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Workers' Issues Matter

VOTE NOVEMBER 6!

Midterm Elections: PAGES 7-10

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Also In this Issue

**H&M Workers Demand
a Fair Contract: Page 3**

**Victory for Workers at
PA Nursing Home: Page 5**

INSIDE THE RECORD

- H&M Workers Rally for Contract 3
- Union Fights Back after ICE Raid 4
- Around Our Union 5
- Labor Day Celebrations 6
- High Stakes in Midterms 7-10
- UFCW News 11
- RWDSU Contract News 12-13
- Around our Union 14
- Union Plus Benefits 15
- Health and Safety 16

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



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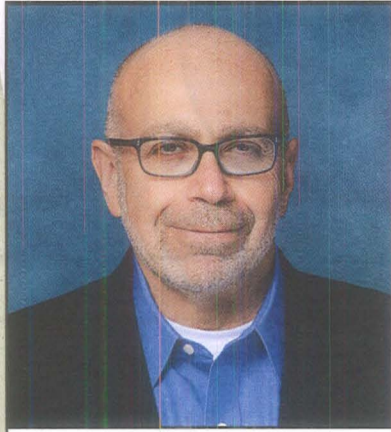
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President
Stuart Appelbaum



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**MESSAGE FROM
YOUR OFFICERS**

**Vote on November 6—
We Can't Afford Not To!**

There's no other way to put it: these midterm elections are incredibly important for working people and will have repercussions for years to come that will affect your wages, working conditions, and your voice on the job.

For the last two years, we've seen why it's more important than ever that we come out in force and vote. We've seen increased attempts to spread Right-to-Work, which silences workers' union voice, and lowers pay and benefits and makes workplaces more dangerous when it is implemented. With Right-to-Work in play in so many areas it's more important than ever that we elect leaders who truly care about supporting the working class and protecting the gains unions have made.

A Right-to-Work referendum in Missouri was recently defeated. The successful union-led campaign to defeat it shows not only that workers are being forced to increasingly defend our rights, but also how we can win when we mobilize politically and vote.

Attacks Weaken Worker Protections

The safety of our workplaces is also under threat, with many RWDSU members vulnerable to attempts in meat processing to increase line speeds to highly dangerous levels. We have successfully fought off one attempt, beating back an increased poultry line speed proposal, but it's a constant struggle as big-business continually backs industry requests to endanger workers in return for higher profits. Safe workplaces and enforcement and protection of current workplace health and safety laws, and a strong Occupational Health and Safety Administration, depends solely on whom is elected into office.

The National Labor Relations Board, which is responsible for enforcing labor law, has been under steady

attack since 2016. Funding is being cut and at the same time the board is being stocked by anti-worker, pro-business members. And, the NLRB, which is supposed to ensure fair union elections and protect workers, is focusing instead on attacking unions legally.

The last two years have also seen massive tax cuts for the rich and corporations, none of which benefit working people and are paid for by the majority of Americans. At the same time, we've seen weak wage growth over the past two years. And, we've seen tariffs and trade policy that is threatening to raise prices for American consumers and hurt U.S. employers and threaten U.S. jobs.

What we Stand to Gain

Political action for workers is about more than fending off attacks. By voting for pro-worker candidates, we can help create an economy that works for all of us, not just the richest few and big corporations. We can make our workplaces safer by helping ensure a stronger OSHA, and we can set ourselves on the path to better contracts, higher wages, and better benefits by promoting an effective NLRB that helps ensure a level playing field for workers.

We can protect our union voice, and make it more effective, so that we have more power at the bargaining table. We can promote sensible immigration policy that protects our jobs and our friends and fellow union members.

And, we can further pro-worker legislation and policy, instead of simply playing defense and trying to protect what we have won from the anti-worker, anti-union forces who would strip our gains away.

We can't afford to sit out the midterm elections on November 6. Vote, and tell your friends, family and co-workers to vote too. It's simply too important not to. ■

RWDSU A VOICE FOR WORKING PEOPLE

H&M Workers Demand a Fair Contract in New York City

Working under an expired contract, 1,500 unionized H&M workers at locations across Manhattan are fighting for a new contract that addresses their needs and will ensure the company maintains a high level of service for customers. Through months of negotiations, the company still hasn't shown any real intent to secure a new contract with the Local 1102 members.

