

# RWDSU

UFCW

WINTER 2015

R E C O R D

Vol. 63, No. 4

We asked what you wanted the Presidential candidates to focus on. You answered.

The Issues That Matter to Us in 2016



Pages 8-9

INCOME INEQUALITY  
RETIREMENT SECURITY  
INTERNATIONAL TRADE & FAST TRACK  
WORK & FAMILY  
GOOD JOBS  
UNION RIGHTS

"I want to see our next President even the playing field for working people." **"Protect Social Security, it needs to be there for us."** "Unfair trade has ruined well-paying manufacturing jobs." **"I'm working more but spending less time with my family."** "Jobs are the most important issue. Good jobs will take care of most of our problems." **"We need to bring back fairness for workers. We seem to have disappeared from the agenda."**

Retail, Wholesale and Department Store Union, UFCW  
370 Seventh Avenue, Suite 501  
New York, NY 10001

Non-Profit Org  
U.S. Postage  
**PAID**  
Kelly Press Inc



Workers Win a Union Voice Organizing Victories

Page 5

**INSIDE THE RECORD**

- Fighting Back Against On-Call Scheduling...3
- 10 Bad Things About TPP .....4
- Organizing Victories.....5
- RWDSU Helps for the Holidays.....6
- Right to Work Hurts Workers.....7
- The Issues that Matter in 2016.....8,9
- Around Our Union .....10
- UFCW News.....11
- Contract News.....12
- Around our Union.....13
- Win Cool RWDSU Stuff!.....14
- Union Plus Credit Card.....15
- Health and Safety.....16

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

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

Stuart Appelbaum  
President

Jack Wurm Jr.  
Sec.-Treasurer

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

Produced by RWDSU  
Communications Department  
Editor, Levi Nayman  
Communications Director, Janna Pea

Lenore Miller  
President Emeritus

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



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

**Change of Address**  
New Address (Please print)

Name \_\_\_\_\_

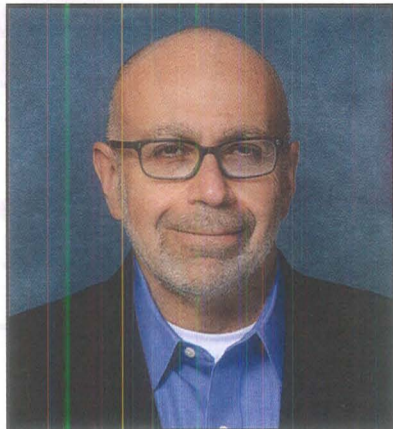
Street \_\_\_\_\_

City \_\_\_\_\_

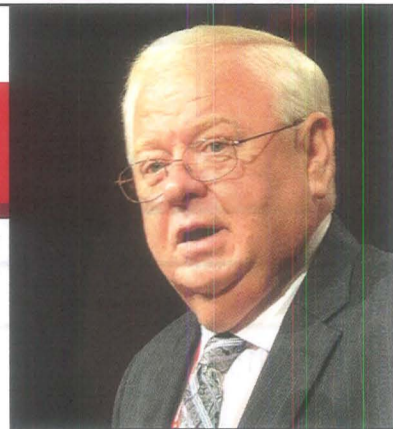
State/Prov. Zip/Postal Code \_\_\_\_\_

Union Local No. \_\_\_\_\_

Please enclose old address label from this issue of the Record. Please send this form at least two weeks before moving to:  
RWDSU RECORD  
370 Seventh Avenue, Suite 501  
New York, N.Y. 10001



President  
Stuart Appelbaum



Secretary-Treasurer  
Jack Wurm Jr.

**MESSAGE FROM  
YOUR OFFICERS**

# Holiday Season Means Extra Stress for Retail Workers

**W**orking in the retail industry any time of year can be a challenge. But for the holiday season, it can be downright daunting for workers tasked with handling everything from crowds of holiday shoppers to the flood of post-holiday returns.

For many RWDSU members, employed at retail stores such as Macy's, Modell's Sporting Goods, and Bloomingdale's, it's the most stressful time of year. Big crowds, irritable customers, long hours, and the need for workers themselves to take care of their own holiday obligations can all weigh heavy on workers' shoulders. Too many shoppers don't appreciate the pressure that retail workers are under this time of year.

*With a union, workers have the assistance of contract protections, a voice in the workplace, and a way to communicate with management.*

And, especially for retail workers in non-union stores, the stress of the holidays is stacked on top of the daily obstacles they face every day of the year: insufficient hours, poverty wages that won't support families, and unpredictable scheduling that makes it difficult to work another job, plan childcare, or attend school. Non-union retail workers

*For non-union retail workers, it can be a struggle just to survive – to say nothing of providing their families with a joyous holiday.*

may be forced to work when they don't want to, regardless of their holiday plans, and they likely won't be compensated fairly for working holiday time. For these workers, it can be a struggle just to survive – to say nothing of providing their families with a joyous holiday.

With a union, workers have the assistance of contract protections, a voice in the workplace, and a way to effectively communicate their concerns with management. They can make their jobs better, and create better lives, by coming together and joining a union.

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

# Retail Workers Fight Back Against On-Call Scheduling

**O**n-call scheduling" has been a troubling trend at retail stores in recent years. With on-call scheduling, workers don't know their schedules in advance. Workers are required to call in ahead of time to find out whether or not they will be working that day. If the store is busy enough, they are told to come in. If it's slow, they don't work and they don't get paid. It wreaks havoc with their lives.

Like so many corporate initiatives to maximize efficiency, on-call scheduling puts an unfair burden on everyday workers. The erratic hours make it impossible to plan how much money they will be making week to week. In fact, the uncertainty makes it pretty much impossible to plan anything. Parents don't know when they will need childcare and students can't set aside time for classes. Also, most workers who have to deal with on-call scheduling find it difficult to hold a second job. They are essentially required to be available for full time hours, but only receive part time pay.

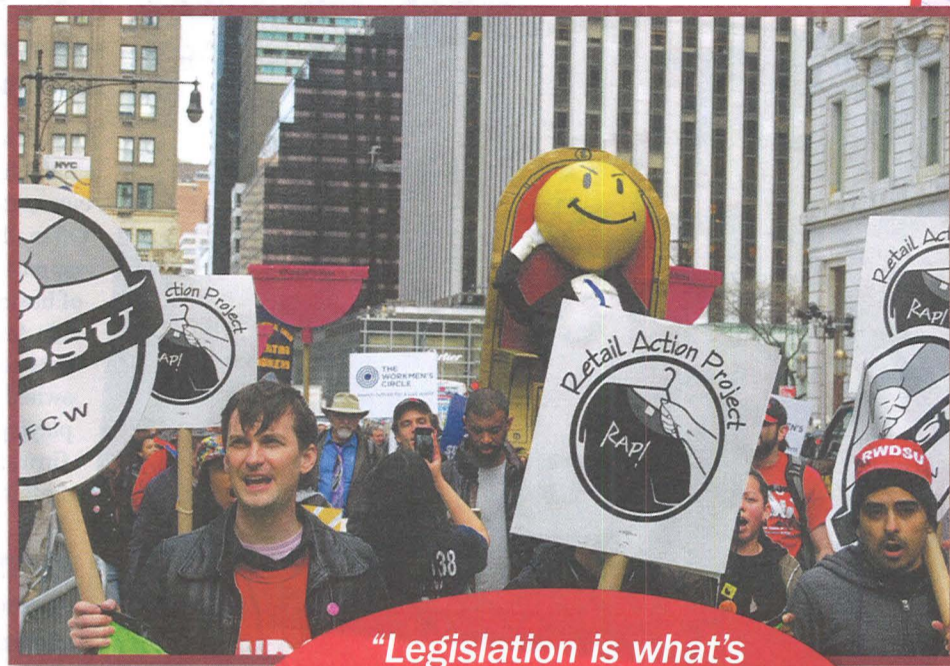
## RWDSU and RAP Push Back

The RWDSU's Retail Action Project (RAP) first highlighted the rising trend of on-call scheduling back in 2012 in a report titled "Discounted Jobs." Working in partnership with the City University of New York's (CUNY) Murphy Institute, RAP conducted a survey of hundreds of non-union retail workers in New York City. At that time, they found that 20 percent of workers were forced to make themselves available for on-call shifts. Follow up surveys done over the past two years found that the percentage of workers who experience on-call scheduling had grown to 42 percent.

