

# RWDSU

UFCW

WINTER 2015

RECORD

Vol. 63, No. 1

## Workers Win With RWDSU Voice!

### Hundreds Join the Union



**Organizing Report:**  
Pages 4-5

**Marc Perrone Elected  
UFCW President**

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(l to r) RWDSU Pres. Stuart Appelbaum, UFCW Pres. Marc Perrone, RWDSU Sec.-Treas. Jack Wurm.



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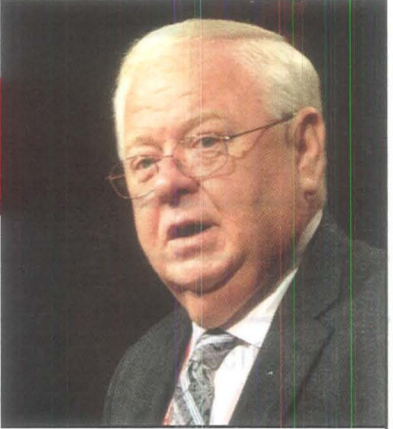
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President  
Stuart Appelbaum



Secretary-Treasurer  
Jack Wurm Jr.

**MESSAGE FROM YOUR OFFICERS**

# Welcome Relief for Undocumented Immigrants

**P**resident Obama has shown unprecedented presidential leadership in issuing an executive action modifying immigration policy. For four million undocumented immigrants in the U.S., the ability to apply for documentation and work authorization means relief from the constant fear of deportation. It's progress that immigrant rights advocates and worker activists have been fighting to win for years.

The executive action is a relief for the millions of eligible immigrants who can finally apply for documentation and won't have to fear deportation, and it will help keep countless families together. But there are still undocumented immigrants – roughly 5 to 6 million of them – who won't see a change in their daily lives. They will remain under constant threat of deportation, a fact that will be used by unscrupulous employers to keep them silent about abuses in the workplace. Immigration status will continue to be exploited by bosses to silence workers when they attempt to organize or speak out about wage theft, health and safety issues, and other workplace injustices.

There are over 1,000 immigrants being deported daily, and even with the policy changes, families will continue to be torn apart.

We need to continue to strive toward a long-term, legislative solution that will outlive the effectiveness of an executive action. It's imperative that Congress finally tackles this issue once and for all, and establishes a path to citizenship for the millions of productive members of our society who are now forced to live in the shadows.

Permanent immigration reform will not just empower undocumented immigrants. It will help

**Permanent immigration reform will not just empower undocumented immigrants, it will help all working people.**

all working people in the U.S. build strength. Newly documented workers may feel more comfortable speaking up for their rights and joining unions. Stronger unions and reduced exploitation of immigrant workers can help raise working standards for everyone.

The RWDSU stands with immigrant workers regardless of their documentation status and will continue to work with immigrant activists to ensure their rights are protected. We will help assist undocumented workers in the process of applying for documentation under the executive action, and we'll keep fighting for comprehensive, legislative immigration reform. It will help make all of us stronger. ■

**Even with the policy changes, families will continue to be torn apart.**

It's a scenario we've seen play out many times in the industries we represent. Poultry plants in the south, food processing in the Midwest, and car wash workers in New York – all of these industries employ hardworking immigrants, and all have seen workers intimidated by bosses who think they can be frightened into accepting injustices at work.

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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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**F**ifty years ago, the RWDSU became involved in one of the biggest battles of the civil rights movement – defending the constitutional right of black Americans to vote. RWDSU activists from across the country traveled to Alabama to participate in the historic march from Selma to the capital city of Montgomery to demand an end to the violence, harassment, and racist laws that were denying American citizens their voice at the polls.

In some overwhelmingly black counties in Alabama, the percentage of African-American voters was zero percent, while the white rate was sometimes over 100 percent (white voters who died or moved away were seldom removed from the voter rolls). A complicated web of discriminatory laws including poll taxes and literacy tests were still in place in many southern areas, and they were brutally effective in denying citizens their right to vote for their representatives in all areas of government.

It's a story being told today in the critically-acclaimed new film, *Selma*, and it's a story still being told by those who were there.

Melody Heaps, the daughter of then-RWDSU Secretary-Treasurer (and later President) Al Heaps joined thousands of RWDSU members and activists who made the 54-mile journey from Selma to Montgomery. Heaps took part in the third and biggest march, which began on March 21, 1965.



Melody Heaps (shown here in a 2014 photo) was one of thousands who marched from Selma to Montgomery in 1965.

The previous two marches that month had been met with violence and even murder, and as Heaps puts it, “the tension was palpable” along much of the route. This time, however, in the wake of the previous violence that horrified much of the country, President Lyndon Johnson ordered the National Guard into Alabama to protect the marchers.

“I remember starting to march in Selma, standing with fellow marchers of different races, and under the protection of the National Guard. It was a proud moment for me as I looked around – I started to think that America was finally unified in setting things right, and that we were finally turning a corner in the fight to end the systematic discrimination that had turned an entire class of people into second-class citizens,” Heaps said. “There had

## Fifty Years Ago, RWDSU Marched For Justice in Selma



RWDSU President Max Greenberg (right) is interviewed by a WABC Radio reporter in Selma on March 21, 1965, the day the third march began.

Labor leaders from across the country, including RWDSU President Greenberg (second from left) and RWDSU Executive Secretary Jack Paley (far right), came together for the march. Organized labor and the civil rights movement are long-time partners in the fight for justice.



**“The fear evaporated as we started marching – we felt so strong.”**

the throng of marchers and activists had grown to over 25,000 people unified in their call for justice. Dr. King delivered one of his landmark speeches, “How Long, Not Long.”

“They told us we wouldn’t get here. And there were those who said that we would get here only over their dead bodies, but all the world today knows that we are here and we are standing before the forces of power in the state of Alabama saying, “We

ain’t goin’ let nobody turn us around!”

“We had been under fire in organizing drives in Alabama. In 1964 my car windshield took a bullet from a rifle as I sat parked eating lunch, and I was used to threatening phone calls late at night. We knew things had to change and this march would be a big part of it,” Jenkins added.

Heaps and her fellow marchers – including RWDSU President Max Greenberg and fellow RWDSU officers Jack Paley and Alex Bail – were aided by many people along the march route. Former RWDSU Alabama and Mid-South Council President, the late Henry Jenkins, was one of them. Jenkins and fellow RWDSU members brought supplies including tents and food to marchers’ campsites. These supporting efforts played a key role in making the third march a success.

**“We knew things had to change and this march would be a big part of it.”**

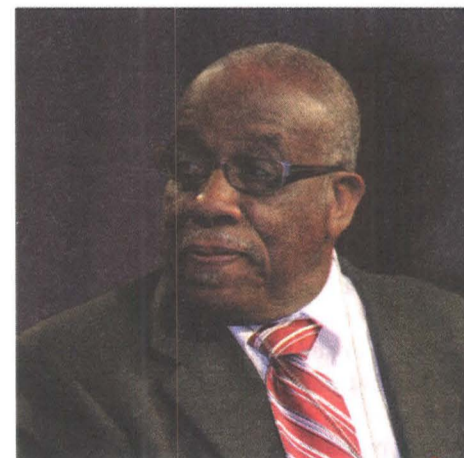
“We got the call from civil rights leaders including Dr. King, and we did whatever we could to help,” Jenkins said in a 2010 interview. As an African-American union organizer in the Deep South, Jenkins and his colleagues were no strangers to the kind of intimidation faced by the Alabama marchers.

“One of the most thrilling experiences I have ever witnessed was to be able to march down the street and see standing on the sidewalk the old men and women, negroes, who couldn’t join us because of their age, smiling and waving – despite the fact that they knew that the next day, the marchers and the National Guard would be gone and they would have to face the bigots alone again,” said RWDSU President Max Greenberg in May, 1965.

“They were saying to us, ‘today is a new day, Selma will never be the same,’” Greenberg added.

And he was right. The marches in Alabama had a swift impact. That same month, President Johnson introduced a voting rights bill to Congress, and in August, the Voting Rights Act of 1965 became law. The Act outlawed discriminatory laws designed to keep minorities from voting. The effect of the Voting Rights Act, and the registration drives in the South that followed, was unmistakable. In 1960, there were just over 50,000 African-American registered voters in Alabama. By 1980, there were well over a half-million.