In late June, elected officials came to the Herald Square Flagship location – the largest H&M store in the world – to rally with H&M workers and union activists for essential scheduling provisions that would eliminate “clopennings” (late night closing shifts with early morning opening shifts the next day), give part-time workers a minimum of 14-18 hours a week and the right to time off after five consecutive days worked, and other improvements.

Workers at the rally discussed the toll H&M's scheduling practices take on their lives.

“I travel over an hour to get to work every day. When I heard that H&M wanted to reinstate a banned practice of ‘clopennings’, which would require that I get less than 5 hours of sleep a

night I was outraged. Working at H&M has been a good job over the past 12 years, but if they instate these horrendous scheduling practices I won't be able to provide for my family and I will need to seek other employment,” said Khadejiah Legrier, an H&M Sales Associate.

“Our members used to be proud to work for H&M, but their utter disregard for their workers, which we've seen deteriorate over months of negotiations tells a different story. Forcing low-wage workers into a schedule that can only provide poverty level wages with no ability to work a needed second job is disgusting. We cannot stand for it, we will not stand for it, and we will fight until we secure a fair new contract for the over 1,500 workers we represent at H&M,” said Local 1102 President Alvin Ramnarain.

With H&M facing greater competition in the market from new foreign fast-fashion stores opening up every day, it can't afford to short-change its workers, who play an irreplaceable role in driving the positive image, brand, and profitability of H&M as a global company. When workers are respected and empowered, they are happier on the job, and can do more to improve the shopping experience for cus-



H&M workers are seeking a fair contract for 1,500 employees throughout New York City.

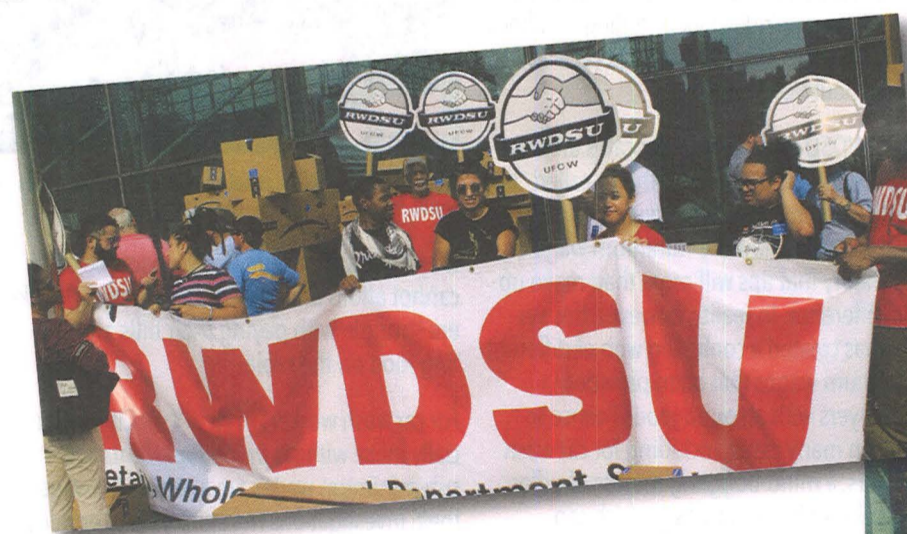
tomers, which leads to increased sales and higher profits, giving H&M an edge over competitors.

H&M workers are also seeking guaranteed part-time hours, a five-day limit of consecutive days worked, dental and eyeglass insurance benefits, and additional longevity pay for senior employees. ■



RWDSU Activists to Amazon: Stop Doing Business With Hate Groups

In July, the RWDSU and several community groups protested outside of Amazon's Web Services Summit at New York City's Javits Center just days after the Action Center on Race and the Economy and the Partnership for Working Families released a report detailing how the retailer's site is used to sell racist products, from costumes that demean races and nationalities to clothing that outright espouses racist ideologies including Nazi slogans. Activists brought Amazon boxes displaying some of the products, and spoke about how white supremacists use Amazon's platform to sell hateful goods targeted at both adults and children while Amazon does nothing to stop them. The group then delivered a letter to Amazon CEO Jeff Bezos calling on him to act now to stop these outrageous practices.



“Jeff Bezos should be ashamed of himself, he should be horrified that he has given a vehicle to white supremacists to spread hate and he needs to commit to stopping it now,” said Stuart Appelbaum, President of the RWDSU.

Activists rally outside of Amazon's Web Services Summit in New York City.

Offensive products for sale through Amazon were on display.