The RWDSU and RAP continued to draw attention to the findings, holding rallies and reaching out to government officials in an effort to highlight how harmful on-call scheduling is to workers who have to balance other commitments and still make a living. The union's advocacy drew the attention of New York State Attorney General Eric Schneiderman, who sent a letter to 13 retail chains inquiring whether their scheduling practices violated any labor laws.

The letter had a big impact that spread far beyond New York. Several major retailers pledged to end on-call scheduling at all stores nationwide, including Urban Outfitters, J. Crew, Gap, Banana Republic, Old Navy, Victoria's Secret and Bath & Body Works. The media attention surrounding the letter and RAP's survey also sparked a lawsuit by Forever 21 workers in California, who are arguing that the company's on-call scheduling system is illegal.

RAP Director Rachel Laforest has been pleased with the progress that the group has made pushing back against on-call scheduling. However, she has emphasized that more needs to be done.



*"Legislation is what's necessary for all companies to really stop on-call scheduling."*

The RWDSU and RAP have been at the forefront of a movement that is helping to change on-call scheduling practices nationwide.

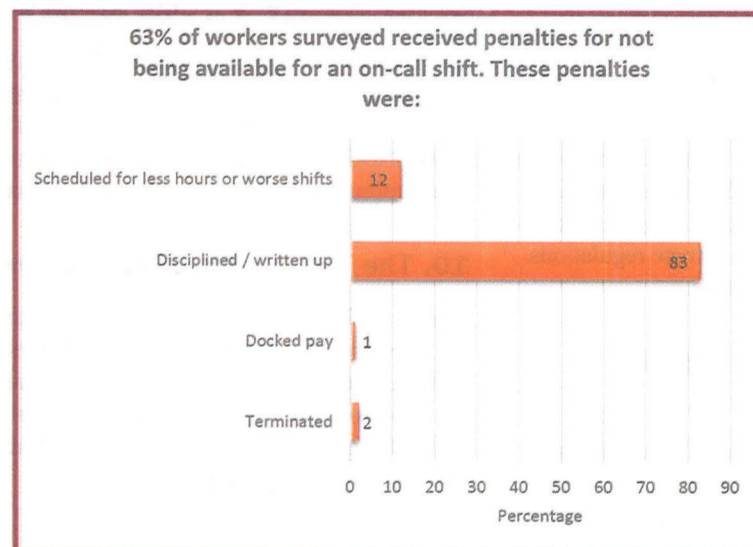
"We think that legislation is what's necessary for all companies to really stop this practice," Laforest said. "Getting rid of on-call shifts will help make sure that retail workers have adequate time to live human lives, to care for children, elders, go to

school or work a second job if need be, and be treated with dignity."

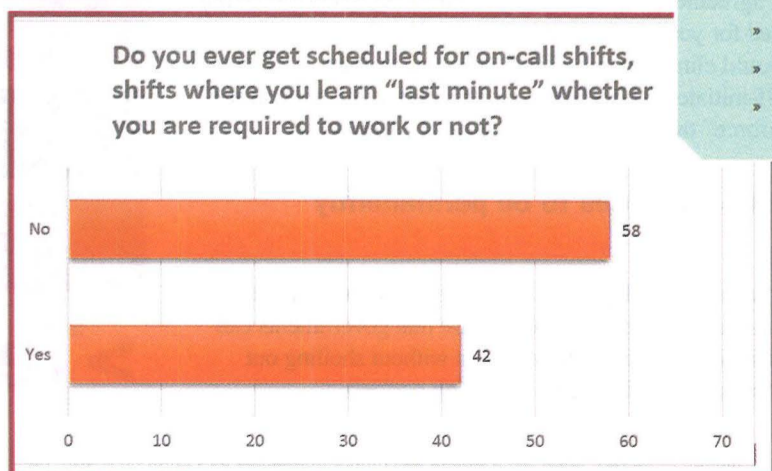
RAP is still devoting resources to fight unfair scheduling practices. The group is continuing to monitor retailers who have pledged to eliminate on-call

shifts, making sure that they stick to their commitments. This will be especially necessary throughout the holiday season, when a flurry of shopping activity may tempt corporations to fall back into old habits.

"We know what's at stake," said Laforest. "Workers are counting on us to remain vigilant." ■



Workers who stand up against on-call scheduling are subject to punishment.



42 percent of workers surveyed by RAP endure on-call scheduling practices.

## JUST HOURS NEW YORK RESTORING THE FAIR WORKWEEK

Retail Action Project members came together to develop an innovative Just Hours Code of Conduct to change standards in the industry. They determined that we have the right to:

- » Stability in hours
- » Predictability in schedules
- » Family-sustaining hours
- » Care for ourselves, our families, and our communities
- » Work without discrimination
- » Access to affordable benefits
- » A stronger social safety net

# Ten Reasons Global Workers Aren't Down With TPP

In November, the full text of the Trans-Pacific Partnership (TPP) was released, and it's just as bad as global activists feared it would be. In its current state, the TPP is poised to lower wages and working standards across 40 percent of the world's economy, cost American jobs, and create a world where there is little corporate accountability for harming workers, the planet, and anything else that gets in the way of profits.

This massive trade deal is a cream puff dream for global investors and corporations and a rotten egg for everyone else. Here's ten reasons why:

## 1. The TPP allows currency-manipulating countries to kill U.S. jobs.

The current TPP text doesn't contain enforceable currency manipulation rules. Countries that intentionally devalue their currency cheat U.S. manufacturers and undermine any benefits from tariff reductions. Enforcing currency manipulation rules is probably the single most effective thing the United States could do to create jobs; in fact, doing so could add as many as 5.8 million jobs.

## 2. The TPP lets foreign corporations bypass U.S. law.

The current TPP text allows multinational companies to challenge U.S. laws, regulations and safeguards through a provision called investor-to-state dispute settlement (ISDS), a private justice system that undermines our democracy. Through ISDS, foreign investors can seek compensation from the United States for enforcing regulations and safeguards designed to protect America's working families. In fact, multinational companies currently are using ISDS to attack democratic policies and laws in Australia, Canada, Egypt, Peru and Uruguay, among many others.

## 3. The TPP allows climate change to go unchecked.

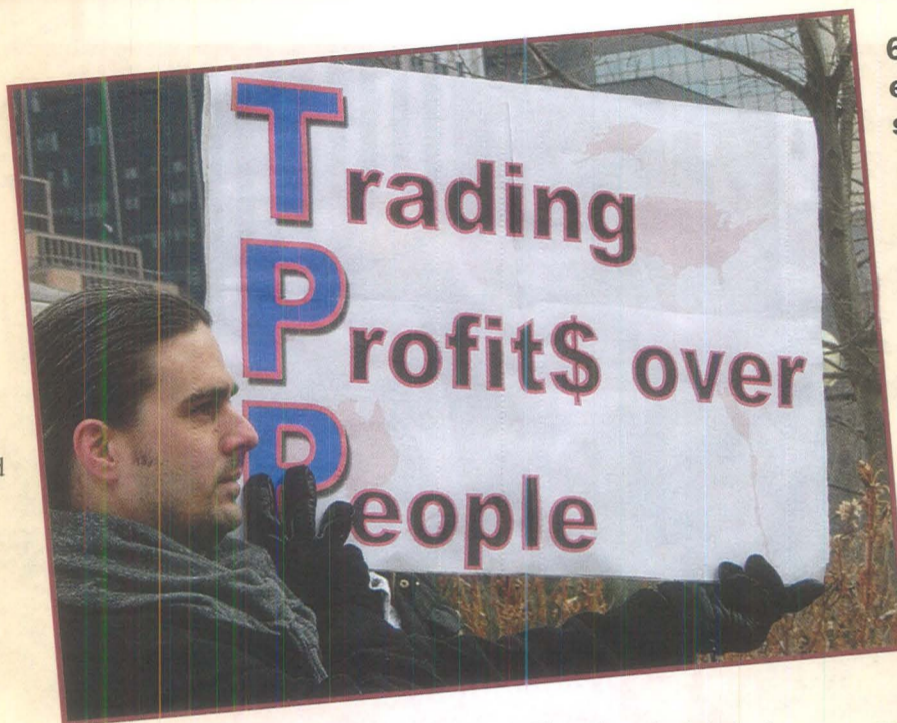
The current TPP text doesn't contain any enforceable climate change commitments or "border fees" to offset the cost of environment-damaging imports. This undermines our efforts to address climate change and jeopardizes the important U.S.-China bilateral agreement on climate change and clean energy. It does nothing to discourage U.S. manufacturers from moving their factories to TPP countries with weak climate regulations. This damages both U.S. jobs and our efforts to address climate change.