The progressive spirit continues to live on at the RWDSU, and there is still much work to be done to achieve equality for all. Today, our fight includes reforming our broken immigration system and strengthening the rights of immigrants. And, we continue to fight for good jobs for all, because we believe, as did Dr. Martin Luther King, Jr., that without economic justice we cannot achieve true equality. ■



The late RWDSU Alabama and Mid-South Council President Henry Jenkins (shown here in 2006) brought tents and supplies to campsites along the march route.

## RWDSU WORKERS WINNING A UNION VOICE

# At Flexon, Over 130 “Fed Up” Workers Win With Local 262

**O**ver 130 workers at Flexon in Newark, New Jersey, in two units scored major victories this fall, winning their union elections by an overwhelming margin. The workers in the larger unit – who manufacture lawn and garden hoses sold through retailers including Target, Walmart, Home Depot, and Costco – won their Local 262 union voice in October. Word of mouth quickly spread and the workers in the Maintenance Unit unanimously voted to join the RWDSU in November.

“We were fed up and decided that we needed representation, a voice on the job and job security,” said day shift worker

Heriberto Moran, who has worked at the plant for 32 years and only received raises when the minimum wage increased.

“It’s outrageous that people worked here for decades without raises,” said Local 262 President Tom Walsh. “These workers’ victory is inspiring – they stood up for their rights and didn’t buy the threats and false promises and finally said that they’d had enough. It’ll be a great day when they have their first union contract – a fair contract that they deserve and is long overdue.”

Flexon workers say they worked 12 hour shifts – sometimes seven days a week – in unbearable and unsafe working conditions without benefits or health care.

Earlier this year, they reached out to RWDSU Local 262. The organizing campaign grew quickly and flourished despite intimidation and harassment by management. Workers weren’t surprised, given the lack of respect from management that they had grown accustomed to.

“These employees faced a brutal and vicious anti-union campaign but they remained united and strong,” said RWDSU Organizer Luis Lopez. Workers were bombarded by daily letters, captive audience meetings, faced numerous threats of plant closure, undocumented status threats, threats of deportation and falsehoods about

what union membership means by numerous company representatives. But the workers were backed by a coalition of activists – including Tom Fritzsche, Esq. of the Immigration Justice Clinic and Minister Danny Diaz from The National Latino Evangelical Coalition – who helped cut through the misinformation and provide them with the support they needed.

The result was a 96 to 13 vote in favor of joining RWDSU Local 262.

“The coalition that communicated with the workers – I call them the dream team. Without them this victory wouldn’t have been possible,” Walsh said. ■



Workers celebrate winning their RWDSU voice and taking the first steps toward reversing decades of mistreatment at Flexon.

## Fast Food Workers at Subway Join RWDSU

**A** group of workers at a Subway fast food restaurant in Bloomsbury, New Jersey, has voted to join RWDSU Local 108. The Subway is located inside a Pilot Flying J rest stop that has also voted to join the RWDSU, and the support of the unionized Flying J employees was crucial in helping Subway workers achieve their victory.

The Subway workers wanted a voice on the job, and dignity and respect that they weren’t getting. And they faced tough obstacles to get it, put in their way by anti-union management and deep-pocketed ownership. The fast food workers at this subway are employed by Pilot Flying J, a travel center chain owned by the family of Republican Tennessee Governor Bill Haslam.

The Haslam family is doggedly anti-union. Governor Haslam fought viciously and publicly against the UAW’s effort to organize the workers at Volkswagen. But the family’s money wasn’t enough to stop workers at the Bloomsbury Flying J from voting for the RWDSU, and it wasn’t enough to stop workers at the Subway at the same facility from joining the union either.

“I am very relieved the election is over and very proud of my co-workers for hanging tough during the the campaign,” said Subway worker Ashley Sprouse. “The company threw many roadblocks in front of us and hired an anti-union professional to scare us to vote ‘no,’ but we didn’t back down.” ■



“I’m proud of my co-workers for hanging tough during this campaign.”



(l to r) Pilot Flying J worker Elijah Davis, Subway worker Ashley Sprouse, and Local 108 Secretary-Treasurer Kathy Campbell.

## RWDSU WORKERS WINNING A UNION VOICE

# RWDSU Yes at Brooklyn Shopper's World

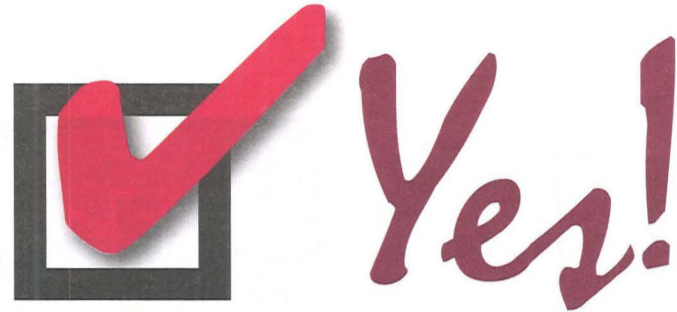


Workers at Shopper's World joined the RWDSU after years of stagnant wages.

**W**orkers at the Knickerbocker Ave. location of Shopper's World – some of whom have worked minimum wage for as long as ten years – have taken the first step toward improving their jobs and their lives by voting overwhelmingly to join RWDSU Local 1102.

The vote was 25-5 in favor of joining the RWDSU, rebuffing an aggressive anti-union campaign by management filled with threats, false promises, and misinformation. Workers at Shopper's World wanted dignity and respect on the job, as well as a path toward increasing stagnant and low wages.

Shopper's World sells school uniforms and other apparel. ■



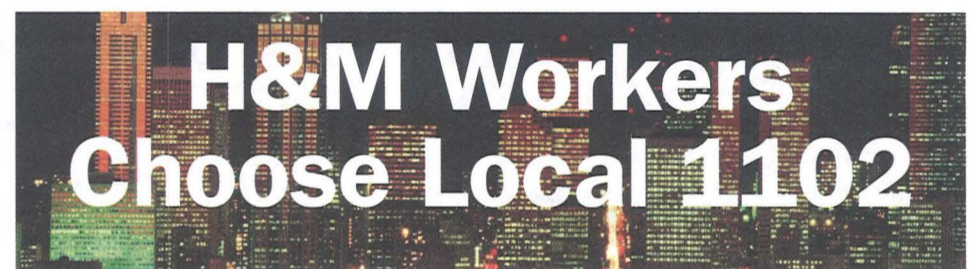
# Book Culture Workers Win Change With RWDSU

**W**orkers at two NYC book stores voted to join the RWDSU this past summer, and have quickly moved forward by ratifying their first union contract. Workers who had lacked a voice on the job and endured a lack of raises or path to promotion are excited about their new wages and benefits.

"Now everyone is super happy," said employee Cameron Addicott. "We're able to get back to what we do best, and there isn't any worry in the workplace. There's that knowledge that you have that support," Addicott added.

The contract brings immediate raises for workers and higher starting pay for new hires, along with annual pay increases. In addition, workers will now receive paid vacation time off and holiday bonus pay. Most importantly, a grievance procedure and the dignity and respect that only comes with union membership are now part of the job at Book Culture.

In addition, the contract secured neutrality at a third Book Culture location, which opened late last year. Workers at that location quickly chose to join the RWDSU, and have also ratified their first contract. ■



**T**his past summer, over 150 H&M workers choose to join RWDSU Local 1102, standing in solidarity with over 1,200 H&M workers at 12 other stores in Manhattan. The workers are employed at the new global flagship H&M store on Fifth Avenue, which opened in July.

By deciding to join the RWDSU, these workers ensure they are afforded the same benefits the workers at the other locations presently enjoy. These provisions include scheduling requirements, a grievance procedure, and participation in quarterly labor management meetings

where concerns are expressed to corporate management through union representatives and shop stewards.

Union membership is making a difference in the lives of H&M workers, proving that retail jobs can

be good jobs that build better lives when workers have a voice on the job.

"As a union member, 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," said H&M worker Luis Pujols.

"I feel like I have a second family. The union is instrumental in making H&M a great place to work," Pujols added.

Weinta Maasho, a sales advisor, added "I'm 100 percent pro-union, in a company as big as H&M you need to know that your voice will be heard." ■



Book Culture employees (seated, l-r) Mara Chinelli, Kerry Henderson and Rebecca Goodbourne are joined by Retail Wholesale and Department Store Union organizer Peter Montabano and Liz Vladeck, an attorney for the union, as they sign a new contract with the Upper West Side store's owners.