“No business in this country should be profiting off of hate and discrimination”, said Public Advocate Letitia James. “Amazon is enabling and empowering bigotry and discrimination and must immediately reject the sale of these products on its platform.” ■

RWDSU A VOICE FOR WORKING PEOPLE

Union Fights Back After ICE Raid Targets Ohio Meat Processors

In June, in an egregious show of force by the Trump Administration, the U.S. Department of Immigration and Customs Enforcement (ICE) raided a Fresh Mark meat-processing plant in Salem, Ohio. The RWDSU represents 1,700 people at the plant and another Fresh Mark plant in Massillon, Ohio. There is also a third Fresh Mark plant in Canton, Ohio that is represented by UFCW Local 17-A.

On that day, 146 hardworking people who pay taxes, support their families, and contribute to the fabric of their communities were detained at gunpoint and isolated from their frightened coworkers. Families were torn apart, and workers were detained and unable to go home while trying to provide a living for their families. A busy plant suddenly found itself dangerously understaffed and forced to scale back its production. On what had started as just a normal workday, these workers and union members suddenly found themselves scapegoated, isolated, and persecuted.

"Workers were traumatized," said RWDSU Representative Fred Jimenez, who was at the scene. "It was like a military operation, guns were drawn, it was very aggressive and traumatizing for everybody. Families were separated when the bread winner of the family didn't come home at night after going to work in the morning."

The union's response, however, provided help and comfort for workers and their families. The union sent people to Ohio to help, including lawyers, staff, and representatives to defend the workers and help aid families with basic necessities, including food and diapers. Union representatives worked to connect workers with legal representation to assist them with their legal status. Several of the detained workers were subsequently able to prove that they actually did have legal status, and many others are claiming legal status by seeking asylum which is allowed under applicable immigration law.

Sister Rene Weeks, a nun at St. Paul Catholic Church, was part of the church's ongoing effort to help workers in the community. She took a panicked call from one worker whose wife was on the scene.

"A worker called us and said, 'my wife is there, and authorities are arresting people. She's a U.S. Citizen but doesn't have any documentation with her.' We ran down there with her documents," Weeks said.

The efforts by the union and the community helped workers cope, with one worker saying "it's great that the union is here with us today, and helping us." But the workplace will be forever changed, and there has been an under-

RWDSU Mid-South Council President Randy Hadley, who helped coordinate the union's response, outside of a community church which also assisted members.



Sister Rene Weeks was one of many community members who mobilized to help families affected by the raids.

Federal officials stormed a meatpacking plant to arrest RWDSU members.



In the aftermath of the raid, the plant's productivity dropped sharply.

current of fear created for these workers, who even when they have legal status still feel that they are a target.

That's why the union will keep fighting for all of its members.

"Our union is a union of hard working people, which includes immigrants, and we stand with all workers who are trying to support their families and better their lives. Our union will not stand for violence against immigrants or tearing families apart. We are

committed to assisting workers affected by this ICE raid and will continue to fight against any and all heartless attacks on immigrant workers seeking to provide for their families," said RWDSU President Stuart Appelbaum. ■

RWDSU Members Speak Out Against Sub-Minimum Wages

This past spring and summer, RWDSU members testified at Department of Labor hearings throughout New York State, as workers and activists gathered at rallies to call for an end to the so-called "tip credit." At these hearings, activists spoke out to change a system that hurts countless workers in a number of industries, including hundreds of RWDSU members who work at car washes throughout New York City.

The RWDSU and worker-advocates are leading the charge to get rid of the so-called "tip credit," which has allowed bosses to pay workers well below the minimum wage on the theory that tips will more than make up the difference. In reality, however, this system has created a confusing web of different minimum wages that often provides employers with an outrageous license to steal. In many cases, including for car wash workers, a mind-boggling morass of differing sub-minimum wages – which can change weekly – leaves workers scratching their heads over what their actual minimum wage is supposed to be.

Workers have testified about the inability to live in dignity because they can't afford decent housing for their families, and how



RWDSU members and community activists rally for an end to the so-called "tip credit" in New York.

they can't look for other work because they cannot afford adequate transportation. Workers struggle with paying their bills and putting food on the table.

For car wash workers in New York City – especially those without union representation – sub-minimum wages are a vehicle for wage theft. Investigations have shown that employers don't always make up the extra pay for workers when tips are short, and car wash workers don't always receive the tips customers presume are going into their pockets. Car wash operators have been fined and directed to make restitution for wage theft to the tune of millions of dollars.