## 4. The TPP doesn't strengthen international labor rights protections.

There are extensive, well-documented labor problems in at least four TPP countries (Mexico, Vietnam, Brunei and Malaysia), but the administration has not committed to requiring all countries to be in full compliance with international labor standards before they get benefits under the agreement. Worker rights obligations have never been fully enforced under existing free trade agreements, which have provided too much discretion for worker complaints to be delayed for years or indefinitely (e.g., Honduras, Guatemala). A progressive TPP would eliminate this shortcoming, not repeat it. Given that no administration has ever self-initiated labor enforcement under a free trade agreement, any promise to "strongly enforce" the TPP should be met with skepticism.

## 5. The TPP could allow public services to be permanently outsourced.

Public services such as sanitation, transit and utilities should be carved out of trade deals—but the TPP puts them at risk. The current TPP text does not ensure that governments can pull out of wasteful and failing public service privatization efforts without shelling out taxpayer dollars or otherwise compensating foreign firms or trading partners.



## 6. The TPP allows foreign state-owned enterprises to continue to undermine small business.

The current TPP text doesn't adequately protect small businesses from the predatory tactics of foreign state-owned and state-subsidized companies. Often, these enterprises benefit from government support and drive their American competitors out of business or put pressure on our companies to ship American jobs overseas. While the TPP contains some limited provisions to address state-owned enterprises, it's not clear it would level the playing field and provide the fast action small firms need to stay in business when faced with unfair competition.

## 7. The TPP's weak rules of origin benefit China and other non-TPP countries.

The rules of origin in the current TPP text are weak and allow China and other nonparticipating countries to reap the agreement's benefits without having to follow its rules. In fact, the TPP's auto content requirement allows the majority of the auto content to be Chinese and manufactured outside the trade agreement's rules. This has the effect of promoting jobs in China while destroying U.S. auto supply-chain jobs.

## 8. The TPP takes America out of "Buy American."

The current TPP text will require the U.S. government to treat Vietnamese, Malaysian and other TPP firms exactly the same as U.S. firms for many purchasing decisions—even when "Buy American" rules apply. This will send U.S. taxpayer dollars overseas and undermine U.S. job creation efforts. The TPP also could mean government purchasing contracts might not be able to include low carbon, "clean hands," living wage or other responsibility requirements in their bids.

## 9. The TPP gives global banks even more power.

The current TPP text could make it even harder for countries facing an economic crisis to stabilize their economies. Not only can large international banks still sue countries in crisis using the "prudential exception," the TPP expands the rights of international banks to use ISDS to challenge bank regulations in front of private tribunals. Giving global banks more power makes another global financial meltdown more likely, not less.

## 10. The TPP makes affordable medicines harder to find.

Quality, affordable and accessible health care is a human right and trade policy should not interfere with public health care choices, nor should it threaten public health. Unfortunately, the current TPP text threatens access to affordable medicines by including new monopoly rights for pharmaceutical companies—delaying competition by affordable generics—and allowing companies more opportunities to interfere with government cost-saving efforts.

**We need a trade agreement that works for America's working families. Help us stop the TPP!**

**Call your representative and tell him or her to reject TPP unless it's drastically reformed.**

**Work with your community to pass a local resolution opposing bad trade deals that threaten jobs and democracy.**

**>Text TPP to 235246**

# RWDSU WORKERS WINNING A UNION VOICE

## Pennsylvania Nursing Homes Take Charge, Join RWDSU



Workers at HCR Manor Health Services were fed up with poor pay and a number of issues in the workplace.

For the 70 nursing home employees at HCR Manor Health Services in Allentown, Pennsylvania, 15 months without any wage increases – even the paltry three cents annually many had received before – forced them to take action. They reached out to the RWDSU, and now they’ll have the union on their side to negotiate a contract with fair raises.

They’ll also address issues including short staffing, unaffordable health care, and intimidation and harassment from some of their supervisors.

“We were fed up,” said certified nursing assistant Ruth Santamaria. “We saw that things weren’t going to get any better unless we stood up for ourselves.”

The workers faced a “brutal and vicious” anti-union campaign, according to organizer Bruce Beal. They were bombarded by daily letters, captive audi-

ence meetings, threats of strikes and threats of closure of the nursing home throughout the campaign by numerous company representatives.

“But the workers there formed a strong, vocal and outspoken organizing committee. They remained united, and that’s why they won,” Beal said. ■

## Classic Valet Workers Join Local 1102

Workers at Classic Valet, a parking garage at Stony Brook University Medical Center in Stony Brook, New York, have voted to join RWDSU Local 1102. The 30 new members wanted to become union members because they wanted job security, a voice on the job, and the protection of a union contract.

Classic Valet workers knew they could win dignity and respect on the job with the RWDSU because they heard about the benefits of union representation from other RWDSU members who work in Stony Brook workplaces. In fact, some Classic Valet workers hold a second job, and are RWDSU members themselves. After meeting with RWDSU representatives, a mail-in ballot election was held, which workers won.

Workers have also won their first union contract, an agreement which gives them the job security they wanted. And, for the first time Classic Valet workers will have paid time off days. ■

## Union Voice, First Contract for Pittsburgh Health Workers

Workers at the Oak Hill health care facility, near Pittsburgh, Pennsylvania, have joined the RWDSU. The 65 new members also ratified their first RWDSU contract, addressing a number of issues that prompted them to join the union, and giving them a voice in the workplace for the first time.

The three-year contract brings wage and benefit increases to workers, many of whom had never seen any kind of raises. The contract also greatly improves medical benefits and reduces the cost for members.

“The new members stuck together and proved that workers in this industry can win big improvements with a union,” said RWDSU Director of Collective Bargaining Allen Mayne. “In addition to the benefit improvements and having grievance procedures in writing, workers are guaranteed wage increases of nine percent over the life of the contract.” ■

## Local 108 Welcomes New Jersey Drivers



Transdev drivers joined Local 108 to address low pay and a lack of respect by management.

RWDSU Local 108 is proud to welcome minibus and van drivers at the Transdev company. The 30 new members, who voted overwhelmingly for union representation, transport seniors in Essex County, New Jersey. Workers joined to address numerous issues, but most important were low pay and a lack of respect from management. ■



New members at Oak Hill have already ratified their first union contract.

# RWDSU Locals Help Communities for the Holidays

**R**WDSU members know the union is more than just a voice in the workplace. The union plays an active role in the community, helping people who may not even be union members.

This holiday season, RWDSU locals across the country are helping out many families in need, providing food, gift baskets, and manpower. In many cases, RWDSU-produced goods are used in these efforts.

In New Jersey, **Local 108** participates in two long-running projects to give back to the community. Since 2000, Local 108 members have helped raise critically needed funds for the AIDS Resource Foundation for Children. The ARFC provides resources for children of families where one or both parents suffer from HIV and AIDS.

"It's often kids who suffer the most in a family affected by AIDS, and it is heartbreaking," Local 108 President Charles Hall, Jr., said.

"The ARFC helps by providing these kids with summer camps and activities, computer labs, special holiday events, and more," Hall added. "We are proud to help them out with their mission of making the lives of these kids easier, and we'll continue to stay involved with this worthy cause."

The annual Thanksgiving Dinner, held this year on November 24, is another component of this partnership. The local prepares a Thanksgiving meal for 100 children who take part in the program.

Local 108 also works with Partners in Assisting Communities Through Service, a community group in Essex county and the surrounding areas. With the organization, Local 108 prepared foods for a dinner, and meals for over 3,500 people in the community.

**Local 386** in Grand Rapids, Michigan, supports the West Michigan Food Bank throughout the year with financial contributions. In December, Local 386 purchased 125 hams processed by RWDSU members at the Fresh Mark plant in Massillon, Ohio. The local also assembled and donated 10 food baskets for members and local families in need for Thanksgiving. Local 386 worked with United Way charities for the project, using union-made products and unionized stores.

**Local 374**, representing members at Post Cereal in Battle Creek, Michigan, works with United Way to provide cereal products for distribution through local charities. The Local 374 retiree group is



Local 108 prepares a dinner for kids at the AIDS Resource Foundation for Children in New Jersey.



Local 108 members helped prepare meals for thousands of needy families in New Jersey for the holidays.



Local 338 members distributed turkeys to 350 needy families this holiday season.

## Happy 2016

also involved in helping gather donations and distributing food through the United Way.