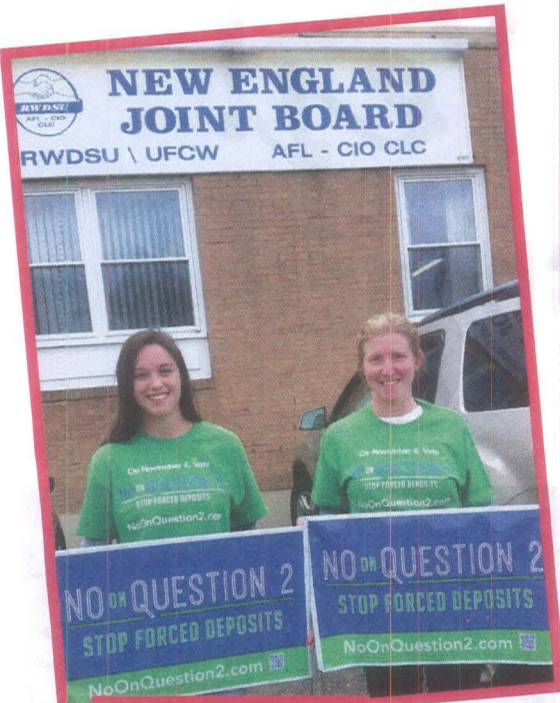
# RWDSU POLITICAL & LEGISLATIVE UPDATE

## RWDSU Activists Politically Involved Across U.S.

**R**WDSU members throughout the country took their political responsibilities seriously this fall, staying involved in political and legislative campaigns, helping register people to vote, and working on behalf of worker-friendly candidates. And while the elections were a tough one for working people, RWDSU members showed that they understand how important it is that we take part in our political process, and that we need to do more. Every RWDSU members has a stake in what happens during elections, and we all must participate. ■

### New York

Patricio Santiago of Jomar car wash (far right) joined New York Attorney General Eric Schneiderman during his victory speech on election night. Schneiderman's office has been a strong ally of working people in New York and helped car wash workers win a multimillion dollar settlement for wage theft in New York City.



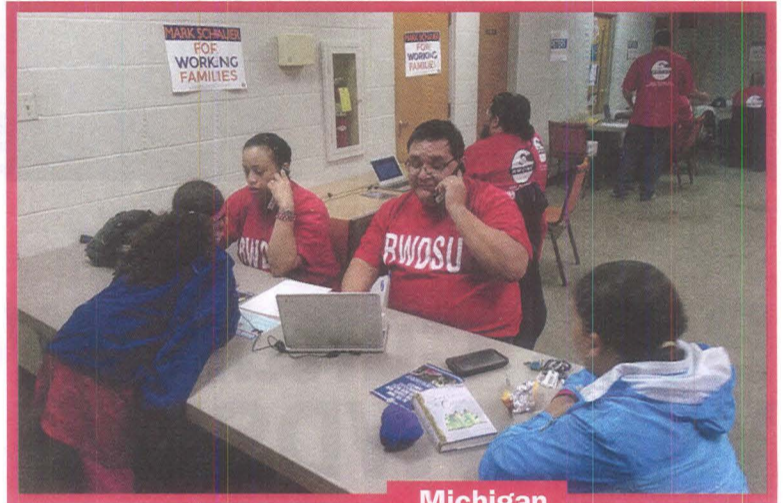
### Massachusetts

New England Joint Board members including Tayla Salter (left) and Jennifer Cormier campaigned against Question 2, legislation which would have hurt New England's bottling industry in Massachusetts. The legislation was voted down on Election Day.



### Pennsylvania

Local 1718 members at Snyder's potato chip plant in Berlin, Pennsylvania distributed handbills to support worker-friendly candidates. (left to right) Local 1718 Sec.-Treas. Paul Keim, State Senate candidate Deberah Kula, Local 1718 President Connie Ohler Prez, and Penn. AFL-CIO President Rick Bloomingdale.



### Michigan

RWDSU members in Michigan worked the phone banks to get voters to the polls.



### Florida

RWDSU members in Ft. Myers, Florida, worked with the Southwest Florida Labor Council and the Florida Democratic Party during the elections. Members worked in phone banks and canvassed neighborhoods to support worker-friendly candidates.

## Minimum Wage Increases Helping Millions in 2015

**M**illions of American workers had an extra reason to celebrate New Year's Eve. Twenty states increased their minimum wage when the clock struck midnight on January 1st, 2015. And there are another six state-level minimum wage hikes, as well as one in the District of Columbia, scheduled for later this year.

Taken together, the policy changes will have a big impact throughout 2015. According to the Economic Policy Institute, 3.1 million working people will get a much-needed and much-deserved pay raise. This will provide an estimated \$826.8 million boost to the nation's economic growth.

Worker-advocates have long pushed for increasing the minimum wage, with right-wing politicians and big-business interests countering that it will lead to higher prices and hurt the economy. However, as voters across the spectrum have become fed up with stagnating wages, the issue has begun to attract bipartisan support. In 2014, referendums to boost the minimum wage were approved by voters in Arkansas, Nebraska and North Dakota. Despite the Republican-leaning electorate in these states, they still supported giving a pay increase to those who need it most. Voters across the country are embracing the concept of raising the minimum wage beyond the federal level, where the real economic value of the minimum wage is lower than it has been in decades.

There is still more work to be done. RWDSU and its allies will continue to push for a federal minimum wage increase in 2015 so that all workers in all states can earn a dignified living. ■



# Marc Perrone Elected New UFCW President

## Stuart Appelbaum Named UFCW Executive Vice-President

The UFCW has elected a new leadership team as it builds a stronger voice not just for the 1.3 million members of the UFCW, but all working people. At a meeting of the UFCW Executive Board in Chicago in December, Former UFCW International Secretary-Treasurer Marc Perrone was elected as President of the UFCW. He will take over for retired former UFCW President Joe Hansen, who had served since 2004.

Perrone brings over 40 years of experience fighting for the rights of workers, starting as a retail clerk at a food store in Arkansas. As Secretary-Treasurer, Perrone helped keep the UFCW on sound fiscal footing during a challenging time for workers and the labor movement.

The new president says he intends to build a union that listens to members, and uses their ideas to help craft an agenda that can move workers forward. Perrone plans on visiting worksites and having conversations with workers throughout the union.

"The ideas to build a stronger union do not lie within any one individual," Perrone said. "They lie within all of us. They lie in the collective wisdom and strength of UFCW members who work hard every day to support their families. I want to hear their ideas. I want to hear their vision."

With new ideas and new strategies, Perrone and his leadership team will fight to improve the lives of the members of the UFCW – and the millions of working people who have no voice.



(l to r) RWDSU Pres. Stuart Appelbaum, UFCW Pres. Marc Perrone, RWDSU Sec.-Treas. Jack Wurm at RWDSU Convention last summer.

### UFCW Executive Committee

Joining Perrone and Appelbaum on the new UFCW leadership team are Secretary-Treasurer Pat O'Neill and Executive Vice-President

Esther Lopez who were both elected at the Chicago meeting. UFCW Canadian President Paul Meinema continues in his position as an Executive Vice-President. ■

### RWDSU President Appelbaum Elected UFCW Executive Vice-President

As part of Perrone's team, RWDSU President Stuart Appelbaum was elected as Executive Vice-President of the UFCW. This is the first time an RWDSU officer will be part of the UFCW's five-person Executive Committee.

"I'm pleased to be taking on these additional responsibilities along with my role within the RWDSU. At a time of increasing income inequality, the best defense working people can have is a collective voice. Together, all 1.3 million of us can stand up and fight for better wages, working conditions, and control of our lives," Appelbaum said.

"And, we can bring a voice to the voiceless, and grow our movement so that

we cannot be ignored," Appelbaum added. "This is our opportunity to build an economy that works for everyone, not just the privileged few."

## New Leadership at Local 1102 Elected



(l to r) Ryan Brunet, Alvin Ramnarain, Gemma de Leon, and Tom Rowland.

## Local 1102 President Bail Retires

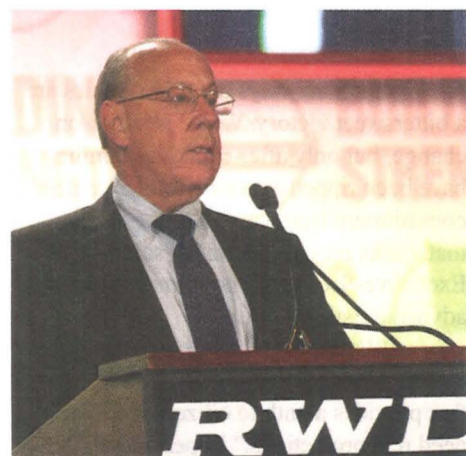
Frank Bail, who helped RWDSU Local 1102 membership grow during often trying times, has retired as president of the New York Local. Bail had served Local 1102 members as an organizer and union representative since 1975, and was elected president for the first time in 1984.