In many industries, immigrant workers are particularly susceptible to tip credit-aided wage theft. Nail salon workers, deliverymen, car wash workers, restaurant workers; all are affected by wage theft and the sub-minimum wage loophole that makes it easier for employers to underpay them and even steal from them.

The hearings – ordered by New York Gov. Cuomo – were an important next step in ensuring that 5,000 car wash workers in New York will soon have a chance to earn fair wages for their work, and that no worker in the Empire State is underpaid and impoverished. ■

RWDSU AROUND OUR UNION

Victory for new RWDSU Members at Pennsylvania Nursing Home

The RWDSU has scored another major nursing home victory, this time at Mountain View Care & Rehab Center in Scranton, Pennsylvania. A unit of 76 certified nursing assistant employees remained united and overwhelmingly voted 35-2 to be represented by the RWDSU. The union currently represents hundreds of nursing home employees in New Jersey and Pennsylvania.

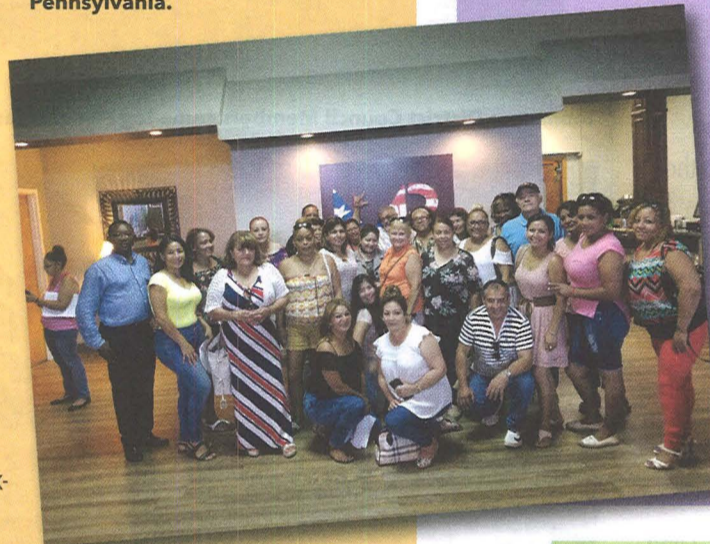
The Mountain View employees began organizing less than a month ago. They wanted to make improvements in their benefits and have a voice in negotiating their working conditions. Danielle Albano, a certified nursing assistant and organizing committee member, said, "we wanted nothing more than to better our future and make change at our facility. We united together on all shifts and quickly organized as a cohesive group around job security, a voice in the work place, dignity and respect and most important of all continuing to give quality care to our residents."

"When we first met these Mountain View employees, I knew that they had concerns over their wages and benefits that needed to be addressed," said RWDSU Organizer Paul Bazemore. "The workers quickly created a strong, vocal and outspoken organizing committee representing all shifts. The committee truly did an amazing job. They organized their facility within weeks."

The worker's negotiation committee is preparing to meet with the company to negotiate a fair and equitable contract that will provide better benefits for the workers while continuing to focus on providing the absolute best possible care for residents. ■



A new union voice will bring better days for Mountain View nursing home workers in Pennsylvania.



Local 108 members from Hudson County, New Jersey, met for lunch, games, and prizes, and most importantly, to discuss their issues at work.

Local 108 Luncheon for Public Workers

RWDSU Local 108 public sector workers – Hudson County crossing guards and parking authority workers – joined together at a luncheon in New Jersey to talk with each other and union leaders about their jobs, concerns, and issues at work.

"These people work hard for their communities, and are very active and enthusiastic both on the job and with their involvement in the union," said Local 108 President Charles N. Hall, Jr. "We've made excellent progress in their contracts thanks to their unity, and it's important for us to know about the issues that affect them." ■

Coca-Cola Member Earns his Citizenship

Joseph Dankwah, a native of Ghana who came to the U.S. in 2013, has become a U.S. Citizen with help from the union's Citizenship Program, which assisted him in paying the expenses required to obtain his citizenship. Dankwah is a merchandiser for Coca-Cola in Needham, Massachusetts, and has been a Local 513 member there for four years.

"Joseph is a wonderful guy, a hard-worker, and our country is lucky to have him as a citizen and Local 513 is lucky to have him as a member," New England Joint Board Secretary-Treasurer Philip D'Arcangelo said. ■



Dankwah (left) is pictured here with New England Joint Board Secretary-Treasurer Philip D'Arcangelo, and his check from the citizenship program.