**Local 110** in Cedar Rapids, Iowa adopts area families for Christmas. They purchase gift items from a list supplied by the family.

In New York, **Local 338** delivered Thanksgiving turkeys to over 350 families in need in Queens, Staten Island, and Suffolk County.

**Local 220** in Williamson, New York, works through Williamson Community

Services group and donates products they produce for distribution to needy families during the holidays. The Mott's products are produced by Local 220 members.

In Imlay City, Michigan, **Local 87** donates food baskets for 20-25 adopted families during the holidays. They assist both local members and the community in need during the holiday season.

In Berlin, Pennsylvania, **Local 1718** donates snacks and chips that RWDSU members produce to the Berlin Community Food Pantry.

**Local 530** in Newaygo, Michigan, works through the Newaygo County Community Services during Thanksgiving. The local adopts 15-20 families every year and buys and makes food baskets.

Also in New York, **Local 1102** works with Long Island charity Island Harvest. The local adopted five families and purchased food for them for Thanksgiving. Local 1102 and Modell's sporting goods donated \$750 of Modell's gift cards to a local domestic violence shelter called Safe House Center. ■

# “Right-to-Work” Hurts Workers by Lowering Pay and Weakening Unions

**A**nti-worker politicians, backed by big-business donors like the Koch Brothers, have renewed their attacks on worker rights by pushing a new slate of right-to-work laws. In recent years, we’ve seen right-to-work pass in Indiana, and even in Michigan, where it once seemed unthinkable in the union-strong state.

Right-to-work laws, despite their misleading name, only exist to increase the profits of employers and the power that management has over workers. They hurt workers by weakening the best job security protections workers have - the union contract and the union that fights for them. This ultimately results in lower wages and benefits.

The proof is in the results. Despite claims by anti-worker politicians and corporate leaders, right-to-work laws don’t attract jobs or raise working standards. In fact, states with right-to-work laws have lower pay, higher poverty rates, and more workplace injuries. Workers in right-to-work states, whether they are in a union or not, make an average of \$1,558 less per year than those in states without the law.

We need to fight right-to-work, and keep corporate interests from making it harder to negotiate good contracts and represent workers. It’s going to be a challenge, but our livelihoods are depending on it. ■

Here are the states where right-to-work is expected to be an important political issue in 2016:

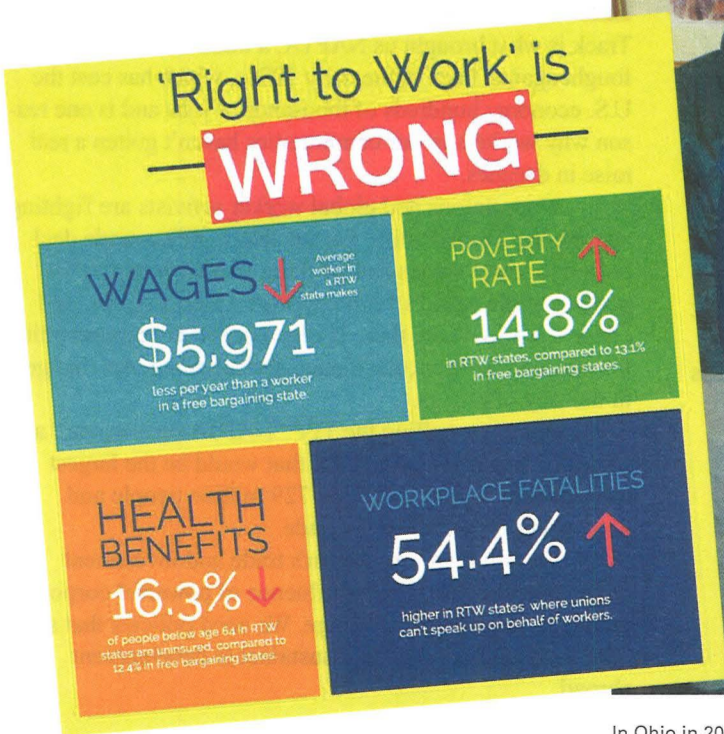
**WEST VIRGINIA** — Lawmakers are planning to bring up a right-to-work bill for a vote early next year.

**OHIO** — A drive is underway to place right-to-work on the ballot in 2016. RWDSU members have been active in the state lobbying against right-to-work laws.

**KENTUCKY** — Republican Matt Bevin, who supports right-to-work, was elected as governor in November. However, many in the Legislature still oppose it.

**MISSOURI** — Gov. Jay Nixon vetoed a right-to-work bill in 2014 and 2015. He is facing a term limit, and the next governor will likely decide whether to veto the legislation again in the coming years.

The way to prevent states from enacting right-to-work laws is by being active in politics. It’s important that our voice is heard not only in the workplace, but in the political process. Get involved! There’s something at stake for us in every election. ■



In Ohio in 2014, members from RWDSU Locals 21, 379, and 390 joined with UFCW members to meet with Rep. Edna Brown (5th from left), who pledged her opposition to right-to-work legislation.

## 2016 ELECTIONS

# The Issues That Ma



In the last issue of the RWI members to let us know w the 2016 Presidential elect important for workers and online, and you can fill it out a election-survey.

We appreciate the many re now, we want to focus on the i to take center stage for workin

### INCOME INEQUALITY

**“I want to see our next President even the playing field for working people.”**

**“Workers make too little compared to CEOs.”**

**“It seems like everybody is doing worse, except for the rich.”**

A lot has happened to the political and economic discourse in the U.S. since the Occupy movement began in 2011, bringing increased attention and focus to the crisis of economic inequality. The 99 percent – working people and families who aren’t among the richest one percent who control an estimated 40 percent of America’s wealth – are demanding an end to obscene income disparity. The next President will have a hand in determining if we can reverse the trend that has seen the rich get richer, the poor get poorer, and everyone else lose ground since the 1970s. Strengthening unions, protecting the right to organize, raising the minimum wage, and promoting full-time jobs could all play a role in helping to create an economy that works for all of us, not just the wealthiest few.

### RETIREMENT SECURITY

**“We are worried we won’t have enough money when we retire. I’m also worried that health insurance will be too costly when I retire.”**

**“Protect Social Security, it needs to be there for us.”**

Fewer employers today provide secure pensions for their workers. Putting in a long career at one workplace is no longer a guarantee that a worker will be taken care of in retirement.

That’s why Social Security benefits are essential for millions of retirees. The majority of retirees count on Social Security for half or more of their retirement income. It is a safety net that keeps retirees out of poverty.

It’s important that we continue to push back against the “privatization” schemes that are periodically proposed by right-wing politicians, usually when Wall Street is flying high and people forget how volatile the market can be. These plans would be a boon for Wall St. and investors, but would gamble with the retirement incomes of millions of people.

### INTERNATIONAL TRADE & FAST TRACK

**“Our next President needs to rescind bad trade deals.”**

**“Unfair trade has ruined well-paying manufacturing jobs.”**

Bad trade deals, and fast track authority which prevents Congress from amending trade deals and shortens debate, has hurt working Americans. Fast Track is what brought us NAFTA, a trade deal that unions fought against back in the early 1990s, which has cost the U.S. economy hundreds of thousands of jobs and is one reason why workers in our communities haven’t gotten a real raise in decades.

Now, unions and global worker activists are fighting against the Trans-Pacific Partnership (TPP), a trade deal poised to lower wages and working standards across 40 percent of the world’s economy, cost American jobs, and create a world where there is little corporate accountability for harming workers, the planet, and anything else that gets in the way of profits.

Some are calling the TPP “NAFTA on steroids,” a so-called free trade agreement that would be the largest trade deal in history, affecting 729 million people and accounting for 1/3 of world trade.

For too long, our nation’s trade and investment policies have reflected the influence of powerful corporate interests. That needs to change. We need policies that support good jobs at home and sustainable development abroad.



# er for Working People in 2016

Record, we asked RWDSU  
 ey think about the candidates in  
 nd the issues that are most  
 families. The survey remains  
 su.info/rwdsu-presidential-

ses we got from workers, and  
 that affect us all and are going  
 ple during the 2016 elections. ■



## WORK & FAMILY

**“Unpredictable schedules  
 can make life chaotic.”**

**“I’m working more but spending  
 less time with my family.”**

**W**orkers are finding it harder than ever to balance their work lives with their family obligations. One-third of workers don’t have access to paid sick leave, and only 42 percent have paid personal leave.