Under Bail's leadership, the local more than doubled its membership thanks to innovative organizing efforts like the one that has brought a union voice to over 1,200 workers at H&M retail stores throughout New York City. The campaign utilized global union relationships to help organize the stores and negotiate strong contracts.

"It's been an absolute honor to serve the members of Local 1102 as President for the past three decades," Bail said. "No one person has helped make our local such a strong defender of workers' rights. We have a great staff, one that I'm sure will help Local 1102 continue to grow and bring a voice to more workers."

In addition to his role at Local 1102, Bail also served as a vice-president of the RWDSU and UFCW. ■

Frank Bail has served Local 1102 members since 1975.



New officers have been elected to serve the thousands of Local 1102 members who work in the retail, food service, airline catering, maintenance, manufacturing/distribution, and call center industries.

President Gemma de Leon immigrated to the U.S. from the Philippines as a child and as a young woman held retail and grocery store jobs – similarly to many current Local 1102 members. She began her career at Local 1102 as an office worker while still in college, and eventually became Secretary-Treasurer. She was recently elected RWDSU Executive Vice-President (see page 10).

New Local 1102 Secretary-Treasurer Alvin Ramnarain has over 20 years of experience serving the union. He has served as Field Director and then Executive Vice President, where he was responsible

for overseeing grievances, collective bargaining and contract enforcement. Ramnarain has led several successful organizing campaigns, bringing a union voice to thousands of workers.

Ryan Brunet is the new Local 1102 Executive Vice-President. He joined Local 1102 in 2007 as an organizer and union representative and later served as Field Director. He has successfully negotiated several employer contracts securing medical benefits and higher wages for thousands of workers.

Local 1102 Recorder/ Assistant to the President Tom Rowland is primarily responsible for the union's field operations, communications, and political action programs. With over 30 years in the labor movement, Tom served as Secretary-Treasurer of Local 88, which merged into Local 1102 in 2009. ■



## For Workers with Executive Action But Long-Term

**F**or Patricio Santiago, an undocumented immigrant and RWDSU member currently employed at Jomar Car Wash in Queens, life in America has been rewarding. He's worked hard, paid taxes, and built a family since coming to the U.S. from Mexico 13 years ago.

But too often, life has also been insecure, stressful, and sometimes frightening. Even as he contributed to the fabric of the country, city, and community he loves, a dark cloud has hung over his head.

"The worst thing I can imagine is myself, my wife, or both of us being

deported, and losing our family," Santiago said. His family includes the couple's three U.S.-born children. Santiago, and countless other immigrants in the U.S., have seen this scenario — families being ripped apart — play out first hand.

Patricio's sister's husband — who had been working in New York at a garment store — was deported back to Mexico. Patricio's young niece misses her father terribly and the family is unsure if and when it will be reunited.

"I've been afraid they'll come for me next. I try to hide worries from my children but they know when something is up," Santiago said. Santiago is also no stranger to immi-

gration status being used to control and frighten workers. He's seen it in his community, and in his first job in the U.S., where he worked as a cook at a restaurant.

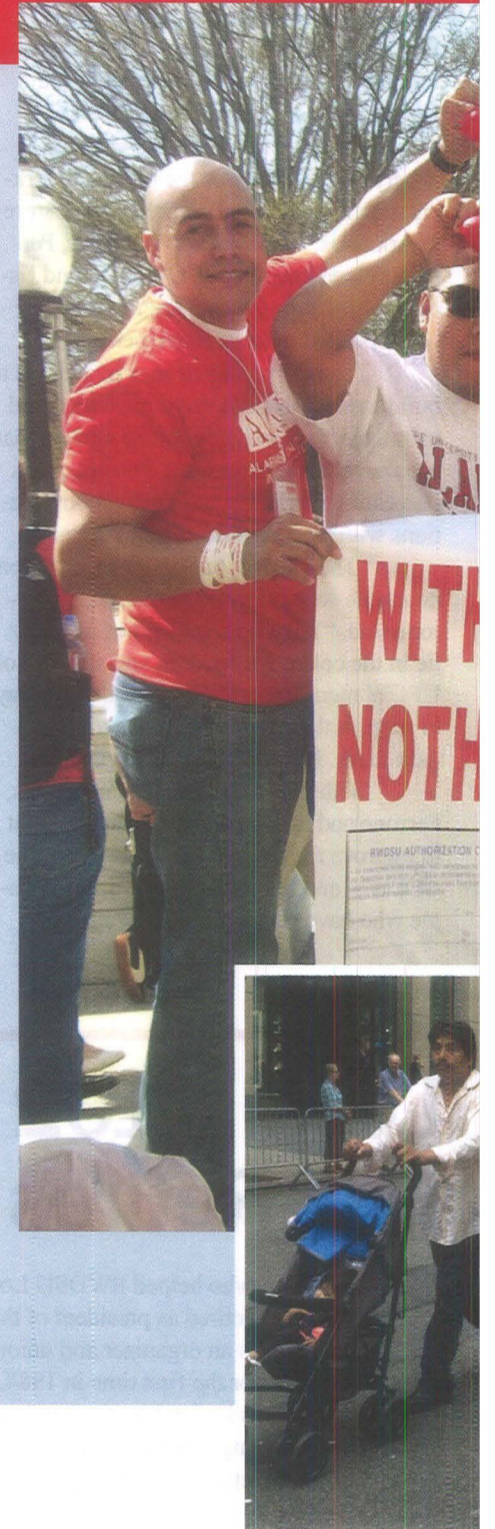
"The boss refused to pay myself and other workers — no money and he owed some of us eight months of pay. He threatened to call immigration, and one day he disappeared. Nobody got paid," Santiago said.

Outdated laws and immigration policies have contributed to the fear, intimidation, and exploitation that have defined life for over 11 million undocumented immigrants in this country. Finally, for some of them, this is about to change.

members employed in poultry plants in the South, car washes in New York City, and food processing plants in the Midwest. The action will help empower those who work for unscrupulous employers who hold threat of deportation over the heads of undocumented workers. This threat has been used to silence workers when they attempt to organize or speak out about issues like wage theft, health and safety issues, and other workplace injustices.

For workers, the new policy presents millions of hardworking undocumented immigrants a chance to come out of the shadows, and to reclaim their dignity by lifting the cloud of uncertainty and fear that has enveloped them even as they pay taxes, build families, and contribute to our society.

For unions like the RWDSU and all of its members, the new policies represent a great opportunity. Newly documented workers may feel more comfortable speaking up for their rights and joining unions, and this can help all union workers build strength. Millions of undocumented workers have been empowered by these reforms and can stand with the rest of us in calling for economic equality.



*"In many ways the new policies are a bittersweet victory. We've finally won change, but only after countless families have been ripped apart. And still, we need commitment from Congress for a solution that works moving forward." — Esther Lopez, UFCW Executive-Secretary and immigrant rights advocate*

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Santiago is also no stranger to immi-

### Obama's Executive Action on Immigration Policy

In November, President Obama announced an executive action modifying immigration policy. The action means that roughly four million undocumented immigrants in the U.S. will be able to apply for documentation, which will give them a reprieve from the threat of deportation for three years. They may also apply for work authorization and a social security number.

The action has the potential to impact the lives of countless working men and women in the U.S., including RWDSU

### Long-Term, Legislative Solution Still the Goal

Worker and immigrant advocates do have some concerns, including the current three-year limit on deportation protection. It is unclear what will happen when the three-years are up, or if the next president will choose to extend these new policies. And, Congress has yet to enact legislative immigration reform that offers a more permanent solution.

"In many ways the new policies are a bittersweet victory. We've finally won change, but only after countless families have been ripped apart. And still, we need commitment from Congress for a solution that works moving forward," said UFCW Executive-Secretary and immigrant rights advocate Esther Lopez.

"We need a legislative solution that creates comprehensive immigration reform that provides a path to citizenship. Workers need real protections," Lopez added.



