro para la salud • Carcinógeno • Mutagenicidad • Toxicidad para la reproducción • Sensibilización respiratoria • Toxicidad específica de órganos diana • Peligro por aspiración	Llama • Inflamables • Piróforicos • Calentamiento espontáneo • Desprenden gases inflamables • Reaccionan espontáneamente (auto-reactivos) • Peróxidos orgánicos	Explosing Bomb • Explosives • Self-Reactives • Organic Peroxides
Botella de gas • Gases a presión	Corrosión • Corrosión o quemaduras cutáneas • Lesión ocular • Corrosivo para metales	Skull and Crossbones • Acute Toxicity (fatal or toxic)
Llama sobre círculo • Comburentes	Medio ambiente (No obligatorio) • Toxicidad acuática	

Gas Cylinder
• Gases Under Pressure

Corrosion
• Skin Corrosion/Burns
• Eye Damage
• Corrosive to Metals

Flame Over Circle
• Oxidizers

Environment (Non-Mandatory)
• Aquatic Toxicity

For more information:
OSHA Occupational Safety and Health Administration
U.S. Department of Labor
www.osha.gov (800) 321-OSHA (6742)

OSHA 309102 2012

Data Sheets: Keeping Workers Informed

Chemical manufacturers have until June, 2015 to develop new data sheets, but our employers are already required as of December, 2013, to provide training on the new label formats and Safety Data Sheet format. This mandatory training must include information on the following:

Product Identification: What is it? Who made it?

Signal Word: How severe is the hazard? Danger if more severe; Warning if less hazardous. Only one of these two words will be indicated.

Pictogram: See above.

Hazard Statement: Describe the nature of the hazard; what parts of the body are vulnerable.

Precautionary statements: Recommended steps to take to minimize exposure; how to handle and store properly.

Name, address, and phone number of the chemical manufacturer, distributor or importer.

In addition, the training must review the format of the new Safety Data Sheets. The sheet will have 16 standardized Sections. Sections 1 through 13 are of particular importance to worker safety and health, as they focus on exposure, response measures and chemical properties. They are as follows: ■

OSHA QUICK CARD

Hazard Communication Safety Data Sheets

Section 8, Exposure controls/personal protection lists OSHA's Permissible Exposure Limits (PELs); Threshold Limit Values (TLVs); appropriate engineering controls; personal protective equipment (PPE).

Section 9, Physical and chemical properties lists the chemical's characteristics.

Section 10, Stability and reactivity lists chemical stability and possibility of hazardous reactions.

Section 11, Toxicological information includes routes of exposure; related symptoms, acute and chronic effects; numerical measures of toxicity.

Section 12, Ecological information*

Section 13, Disposal considerations*

Section 14, Transport information*

Section 15, Regulatory information*

Section 16, Other information, includes the date of preparation or last revision.

*Note: Since other Agencies regulate this information, OSHA will not be enforcing Sections 12 through 15 (29 CFR 1910.1200(g)(2)).

Employers must ensure that SDSs are readily accessible to employees.
See Appendix D of 29 CFR 1910.1200 for a detailed description of SDS contents.

For more information:
OSHA Occupational Safety and Health Administration
U.S. Department of Labor
www.osha.gov (800) 321-OSHA (6742)

SDS Won't Be the Only Game In Town

Remember the new Safety Data Sheets, like the current Material Safety Data Sheets, are written by the companies who are in business to sell the chemical product. While the information on potential short term (acute) health and safety hazards is usually quite reliable, information about possible long term (chronic) health effects may likely be understated. To investigate further, we need to research the active ingredients listed on the sheet. There are several good sources for information on the internet such as NIOSH and the New Jersey Health Department, as well as the RWDSU Health and Safety Department. ■

If you have any questions about the Globally Harmonized System or getting the required training call the Health and Safety Department at (212) 684-5300.