In addition, many workers – especially those in retail – are victims of so-called “on-call scheduling” where their schedules are announced on short notice and they have to make themselves available whether they end up working or not. On-call scheduling practices play havoc with workers’ lives. People can’t adequately arrange for child care, or hold another job. With insufficient hours and low pay forcing many to work two or even three jobs, erratic scheduling is even more of a burden.

## GOOD JOBS

**“Jobs are the most important issue.  
 Good jobs will take care of  
 most of our problems.”**

**“America is tired of working  
 multiple jobs and barely being  
 able to make ends meet.”**

**F**or working families, nothing is more important than access to good jobs, with decent pay, good benefits, and sufficient hours. Good jobs are important for building strong communities, and building a strong economy that works for all Americans. To do it we need higher employment, higher wages, and reforming the tax code so that the wealthiest Americans and corporations contribute their fair share so we can invest in the educational system and infrastructure.

A key component of creating better jobs needs to be unions and collective bargaining. Protecting the freedom of workers to join a union, and creating an environment where the playing field isn’t slanted against workers who want a voice.

## UNION RIGHTS

**“We need to bring back fairness  
 for workers. We seem to have  
 disappeared from the agenda.”**

**“I Want a President who supports  
 working class people and unions.”**

**“Right to work needs to go.”**

**I**n the past several election cycles, we’ve seen attacks on unions and workers’ rights increase. In some cases, as in Ohio, worker activists have succeeded in defeating anti-worker legislation that would strip workers of their right to join a union. In other cases, including Wisconsin, we’ve seen thousands of workers lose their right bargain collectively. And, we’ve seen right-to-work laws pass in Indiana and Michigan, where such a law once seemed unthinkable in such a union-strong state.

Strong unions in the U.S. are one of the most important ways we will rebuild our economy with better jobs and a stronger middle class. The outcome of the 2016 elections will help determine whether or not workers have a louder voice and can affect the direction of our country going forward.

# New England Joint Board Officer Elections

**T**he RWDSU New England Joint Board has elected officers to new four-year terms. Elected, and being sworn in by Local 513 Representative Philip D'Arcangelo, are: (from left to right) Vice-Presidents Frank Garcia Lemus, Jim Burrell, Sheryl Frederick, and Paul Mahabir, Secretary-Treasurer Melvin Drungo, Sgt. Of Arms Gary Miner, President Tina Buonaugurio, Vice-President Dennis Beaulieu, Recorder Jenn Cormier, and Vice-President Scott Trudell. ■



## For Local 1-S Members, the RWDSU Makes a Difference



Local 1-S member Mary Aung

**M**ary Aung has worked as a cosmetics saleswoman at the Macy's flagship store in Manhattan's Herald Square for three years. Along with her co-workers, Aung is a member of RWDSU Local 1-S, and she knows first-hand the difference having a union can make at work. Aung cites her good contract and accessible grievance process, and voice at work as benefits of being a Local 1-S member.

"I wouldn't have such a good job if it weren't for the union," she said.

Aung worked at a non-union retail store before coming to Macy's. Without a union contract, her pay remained stagnant. Aung worked at one location for seven years and only received one small pay increase in that entire time. Meanwhile, the 1-S contract at Macy's awards her regular pay increases every year that help her keep up with the cost of living in New York.

The non-union retailer was also insufficient in how management addressed employee grievances.

"They fired many of the HR staff when I was there," Aung said. "And they didn't ever want to hear complaints about what was happening on the sales floor."

Her Local 1-S union rep at Macy's, on the other hand, has been able to help bring any questions or concerns to management. Employees in the Macy's cosmetics department have to deal with lots of complex issues when it comes to the security of very small and expensive items. It's difficult to provide good customer service while remaining vigilant against shoplifters and credit card schemes. The union ensures that there is a process in place for Aung and other employees to protect themselves against any accusations of wrongdoing from management.

"Our members are the hardest working and most productive in retail and are committed to their jobs at Macy's," said Ken Bordieri, President of Local 1-S, RWDSU. "We want to make sure that our members are being rewarded for their hard work and commitment by fighting to ensure that Macy's meets its responsibility to provide decent wages and benefits. It's our job to make sure the thousands of workers employed at Macy's here in and around New York City fully understand the union difference."

RWDSU Local 1-S is currently preparing to negotiate a new contract in 2016. The workers will have the backing and support of the entire RWDSU and UFCW throughout the bargaining process. The Local is determined to secure fair pay and benefits for the employees at the Macy's Herald Square flagship, one of the most iconic retail stores in the world as well as the Macy's in Queens Center Mall, Parkchester and White Plains all of which have been represented by Local 1-S for decades. ■

## OSHA Updates

The Occupational Health and Safety Administration (OSHA) and the Department of Labor (DOL) have made moves recently to help protect workers.

### OSHA Increasing Penalties

OSHA penalties of violations will increase sometime next year for the first time in 25 years. The exact amount of the increase has not been determined yet. The maximum fine for a serious violation could rise from \$7,000 to \$12,500, but would still be far below most all other regulatory agencies. In 2014 the average final fine for a violation which resulted in a worker's death was \$5,050. It's far too low and does not serve as a strong enough deterrent for bosses to take health and safety seriously in the workplace.

### Violence Prevention in Hospitals

OSHA has a new violence prevention page as part of its Worker Safety in Hospitals website. The page supplements the Guidelines for Prevention of Workplace Violence for Healthcare and Social Service Workers. These groups of workers, as well as retail workers, face much higher rates of violence at work than other workers. "The danger of violence at work was a point tragically brought home by the recent mass murder in San Bernardino, California," said RWDSU Health and Safety Director Steve Mooser. RWDSU members employed in health care can find out more here: <https://www.osha.gov/dsg/hospitals/>

### DOL Cracks Down on Employers

A December 1, 2015 U.S. Department of Labor consent judgment ordered a Bronx, New York hair salon to pay a fired worker \$165,000. The worker was fired after he distributed an OSHA fact sheet on formaldehyde hazards to coworkers. Formaldehyde is present in a hair straightener product used at the salon. Jeffrey Rogoff, the regional solicitor of labor in New York commented "There is a simple message here: Don't fire, discriminate or retaliate against your employees when they raise legitimate health and safety issues; there will be consequences." ■

# News From Around the **UFCW**

a **VOICE** for working America

## El Super California Grocery Workers Strike for Justice

**O**n the day before Thanksgiving, El Super workers at seven unionized locations in Southern California decided to strike the company over unfair labor practices. Picket lines were established at 4 a.m. asking consumers to do their Thanksgiving shopping elsewhere.

El Super union members have been working without a new and fair contract since September 2013.

In the face of court action and a National Labor Relations Board (NLRB) trial, the company returned to the table in August of this year, after more than a year and half absence. They returned, however, to engage in bad faith bargaining in violation of federal law.

El Super has refused to respond to repeated requests for information critical to “good faith” negotiations. The company’s unfair labor practices include its failures to process grievances, to give information necessary to enforce standards such as sick leave, and to provide the union with information necessary to good faith bargaining over key issues, including healthcare.

Actor Edward James Olmos joined striking El Super workers, saying “I support the workers’ right to bargain a fair contract at El Super and will join in supporting their boycott of El Super until they get the respect that they deserve.”

“El Super’s Mexico-based parent company – Grupo Comercial Chedraui – made over \$100 million in profits last year,” said UFCW Local 770 President Ricardo Icaza. “UFCW members contributed greatly to the company’s success and we authorized this unfair labor practice strike because it’s high time that El Super stopped its unlawful stalling tactics and sat down in good faith and negotiated a contract that rewards our members for their hard work.”

Wednesday’s strike occurred one week after a dozen people were arrested during a nonviolent civil disobedience in front of El Super’s East LA store. The day after the arrests, El Super resumed negotiations with UFCW for two days, but the company continued to unlawfully deprive the union of information key to bargaining progress and our union members’ core concerns.

Fermin Rodriguez, a cashier at El Super Store #13, who won back his job with back pay after the NLRB agreed that his termination violated federal law, said, “For more than two years, my coworkers and I have been fighting to win a 40-hour

guarantee for full-time workers, adequate paid sick leave, seniority protections, fair wages, affordable health benefits, the right to organize without retaliation, and respect. We wanted to achieve a fair contract at the bargaining table without a strike, but this company persists in unlawful conduct denying us of our rights under federal law. El Super only responds to direct pressure. El Super workers will not tolerate any more of the company’s illegal behavior.”



Actor Edward James Olmos (left) joined striking El Super workers on the picket line.