## Toil in the Shadows, a Ray of Light

# Law Will Protect Immigrant Workers, Fix Still Elusive



In 2013, RWDSU members were among thousands who marched in Washington, D.C., for immigration reform. Now, thanks to Obama's executive action, change is a reality.

Patricio Santiago, pictured (far left) with his family at the 2014 Labor Day Parade in New York City, is one of millions of undocumented immigrants who stands to benefit from Obama's executive action.

While he still wants the opportunity to become a citizen, for car wash worker Santiago, and others like him, the new policy changes bring a sense of relief and empowerment.

"I am very happy to hear that we've finally won some of the changes we've been fighting for. This country has given me so much, and now I feel like I can give back. I can speak louder for my community and my co-workers," Santiago said. ■

### Assistance From the RWDSU

The RWDSU stands with immigrant workers regardless of their documentation status and will continue to work with immigrant activists to ensure their rights are protected. And, the union is here to help workers through the application process for the Deferred Action for Parents (DAP) program.

## Prepare to Apply for Deferments and Work Authorization – Beware of Fraud!

Just as unscrupulous employers have exploited immigrant workers' fears, undocumented immigrants must now watch out for scammers trying to profit off of their hopes. Currently, there is no way to apply yet. Don't believe anyone who says they can sign people up now – these people may be trying to con innocent people out of their money. Scammers may try to steal money intended for registration fees, or steal credit card or social security numbers. Scammers may also offer to "correct" immigration records for a fee. They may email or call potential victims.

You can report suspected scams to the Federal Trade Commission at <https://www.ftccomplaintassistant.gov/>

Protect yourself and consult trusted sources, including the RWDSU. When the application process has been finalized, these sources will get this information out to you as soon as possible.

Undocumented immigrants who want to apply need to be prepared. Start saving for the required application fee (as yet undetermined), gathering supporting evidence to determine eligibility, and gathering any criminal records that may exist. You will need these things when it comes time to apply for the benefits of President Obama's executive action. Materials you may need (but not limited to) include proof of residence, documents pertaining to work, taxes, and your children. ■

Email [immigration@rwdsu.org](mailto:immigration@rwdsu.org)  
for information.

### The RWDSU will help applicants in the following ways:

- ▶ Find out if you qualify for DAP
- ▶ Prescreen your application
- ▶ Prepare your application documents
- ▶ Submit your application
- ▶ The application process is expected to open around May 2015, but it is important to start gathering the necessary materials as soon as possible. RWDSU will be providing a checklist of what is needed and is committed to assisting you once it is time to apply. ■

# RWDSU Officers Re-Elected

**A**t the RWDSU 22nd Quadrennial Convention last year, RWDSU President Stuart Appelbaum, RWDSU Secretary-Treasurer Jack Wurm, RWDSU Recorder Joseph Dorismond, and RWDSU Executive Vice-President Gemma de Leon were all unanimously re-elected to new four-year terms. The Executive Vice-President position is chosen by the RWDSU Executive Board.

## The Leadership Team

### Stuart Appelbaum

Stuart Appelbaum has served as RWDSU President since 1998. He also currently serves as an Executive Vice-President of the 1.3 million member United Food and Commercial Workers International Union, and as a member of the national AFL-CIO Executive Council. Prior to joining the RWDSU in 1987, Appelbaum worked for the Michigan state AFL-CIO.

### Jack Wurm

Secretary-Treasurer Jack Wurm has been an RWDSU member since he was a truck driver at Butternut Breads in Michigan in the 1960s. He later served as steward, chief

steward and secretary-treasurer of RWDSU Local 386 in Grand Rapids, Michigan, and then as an RWDSU Representative and an RWDSU vice-president. Before becoming secretary-treasurer in 2003, Wurm served the union as midwest regional director. He has helped lead contract negotiations for a number of RWDSU locals.

### Joseph Dorismond

RWDSU Recorder Joseph Dorismond came to the U.S. from Haiti as a young man

to work at a hotel in Miami. He moved to New York in 1990 to work for the RWDSU, first in the mailroom, and then as a union organizer. Today, as the RWDSU's Recorder, Dorismond coordinates the union's organizing staff throughout the country.

Dorismond has also been active in the Haitian community. He produced a radio show for 13 years that helped educate the Haitian population across the U.S. about worker and civil rights issues, and he has been involved in relief efforts in his native country.

### Gemma de Leon

RWDSU Executive Vice-President Gemma de Leon immigrated to the U.S. from the Philippines as a child. As a teenager she held grocery store and department store jobs, and through her early work experiences she saw the struggles many workers – including immigrant workers – face in trying to support themselves and their families. She worked her way through college, and became involved in RWDSU Local 1102, starting out as an office worker while still in school. She is now President of the New York local. ■



(l to r)  
RWDSU Executive Vice President Gemma de Leon, Secretary-Treasurer Jack Wurm, President Stuart Appelbaum, and Recorder Joseph Dorismond.

## Local 338 Officers Elected

**R**WDSU Local 338's Executive Board voted on January 5 to fill the vacant position of secretary-treasurer, and reinstate the office of executive vice-president. Joe Fontano will serve as secretary-treasurer, and Jack Caffey, Jr., will serve as executive vice-president.

"Joe and Jack were natural choices to assume the role of secretary-treasurer and executive vice-president," said Local 338 President John Durso.

"Both are competent and understand what it takes to lead this organization. It was with their guidance that Local 338 was able to survive A&P's bankruptcy and

ensure that our members' jobs were preserved. They care deeply about our members and their families. I have every confidence in them and know that the future of Local 338 is secure with Joe and Jack leading beside me," Durso added.

Fontano had previously held the role of Assistant to the President/Political & Communications Director, while Caffey, Jr., served as Senior Director. Both have hands on experience in the day-to-day operations of Local 338, contract negotiations with employers, and the overseeing of benefits available to Local 338 members as Trustees on Local 338's Pension and Health & Welfare Funds. ■



(l to r) Local 338 Secretary-Treasurer Joe Fontano, President John Durso, and Executive V.P. Jack Caffey, Jr.

## Local 338 Sec.-Treas. Morrissey Retires

**L**ocal 338 Secretary-Treasurer Murray Morrissey, who has been a member of the local since 1967, retired in December. Morrissey, who joined the union as an employee at Waldbaum's Supermarkets, became secretary-treasurer in 2010 and previously served as executive vice-president. Morrissey also served on the RWDSU Advisory Council.

Morrissey began working at Waldbaum's as an 18-year old right out of high school, at a time when the company was still family owned and management had a strong relationship with the workers. Over the following decades, the supermarket, and many others, became corporate-owned, and Morrissey came to realize that he owed his benefits to union membership.

"If it weren't for the strength of the union fighting to protect our benefits, I would not have the security that I need to retire and enjoy the best years of my life," Morrissey said.

Local 338 President John Durso said: "Over the last 47 years, he has seen much of our history and has also played a major role in the shaping of the future of this union. Murray, thank you for your dedication and service to our members and this organization." ■



Retired Local 338 Secretary-Treasurer Murray Morrissey fired up activists at a 2012 Bloomindales contract rally for Local 3 workers.

# Breakthrough for NYC CAR WASH WORKERS

## Workers Join RWDSU at Vegas Auto Spa, Call for Justice

**A**t Vegas Auto Spa in Park Slope, Brooklyn, carwashers say the house always wins, and workers always crap out when it comes to fair treatment on the job. That's why employees at the car wash facility voted unanimously to join the RWDSU in January, after going on strike in late November to right injustices such as stolen wages and unsafe working conditions.

Vegas Auto Spa becomes the 10th New York City car wash facility to become represented by the RWDSU.

"The boss treats us unfairly, and makes us sign papers that aren't true, saying he'll fire us if we don't," said Angel Rebolledo of Brooklyn, who has worked at Vegas Auto Spa for two years. "He says that he pays his workers overtime, but he doesn't. He claims that we make more tips than what we actually do."

"I am on strike because the owner owes us a lot of money, makes us do work without safety protection and he does not want to recognize the union," said Jaime Miranda. "It is time for us to speak up."

Workers have seen the support they have in the community on the picket lines and at a number of rallies. In December, clergy, community groups, and worker-activists marched through Brooklyn demanding justice and fair



Activists took to the streets in front of the Vegas Auto Spa to call for justice.

treatment for workers at Vegas Auto Spa.

Hernan Lopez, who has worked at Vegas since 2009, said at the rally after the march: "We are fighting for our rights. We only want to be treated fairly and paid honestly for the work we do."