Workers strike against an employer who refuses to bargain in good faith despite \$100 million in profits.

## UFCW Local 1500 Keeps the Pressure on Mrs. Green’s

**A** few weeks after opening a new outpost in the West Village in New York City, Mrs. Green’s, an upscale, organic grocer has managed to offend its progressive customer base and renew the motivations of UFCW Local 1500 to keep pressure on the chain to be a responsible employer.

The grocer, in an apparent effort to gauge residents’ attitudes toward unions, asked whether it was “important” to shop at stores that employ union members, said a resident who participated in a phone survey Mrs. Green’s conducted a month ago.

“The West Village is pretty pro-union,” said the resident, who did not want to be named. “The survey started out asking questions about the food options in the neighborhood and then veered towards unions.”

The move backfired when a number of residents informed UFCW Local 1500 of what the grocer was up to.

The local, which has been picketing outside the store since it opened, soon started handing out leaflets asking, “Why is Mrs. Green’s calling the community, asking what they think about unions?”

“Mrs. Green’s has broken the law and we are trying to inform the community and inform the workers,” said Aly Waddy, director of organizing for Local 1500.

With 18 stores, mostly in the New York, New Jersey, and Connecticut area, and aspirations to open more, Mrs. Green’s has been locked in a three-year battle with the UFCW, which succeeded last year in bringing NLRB charges against the grocer over the firing of eight employees involved in organizing at its Mount Kisco, N.Y., store. The grocer settled the dispute by agreeing to rehire the workers.

UFCW Local 1500 and community allies will continue to fight for what is right for workers at Mrs. Green’s and all retail food stores.

## 3,300 Hormel Workers Ratify New Contract

**U**FCW members from across the country have approved a new four-year contract with Hormel that covers five meatpacking plants and 3,300 workers. The plants are in Austin, Minnesota; Beloit, Wisconsin; Atlanta, Georgia; Fremont, Nebraska; and Algona, Iowa.

The new contract gives production workers a raise of \$1.55 an hour over four years. The contract also includes improvements in the pension plan, affordable healthcare, and maintained benefit levels with some improvements.

For employees hired after 1990 and with five years of service, 20 cents per hour will be invested in the Hormel 401(k) to help cover insurance cost when they reach retirement age. All wage increases are retroactive to Sept. 14.



Workers are fighting upscale grocer Mrs. Green’s for a UFCW voice.

The United Food and Commercial Workers International

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

# RWDSU CONTRACT NEWS



## Huntington Hilton Local 1102 New York

Over 150 RWDSU Local 1102 members have approved a new three-year contract at the Hilton hotel in Huntington, New York. It's a strong new contract with increased wages, and improved benefits. Workers at the hotel will now have two medical plans to choose from, and they will all receive free meals while at work. Housekeepers will be seeing a reduced workload. It's the second RWDSU contract for workers at the Huntington Hilton. ■

## LIU – Post Local 1102 New York

After a long contract fight, which was supported by RWDSU members in New York during rallies at the campus, Long Island University Post members have ratified a new contract which guarantees wage increases and contributions by the employer to the health fund.

"I have been working here nearly 16 years and have always been proud to be a part of Local 1102," said Bob Picard, a custodian in the maintenance department. "My coworkers and I have been fighting for a new contract that includes a pay raise and adequate health benefits which is long overdue."

In March, protesters rallied and marched in the rain, and distributed literature about the contract fight to students and staff leaving and entering the university's campus. With the support of the union and the community, LIU Post workers stood together until they got the fair contract they deserved. ■



## Flexon Local 262 New Jersey

The 120 RWDSU Local 262 members at Flexon in Newark, New Jersey, have won huge improvements with their first RWDSU contract. The workers – who manufacture lawn and garden hoses sold through retailers including Target, Walmart, Home Depot, and Costco – have ratified an agreement that will result in annual wage increases of thousands of dollars for some members. The four-year contract was overwhelmingly ratified.



For mechanic Willy Minya, the contract realizes the promise of change that workers sought when they voted to join the RWDSU.

"We were underpaid for years, but that's changed. With the new contract, I'll be seeing a raise of over \$7,000 a year," Minya said.

The contract will raise wages up to \$2 an hour for some employees, and workers will now get double pay on Sundays and paid breaks. Paid vacation of up to four weeks, paid holidays, holiday bonuses, and paid sick days will also be implemented.

There's also an important protection for immigrant workers, who will not lose seniority benefits if their name changes during documentation procedures. This helps solve a common problem for immigrant workers.

"La unidad hace la fuerza," – unity brings us strength – said Heriberto Moran, who has worked at Flexon for almost 30 years with no raises beyond minimum wage. ■

## New Milford City Hall Local 108 New Jersey

Public employees at the city hall in New Milford, New Jersey, have ratified a three-year pact that gives members a 2.5 percent wage increases every year. ■



## Autoneum Local 379 Ohio

The 130 members at the Autoneum Wynn Road manufacturing plant in Toledo, Ohio, ratified a strong new three-year contract that brings excellent wage increases each year of the contract. The agreement also enrolls workers in the RWDSU pension plan, and protects all benefits without any cost increases. This is the second contract for workers at the plant, who manufacture auto parts for Ford, Chevy, Jeep, and other carmakers. ■

# RWDSU AROUND OUR UNION

## Kansas Member Returns to Work After Arbitration Win

One of the most important benefits of union membership is the protection of a contract when it comes to termination procedure. The union fought and won for Prentiss Rhodes, a RWDSU Local 184-L member at Kellogg's Snacks in Kansas City, Kansas, who has been awarded \$90,000 and reinstated to his job with full benefits.

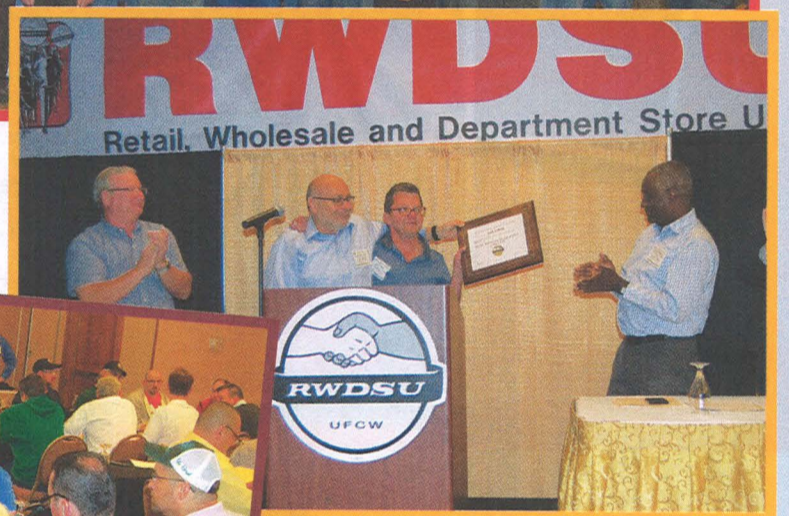
Rhodes was terminated by Kellogg's, but management didn't provide evidence to back up their claim of a policy violation. The union contended throughout the grievance procedure that Prentiss had been wrongfully accused of sleeping on the job, and the arbitrator agreed that he was entitled to back pay and his job.

"We fight for members, and we stand up for each other," said Local 184-L President Jermaine Fields. "We are all happy that Prentiss is back at work." ■

## Rochester Hosts Six-State Conference



RWDSU members came to Rochester, New York, for training so they can serve fellow members better.



(l to r) Regional Director Randy Belliel and President Stuart Appelbaum presented retiring RWDSU Representative Tom Schied with a plaque commemorating his years of service. With RWDSU Recorder Joseph Dorismond.



A health and safety training session helped prepare RWDSU members for identifying and fixing hazards in the workplace.

At the Six-State Conference in October in Rochester, New York, RWDSU members from Indiana, Michigan, New York, Ohio, Pennsylvania, and West Virginia joined together for union training and to focus on political action and organizing. Shop stewards training sessions and a health and safety workshop helped attendees hone their skills so they can better serve fellow members and help create safer workplaces. There was also an internal organizing workshop to help bolster the strength of the union in right-to-work states.

There were 25 first-time attendees at the conference.

"It's important that we see so

many new people here," said RWDSU Regional Director Randy Belliel. "When members step up and get more involved in the union, we are all stronger."

Holding the meeting in Rochester, near Williamson, New York, was symbolic of the power that working men and women create when they join together in a union. In 2010, Williamson was the site of the strike at Mott's, when 300 Local 220 members went on strike after management insisted on pay cuts while the company was earning record profits. When the four-month strike was over, Mott's workers secured a fair contract that protected wages and benefits. And three years later, Local 220 members ratified the best contract they'd ever negotiated at Mott's, with wage

and benefit increases. It was an inspiration for RWDSU members and workers across the country.

Also in focus at the conference was the upcoming presidential elections, which will affect working people at the bargaining table and at work.

"We've seen what happens when anti-union politicians get elected. We've seen the attacks on our rights, and the attempts to strip workers of their voice," said RWDSU President Stuart Appelbaum.

"We need to stay strong and united, and most importantly, we need to stay involved. The future for all of us – and working families everywhere – depends on it." ■

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



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



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

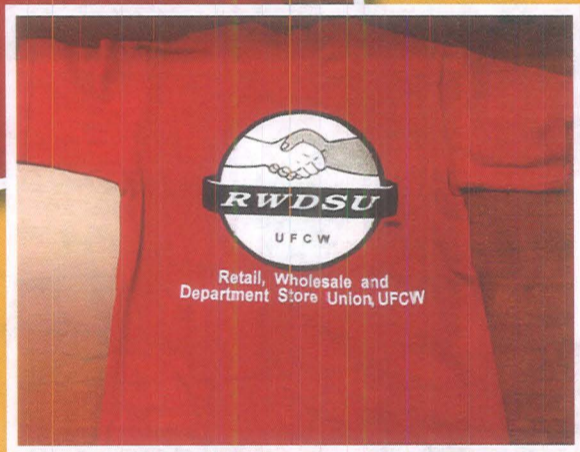
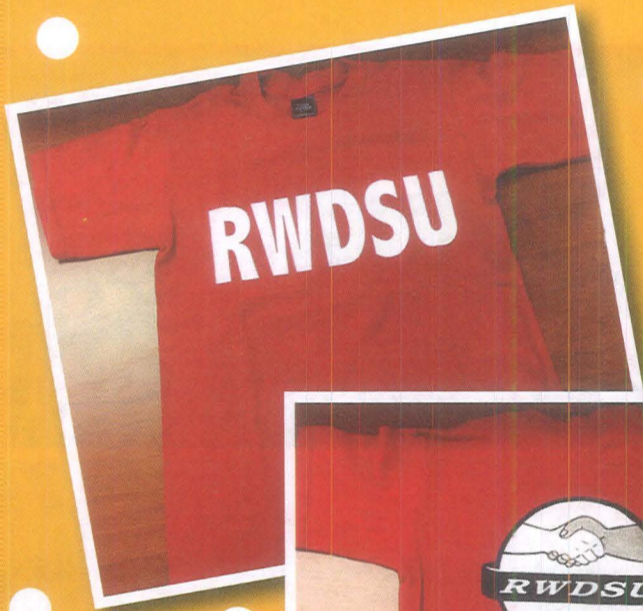
# Win Cool RWDSU Stuff!

How would you like a sweet RWDSU tote bag, water bottle, t-shirt or other mystery gift?

These union-made goods are sharp-looking, useful and show your pride in your union.

And they aren't for sale. But you can win them for free!

Just clip and send the following entry form. You can also enter online at [rwdsu.info/win-rwdsu-stuff](http://rwdsu.info/win-rwdsu-stuff). There will be several winners. Winners will be contacted via email.



## YES! I Want to Win Cool RWDSU Stuff!

Name: \_\_\_\_\_

Email address: \_\_\_\_\_

Local Union: \_\_\_\_\_

Send this form to: **RWDSU Stuff Contest**  
370 Seventh Avenue, Suite 501  
New York, NY 10001



## Notice to Employees Subject To Union Security Clauses

**A**s employees working under RWDSU contracts containing union security clauses you are required, as a condition of employment, to pay dues or fees to the union. This is the only obligation under such union security clauses. Individuals who are members pay dues while individuals who are nonmembers pay an equivalent fee. This fee, which is authorized by law, is your fair share of sustaining your union's broad range of programs in support of you and your co-workers, but nonmembers may file objections to funding expenditures that are non-germane to the collective bargaining process and thereby only be obligated to pay fees representing expenditures germane to the collective bargaining process. Individuals who

choose to file such objections should advise their local union or other collective bargaining representative in writing at its business address, and request a description of the procedures which must be followed and to obtain further information as to how these fees are calculated. If you wish to exercise this right, you must advise the local union within thirty (30) days of this Annual Notice. Employees have the right to sufficient information to decide whether they wish to challenge the basis for the Union's determination of chargeable versus non-chargeable expenses and if you wish to obtain such information you may contact your local union in writing.

In considering these matters, though, you should be aware that choosing to be a nonmember fee payer means you would not have the right to vote on the terms of your

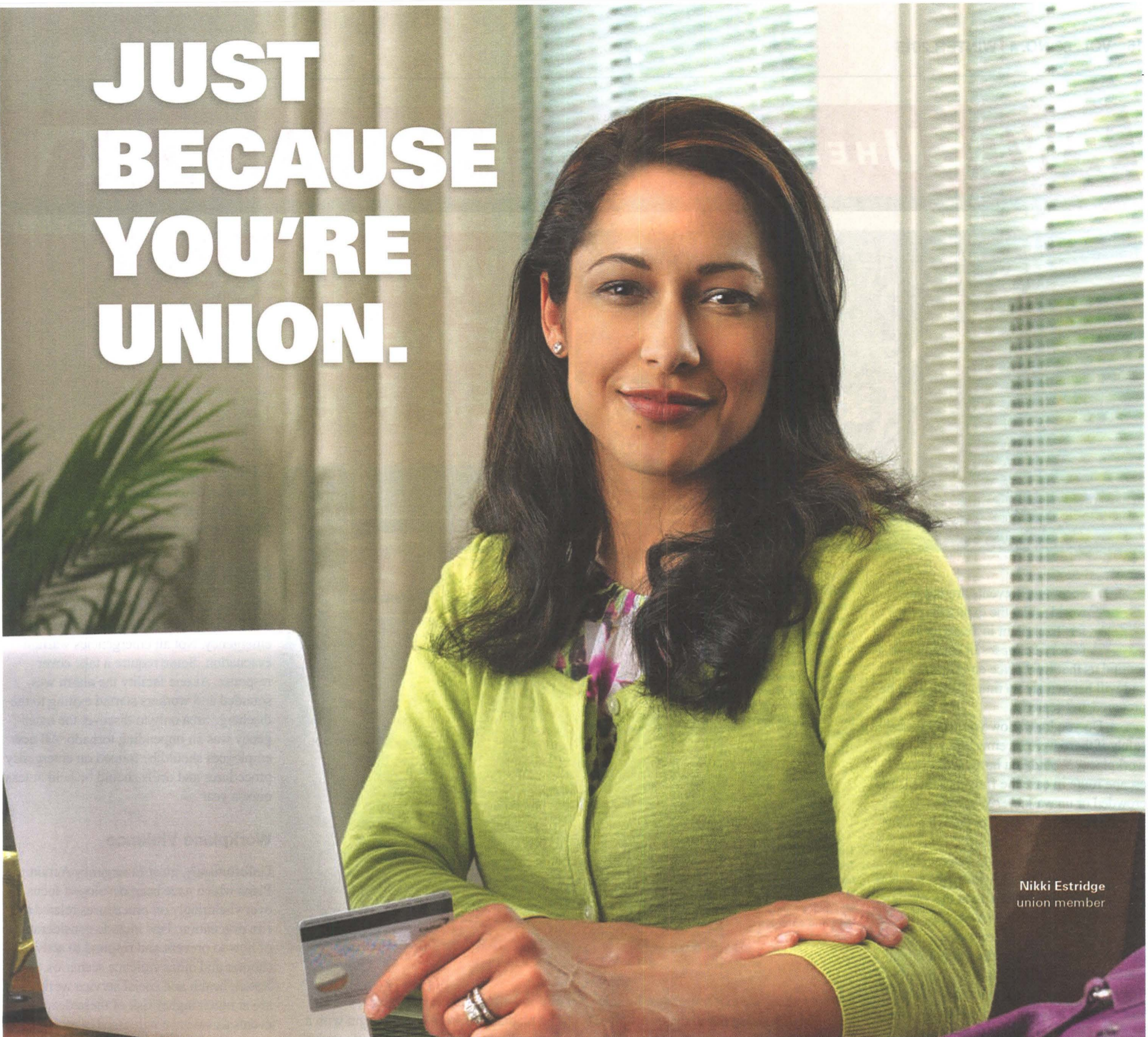
contract; the right to participate in the development of contract proposals; the right to nominate and vote for officers of the local union; the right to attend the International Convention as a delegate; the right to participate in strike votes; and the right to numerous other benefits and discounts available to members only.