### Stolen Wages Spark Lawsuit

According to workers, car wash owner Marat Leshehinsky failed to pay minimum wage, time and a half for overtime and took improper deductions from the employees' checks, some of whom worked more than 90 hours a week.

The workers have filed a lawsuit, and attorneys preliminarily estimate the

eight workers involved in the suit are owed in excess of \$600,000 in wages and damages due to non-payment of overtime and other violations; the employer's total liability could ultimately exceed \$1 million.

"We are carwashers united and fighting for our rights, and for our future," said Rogelio Lara. "We are fighting not just for us, but for all those who are coming after us, so they don't go through what we've suffered through. We want to have better protections, job security, pay for the overtime we worked and we want to have some vacation days. We demand an end to all this injustice and labor exploitation!" ■



Vegas Auto Spa workers celebrate joining the RWDSU in January.

## Bronx Car Wash Workers Join Movement, Vote RWDSU

# carwasheros



K&P workers organized to win respect and changes at their job.

**W**orkers at the K&P Car Wash in the Bronx have voted overwhelmingly to join the RWDSU.

The "carwasheros" at the shop, formerly known as the East Tremont Car Wash at 1095 E. Tremont Ave., voted 21-4 to join the RWDSU.

"We organized ourselves because we want to have a union contract that guarantees us better working conditions," K&P worker Jose Pedro Calderon said. "But most importantly we organized ourselves because we wanted respect."

This was the ninth victory in a row for New York City car wash workers seeking an RWDSU voice. Low wage workers in the city are coming together and standing up for better working conditions and respect on the job.

The organizing drive wasn't easy for K&P workers. Recently, owners of other

car washes who are members of the Association of Car Wash Owners – an industry group – traveled to K&P Car Wash, and shut it down in the middle of the work day to hold a captive-audience meeting. The purpose of the meeting, workers said, was to make them fearful of reprisals if they exercised their right to join the union. One of the workers said the owners also threatened to shut the business down rather than negotiate with the RWDSU.

The threats and intimidation didn't work, now the K&P workers have joined the growing movement to make car wash jobs better jobs that can allow workers to provide for their families.

"This victory proves that we are building a movement among workers in New York's car wash industry," RWDSU President Stuart Appelbaum said. ■

# RWDSU CONTRACT NEWS

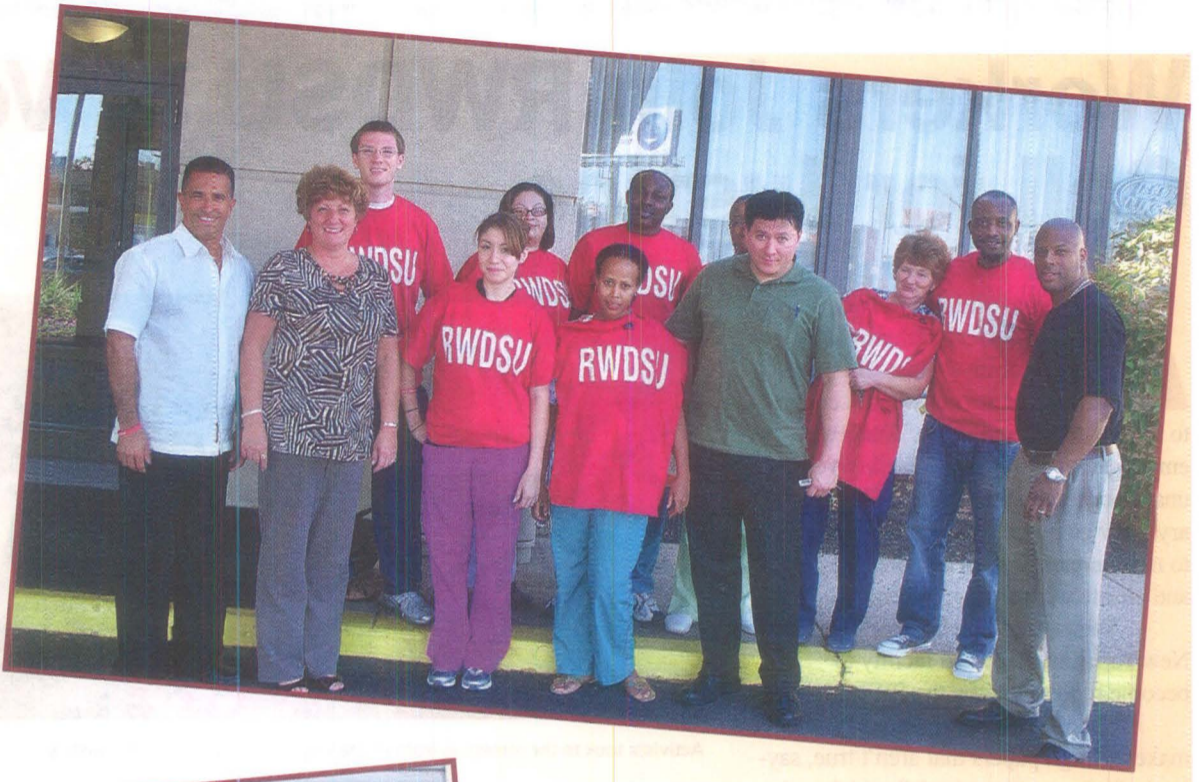
## Silver Lake/Towne Manor Local 1034 Pennsylvania

Over 200 RWDSU Local 1034 members at the Silver Lake and Towne Manor nursing home facilities in Philadelphia, Pennsylvania, have won greatly improved health care benefits at lower costs thanks to the re-opener in the second year of their three-year contract.

The bargaining committee was also able to win a two percent wage increase.

This is the second contract for workers at the two facilities, and the difference for workers is striking. They've won improved wages, benefits, and health care, along with grievance procedures and the dignity and respect that only come with a union contract.

Members at Silver Lake (pictured) and Towne Manor nursing homes have new RWDSU contracts.



Public workers in Union City (pictured) and Guttenberg, New Jersey, ratified their first union contracts.

## Crossing Guards and Parking Enforcement Officers Local 108 New Jersey

Crossing guards and parking enforcement officers in Union City and Guttenberg, New Jersey, have won their first RWDSU contract. The Local 108 members joined the RWDSU to gain dignity and respect on the job, and the new contracts ensure they will receive it.

Workers will also see average wage increases of 1.8 percent, and for the first time, they will receive paid time off.

## Prairie Farms Dairy Local 810 Indiana

RWDSU Local 810 members who work at Prairie Farms Dairy in Fort Wayne, Indiana and Mishawaka, Indiana approved a new three-year agreement that increases wages and pension contributions, and maintains the employee health care coverage. The contract also provides language improvements in the areas of the grievance procedure, job classifications, overtime, break periods, and funeral leave.

Serving on the Bargaining Committee were Local 810 President Tim Brunson, Secretary-Treasurer Scott Rushing, and Recorder Rex Moore. They were assisted by Indiana Joint Board President Dave Altman.

Prairie Farms Dairy employs 105 RWDSU Local 810 members.

## NYCOA Local 60 New Hampshire

RWDSU Local 60 members in Manchester, New Hampshire, have ratified a new agreement with their employer, NYCOA. It's the first contract since the facility changed ownership. Under the agreement, there will be no change in the medical premiums or coverage and there are increases in wages, bonuses, and uniform allowance.

The 50 RWDSU members at NYCOA produce plastic resin pellets for use in the plastics industry, including the coating used for coaxial cable.

Serving on the bargaining committee was Roger St. Onge, Donald Tupper, Melvin Drungo Jr., New England Joint Board President Tina Buonaugurio, and Phil D'Arcangelo.

# RWDSU CONTRACT NEWS

## Modell's Sporting Goods Local 1102 New York City

Members at over sixty Modell's Sporting Goods locations in New York have overwhelmingly ratified a new three-year contract. The agreement protects benefits such as vacation, personal days, and holidays. Also included in the new contract are annual wage increases, including backpay, and the medical and pension programs Modell's workers enjoy will remain intact. Despite attempts by management for concessions, members stood firm and protected their hard-won benefits.



## Fosta-Tek Local 60 Massachusetts

Wage and bonus increases highlight a new contract for RWDSU Local 60 members at Fosta Tek in Leominster, Massachusetts, where workers ratified a new three-year agreement. Members at the plant, which produces special lenses for use in goods like fire fighter helmets and gas masks used by U.S. troops, will also see their health insurance benefits protected and wages increase in every year of the pact.