The most important job right you can have is the right to collective bargaining. Because all employees negotiate together through the union, those represented by the union receive higher wages and better benefits than those in non-union facilities doing similar jobs. Strength in numbers makes this possible. The stronger your union, the better your contract.

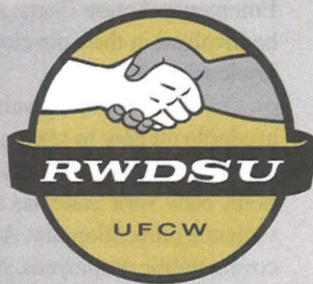
Individuals who nevertheless elect to be nonmember fee payers may object to funding expenditures non-germane to the

collective bargaining process. Examples of expenditures germane to the collective bargaining process are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employer and union representatives; proceedings on behalf of workers under the grievance procedure, including arbitration; servicing; organizing in competitive markets; internal union administration; and other matters related to the above activities. Examples of expenditures non-germane to the collective bargaining process are those made for political purposes; for general community service; for organizing in non-competitive markets; for lobbying activities; for members only benefits; and for certain affiliation costs. ■

# JUST BECAUSE YOU'RE UNION.



Nikki Estridge  
union member



**The Union Plus Credit Card program** is one of 40 Union Plus benefits—from AT&T wireless discounts to entertainment savings — designed to meet the needs of RWDSU members. Unique card program features include:

- 3 card options, including 2 cards that earn unlimited 1.5% cash rewards on every purchase
- Low intro rates
- Hardship assistance grants for eligible cardholders<sup>1</sup>
- \$0 fraud liability if card is lost or stolen<sup>2</sup>
- U.S.-based customer service

**See all of your benefits at [UnionPlus.org](http://UnionPlus.org)**

<sup>1</sup> Certain restrictions, limitations and qualifications apply to these hardship assistance grants. Additional information and eligibility criteria can be obtained at [UnionPlus.org/Assistance](http://UnionPlus.org/Assistance).

<sup>2</sup> Unauthorized use or \$0 Fraud Liability claims are subject to verification and investigation.

Credit approval required. Terms and Conditions apply. Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license by MasterCard International Incorporated.

# RWDSU HEALTH AND SAFETY GUIDE



## Workplace Emergencies: Be Prepared!

**R**ecent tragic events around the world – like the explosion at a fertilizer plant in Texas, or the factory collapses in Bangladesh – remind us that workplace emergencies can and will happen at any time. We need to be prepared, not scared.

Do you know how you would escape safely if there were an emergency at your workplace? Would you have an alternate escape route in case the first choice was too crowded or unavailable? What kinds of different emergencies could potentially occur at your workplace?

On March 25, 1911, 146 mostly young immigrant women and girls, some as young as 14, died in the fire at the Triangle Shirtwaist factory in New York City. The post fire public outrage led to the adoption of many fire related building requirements which weren't regulations at the time of that fire. These include mandatory sprinkler systems and unlocked exit doors, adequate fire escapes, evacuation plans, unobstructed exit routes, fire resistant doors, and building occupancy and capacity restrictions.

### Fire Exit Routes

An exit route is a continuous path of travel from any point in the workplace to a safe place outside the workplace. It consists of three parts, the exit access, the exit itself and the exit discharge, an area safely away from the building which can accommodate all the evacuees. OSHA requirements are in their standard 1910.36. The most important points are:

1. The exit routes must be permanent parts of the workplace.
2. The route ceilings must be at least 7' 6" high and 28" wide.
3. The exit route should be unobstructed.
4. Exit route doors must be unlocked from the inside.

Recent workplace tragedies like this factory collapse in Bangladesh shows we need to continue to be vigilant in preventing workplace emergencies, and that workers must be prepared if the need arises.

The fire at the Triangle Shirtwaist factory in New York in 1911 spurred workplace safety laws and emergency action plans.

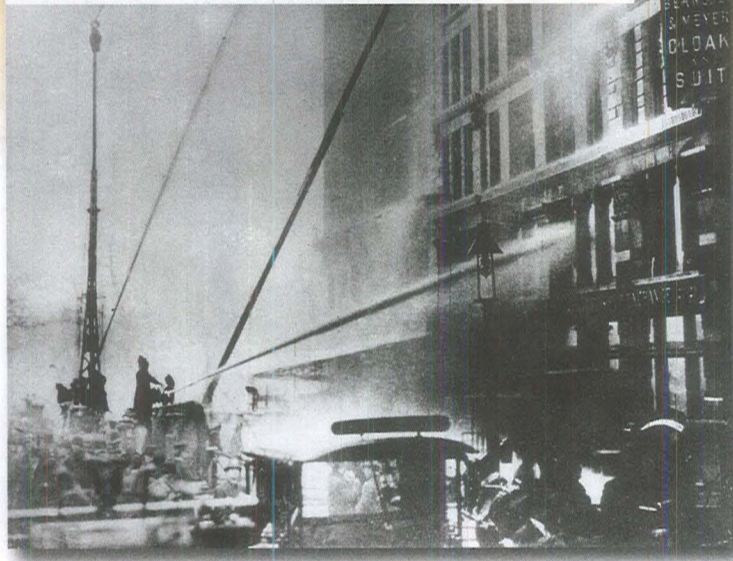
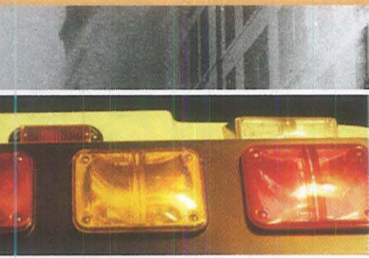
5. Doors along the exit route must be side hinged and swing out in the direction of travel.

The number of exit routes is not specific. Generally workplaces must have at least two located as far apart as practical. Larger workplaces may require more depending on the number of occupants and the size of the building.

City and/or state fire departments may have additional fire related regulations, especially in workplaces with regular public access. Nursing homes and other health care service facilities have additional regulations related to their clients. You should investigate all regulations which apply to your workplace.

### EMERGENCY ACTION PLANS

Every workplace should have an Emergency Action Plan to set forth how to



respond effectively to emergency events. The planning process should begin with a thorough consideration of the wide variety of potential emergency situations which could occur in your workplace. These action plans should:

- Describe the routes for workers to use and procedures to follow.
- Account for all evacuated employees.
- Remain available for employee review.
- Include procedures for evacuating disabled employees.
- Address evacuation of employees who stay behind to shut down critical plant equipment.
- Include preferred means of alerting employees to a fire emergency.
- Provide for an employee alarm system throughout the workplace.
- Require an alarm system that includes voice communication or sound signals such as bells, whistles, or horns.
- Make the evacuation signal known to employees.

- Ensure emergency training.
- Require employer review of the plan with new employees and with all employees whenever the plan is changed.

### Alarm Systems

Alarm systems are very important. They must be audible and distinct to the kind of emergency. Not all emergencies warrant evacuation. Some require a take cover response. At one facility the alarm was sounded and workers started exiting to the discharge area only to discover the emergency was an impending tornado. All new employees should be trained on emergency procedures and drills should be held at least once a year.

### Workplace Violence

Unfortunately, most Emergency Action Plans which have been developed focus overwhelmingly on procedures related to fire evacuation. Few include consideration of how to prevent and respond to active shooter and other violence scenarios. Retail, health and social service workplaces are at much higher risk of these deadly events as we have witnessed in recent years. We should be involved in insisting that our workplaces have comprehensive Emergency Action Plans, and we need to be involved in their development and implementation.

There are many valuable resources available on how to respond to active shooter and other workplace violence situations. New York State has a good workplace violence prevention law. Although it only covers public employees, it is very useful guide to what can and should be done in private workplaces.

Your Health and Safety Department has lots of useful resources in this area. We are totally committed to help members reduce the risk of emergencies at their workplaces and improve their ability to respond effectively to any emergency situation. Please feel free to contact us at: (212) 684-5300. ■

## More Information

Contract language and the access to information available under the NLRB can be very valuable in addressing health and safety issues in our workplaces. For more information about this and other related issues contact your Health and Safety Department at (212) 684-5300. ■