There are 115 RWDSU Local 60 members employed at Fosta Tek.



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# RWDSU AROUND OUR UNION

## RWDSU Leaders Play Important Role at UFCW Women's Network

The UFCW Women's Network held its 11th biennial conference this December. The event brought together hundreds of delegates from throughout the country to discuss strategies for getting women more involved in the labor movement and sharpening their organizing skills.

The team from the RWDSU plays an important role in the Women's Network and several members were elected to leadership positions at the conference. Local 3 President Cassandra Berrocal, Local 108 Secretary-Treasurer Kathy Campbell and New England Joint Board President Tina Buonaugurio were re-elected to their positions on the executive board. Local 338 Director of Field Operations Fallon Ager-Nelson was newly elected as the UFCW Women's Network Recorder, and Local 338 Deputy Director of Politics and Communications Nikki Kateman was elected to Ager-Nelson's previous post as Regional Coordinator.



(l to r) RWDSU Local 338's Nikki Kateman, AFL-CIO Secretary-Treasurer Elizabeth Shuler, and RWDSU Local 338's Fallon Ager-Nelson at the UFCW Women's Network conference.

The conference emphasized mentorship programs. RWDSU members participated in a panel examining the experiences of mentors and those they've advised within the labor movement. The union also participated in discussions of legislative issues in United States and Canada, such as bills granting more rights and protections to pregnant workers. Addresses by female labor leaders and progressive politicians rounded out the program.



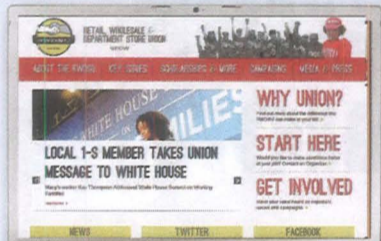
Delegates participate in a steward training workshop.

## Missouri Stewards Hone Skills, Elect Exec. Board

Central States Council Delegates met at the Local 125 Hall in St. Joseph, Missouri in November for steward training, so they can more effectively represent their fellow RWDSU members at work. The session was conducted by Judith Ancel of the University of Missouri in Kansas City Labor Studies, and included workshops and role-playing exercises.

Delegates also elected trustees to the Central States Council's Executive Board. Elected were Alan Thornton of Local 578 in Rochelle, Illinois (Del Monte) and Rose Heisler of Local 184-L of Kansas City, Kansas (Kellogg's).

[www.rwdsu.org](http://www.rwdsu.org)



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Department Store Union  
(RWDSU)



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

## New England Locals Elect Officers

### Local 513

Local 513 officers and stewards have been elected, and were sworn in by New England Joint Board President Tina Buonaugurio. Local 513 members work at Coke and Pepsi throughout Rhode Island and Massachusetts, as well as Canteen Refreshments in Wilmington, Massachusetts.

Pictured (l to r) are Second V.P. Victor Vieira, Stewards Greg Laurence, Rich Hamilton and Philip D'Arcangelo Jr., First V.P. Carlos Alves, Stewards Joe Gabriel, Buzzy Rowe, Dan Antar, and Matt Piccadaci. President Dennis Beaulieu, Steward Bob Lapointe, Sgt. at Arms Bob Wright, Stewards Ken Kasle and Ted Yeomelakis, Treasurer Gary Miner, and Stewards Kevin Hanafir and Jim Baldwin. NEJB President Tina Buonaugurio

is shown swearing in the officers. Not pictured are: Third V.P. Chris Baker, Steward David Tamalynus, Recorder Mike Savard, and Stewards Rich MacNeil, Paul Cronin, and Dave Anania.



### Locals 593, 588, 599, 513

At the New England Joint Board Delegates meeting in October at the NEJB union hall in Leominster, Massachusetts, the following officers at various NEJB locals were sworn in by NEJB President Tina Buonaugurio (far right): (l to r) Local 593 Vice President Greg Demello, Local 588 President Mike Neilands, Local 593 Vice President David Wyatt, Local 599 President Frank Garcia-Lemus, Local 513 Recorder Mike Savard, and Local 513 Sgt. at Arms Bob Wright.



# RWDSU SCHOLARSHIPS

## RWDSU Scholarship Winners Know Union Difference

**S**even young men and women from RWDSU families have won the annual RWDSU Alvin E. Heaps Scholarship. The scholarship, named after former RWDSU President Al Heaps (1919-1986), promotes higher education for RWDSU families and recognizes scholastic performance and an understanding of the difference union membership has made in their lives, and how unions can help all working families.

The winners are Alexandria Alcantara, attending Vassar College in Poughkeepsie, New York (daughter of Edwin Alcantara, Bloomingdales Local 3); Ashley Anthony, majoring in accounting at SUNY Albany in Albany, New York (stepdaughter of Christina Anthony, Duty-Free America Local 1102); Karen Bernabe, majoring in nursing at New York University in New York (daughter of Juan Bernabe, Rosenberg Diamond Local 670); Jordan Fatoki, majoring in Finance at Case Western Reserve University in Cleveland, Ohio (son of Lisa Russell, Provident Hospital Local 200); Jacob Guyton, majoring in marketing at University of Montevallo in Montevallo, Alabama (son of Jake Guyton, III, Berman Bros. Local 932); Eric Richards, majoring in engineering at University of Massachusetts Lowell in Lowell, Massachusetts (son of Norman Richard, Coca-Cola Waltham Local 513); and Clark Ruiz, majoring in media at Michigan State University in East Lansing, Michigan (son of Perfecto Javier Ruiz Saldana, Nestle/Gerber Local 530). ■



(l to r) RWDSU Rep. Randy Hadley, Local 932 member Jake Guyton III, Jacob Guyton, and Mid-South Council President John Whitaker.

(l to r) Local 530 President Jason Walker, Perfecto Javier Ruiz Saldana (father of scholarship winner Clarke Ruiz) and RWDSU Rep. Rose Dietz.

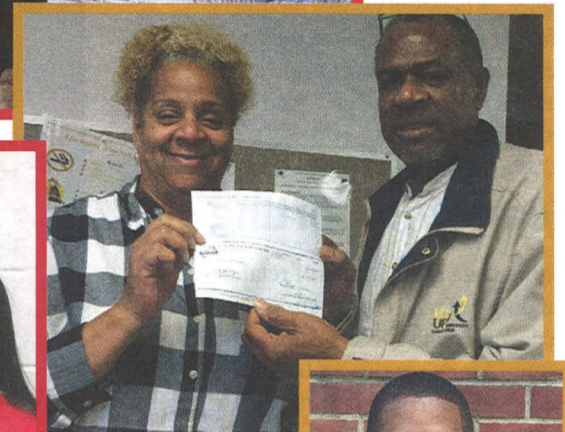
(l to r) Local 670 Sec.-Treas. David Green, Juan Bernabe, Andrea Bernabe, and Local 670 President Thelma Winston.



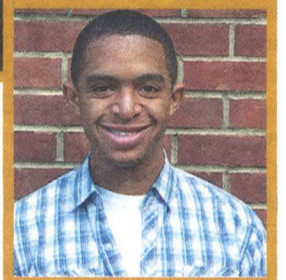
(L to r) Local 3 Sec.-Treas. Sean Kavanaugh, Edwin Alcantara, and Local 3 Pres. Cassandra Berrocal. (Inset) Alexandria Alcantara.



New England Joint Board President Tina Buonagurio with scholarship winner Eric Richards.



Chicago Joint Board President Errol Staine presents scholarship check to Lisa Russell, mother of Jordan Fatoki (r).



## Local 338 Scholarship Winners



(left to right) Seated: Alyssa Rubin, Thomas Mkrichian, Mary Rom, and Giovanni Marchesano. Standing: Monica Cavounis (Assistant to Local 338's President), Maria Scheffler (Assistant to Local 338's Funds Administrator), Christopher Bisogo, Julianna Casale, Brandon Yalin (This year's Emmanuel Laub Scholarship Award Winner), Christopher Chiauzzi, Collin Gallagher, Kathleen Herman, Maria Kruzic, Dr. Gregory DiFreitas (Director of the Labor Studies Program at Hofstra University), Charles Hamilton (Local 338's Funds Administrator), Elena Dundon (Local 338's Director of Internal Operations), and John R. Durso (President of Local 338)

**L**ocal 338 has awarded its annual scholarships to a total of 18 high school graduates who are Local 338 members or members of Local 338 families. This diverse group of young men and women stood out due to their extraordinary academic records, extracurricular activities, and understanding of the importance of labor unions in giving a voice to working people.

Local 338 2014 scholarship winners who received \$1500 towards their first year of college are: Christopher Bisogno, Julianna Casale, Navkiran Cheema, Christopher Chiauzzi, Lucas Firemark, Collin Gallagher, Kathleen Herman, Maria Kruzic, Thomas Mkrichian, and Alyssa Rubin.

Local 338 also offers a Book Award Scholarship of \$250 for students to use towards the required textbooks for their classes. This year's recipients are: Shubham Basra, Jason Clampitt, Asline Decius, Giovanni Marchesano, Mary Rom, Amanda Woods and Barry Wu.

Special recognition went to Brandon Yalin for winning the 2014 Emanuel Laub Memorial Scholarship Award. The scholarship, which honors the memory of the late Local 338 President, awards a total of \$6,000 (\$1,500 per year) over the next four years towards Yalin's college education. ■



# Getting to the Root Causes of Workplace Injuries

**T**here are more than 3,000,000 reported work related injuries in the United States each year. That's more than 9,000 every day of the year. Many studies have indicated that the real number is at least one third higher. Whenever we ask members whether all the injuries at their workplace are reported the answer is always the same: a resounding "no." And that's a big problem.

## Fear of Reporting

Workers are often afraid of retaliation, of standing out, causing "a stir". There may be documentation issues or fear of drug testing. Many employers have injury incentive programs; reporting an injury could end the chance for everyone in the workplace to get a prize. Other workers may not want to deal with the Workers' Compensation system. But by not filing that claim, they automatically forfeit their right to wage replacement and coverage of medical treatment of their injuries, even if and when they no longer work for that employer.

OSHA under the Obama Administration understands the seriousness of injury underreporting and has taken many important steps to address it. A March, 2012 memo to OSHA Regional Directors reiterated agency policy that it is illegal for an employee to be disciplined immediately regardless of circumstances for reporting an injury. And as a result of the memo many employers have dropped their incentive programs because they realize they are significant enough to pressure workers to not report injuries.

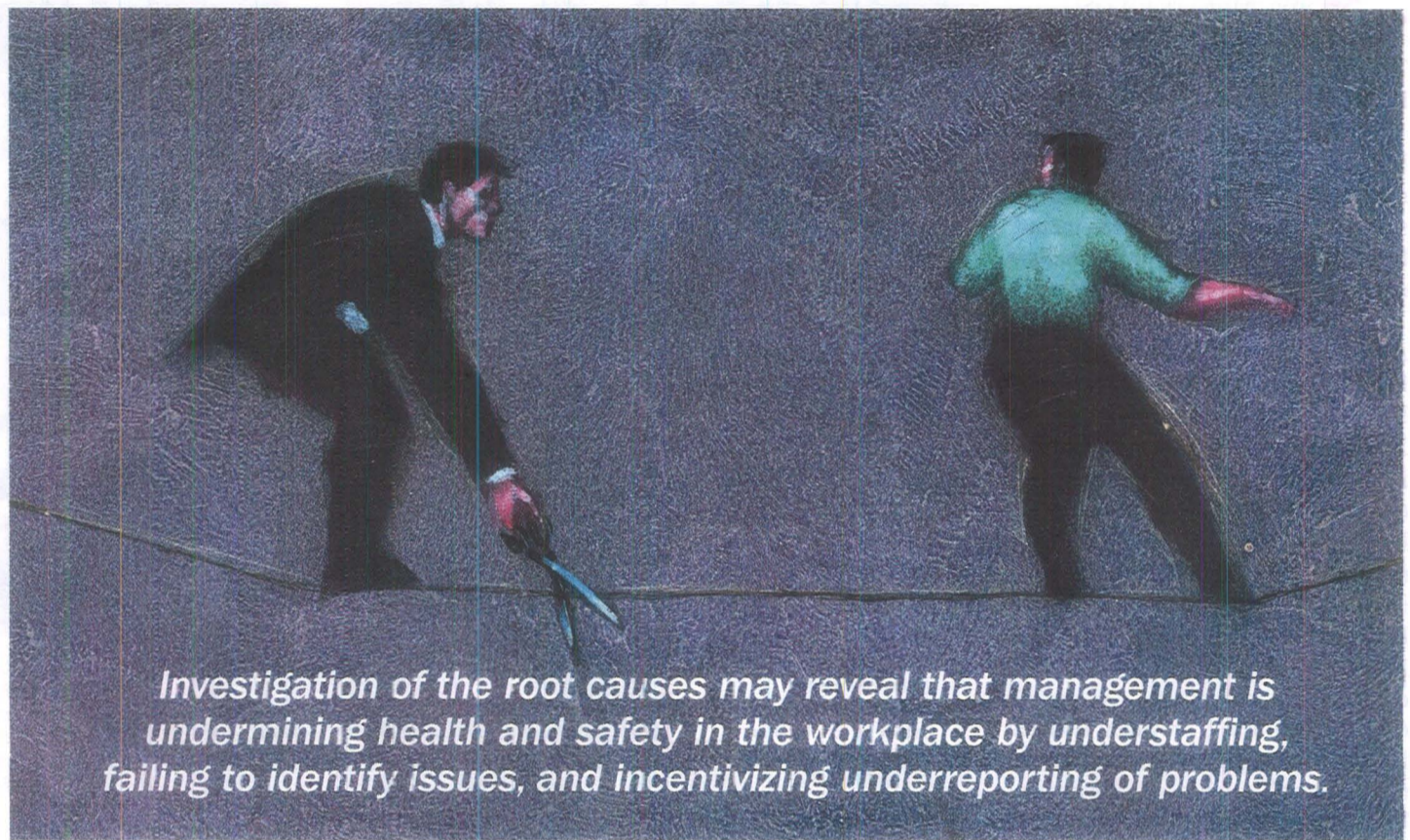
OSHA has also beefed up staffing of its Whistleblower program office so that complaints of illegal retaliation can be evaluated and processed more rapidly.

Injuries are Real, and "Accidents" are not freak, unexplained events. They are often the result of many failures in prevention. Injuries cannot occur without exposure to a hazard so our goal is always to focus on how we can reduce the severity and length of exposure to hazards. To be successful we need to be aware of the all the factors that contributed to an injury or death.

## Root Causes

Since we want to prevent accidents in the future we need to investigate and determine the root causes of injury incidents when they happen. We can determine root causes during an investigation by frequently asking "why" when people describe what happened and what they did. For example, why would a worker stick her hand in a running machine to free up jammed product? Many times it is because the "culture" of that workplace is such that production is always the first priority, and stopping the line gets you in trouble.

Lower back injuries are the most common work-related injury. Management often claims that those injuries are caused by workers' failure to use proper lifting techniques. Investigation of the root causes may reveal that the organization of the work process, production demands, understaffing or other factors often prevent the use of good work practices like safe lifting techniques.



From our experience investigating injury events we have found many common root causes. These include:

- 1** **The safety culture of the workplace.** If safety is truly a top priority, are supervisors evaluated and rewarded on their safety performance or just on meeting production quotas? Do supervisors overlook, encourage, or otherwise support unsafe work practices to increase production? Is the enforcement of safety rules even handed? Are workers encouraged to report hazardous conditions and safety problems? Does management address these hazards promptly?
- 2** **Are workers sufficiently trained on the equipment and work processes they are assigned to?**
- 3** **Is there adequate staffing so that work can be done safely?**
- 4** **Are routine maintenance and housekeeping tasks completed so that slip and fall hazards are minimized and unsafe equipment is not used until it is fixed?**
- 5** **Are job tasks organized so that workers are not forced into awkward work postures? Is the speed of the work reasonable? Are workers who do repetitive work rotated regularly to other tasks to avoid overuse of their wrists, shoulders etc.**
- 6** **Are workers paid directly according to how much they produce so that they are encouraged to try to work too fast and take "safety shortcuts" in order to make more money?**

We should be involved in identifying hazards and suggesting ways they can be reduced. That is the best way to cut injury rates.

If prevention fails and one of our members gets injured, they shouldn't be forgotten. Reach out to them and provide support. Navigating the Workers' Compensation system can be frustrating and difficult. Recovery from the effects of a significant injury can be very challenging. Let them know we care. ■

## More Information

Your union can provide training sessions on how to develop effective workplace accident prevention programs and investigations. If you are interested in a session, or want more information on this topic, contact the Health and Safety Department at (212)- 684- 5300. ■