Local 110 Officer Elections

The following Local 110 officers have been reelected to new three-year terms:

Secretary-Treasurer Jason Sennett, 2nd Vice President and Asst. Chief Plant Steward Kelly Bos, Health and Safety Director Kelly Cavale, and 2nd Director at Large Cecil Hankins.

Newly elected to the Executive Board were 3rd Director at Large Seth McDaniel and 4th Director at Large Nino Paz.

Local 110 represents workers at Quaker Oats in Cedar Rapids and Cole's Quality Foods in North Liberty, Iowa. ■

RWDSU MEMBERS CELEBRATE SOLIDARITY FOR LABOR DAY

Throughout the U.S., RWDSU members took part in events celebrating Labor Day. At these picnics and parades, RWDSU members from throughout the U.S. showed their union pride and union strength, celebrating the accomplishments we've made and recognizing the continued importance of the labor movement for American workers.

The RWDSU was a key part of the annual Labor Day Family Picnic in Fort Wayne, Indiana, where members from over 30 area unions joined together to enjoy a meal, play games, and celebrate their solidarity.

The Indiana Joint Board brought products from numerous RWDSU employers and cooked up its signature chili to heat up the festivities.

"There's a lot of time and effort that goes into this picnic," said Indiana Joint Board President Dave Altman. "We make over 100 gallons of chili. We serve 7,000 plus people and that means we serve more than 7,000 hot dogs all for free to anyone who comes."

At Toledo, Ohio's Labor Day Parade, Local 379 members came out in full force to display Buckeye union pride.

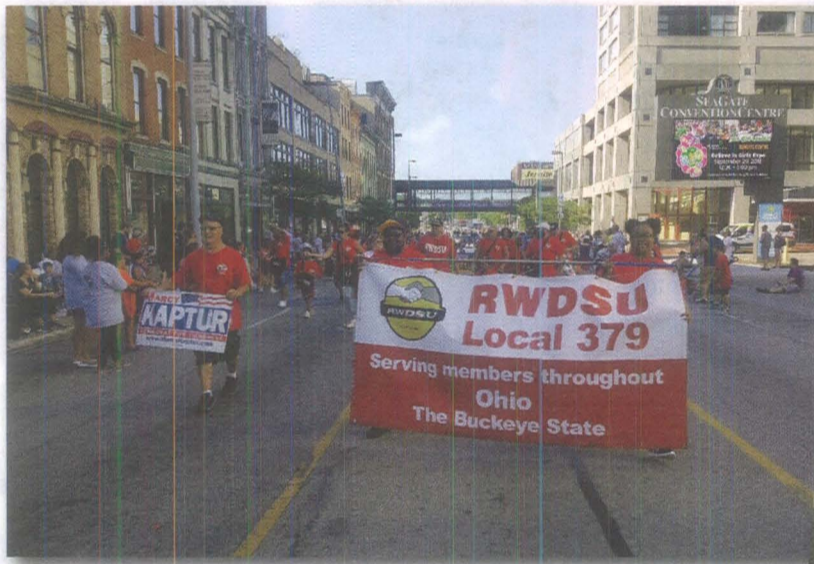
In Tennessee, RWDSU locals marched in Labor Day parades in both Memphis and Nashville. Dozens of RWDSU members proudly displayed their RWDSU colors to march with their fellow activists from the Volunteer State.

And in New York City, hundreds of RWDSU members marched up Fifth Avenue at the annual Labor Day Parade in September on a beautiful end-of-summer day. Members came from New York City area locals, accompanied by a marching band in RWDSU t-shirts. The RWDSU was joined by tens of thousands of workers marching together in an amazing show of solidarity. Dozens of floats, classic cars, different kinds of trucks, cranes of all sizes, backhoes and other equipment, hundreds of motorcycles, even a horse drawn carriage joined workers in this march. It was a show of solidarity and the diversity of the labor movement. ■



IJB Representative Eric Schwartz, Local 810 Member and Recorder Matt Maple, and former Local 835 Member Mark Maple prepare to start serving Prairie Farms products made by Local 810 members to people attending the Labor Day Family Picnic in Fort Wayne, Indiana.

Tennessee District Council Members came together in Nashville.



Local 379 members employed at Autoneum march in Toledo, Ohio.



In Memphis, Tennessee, RWDSU Tennessee District Council members celebrate solidarity.



RWDSU members from throughout New York City marched with thousands in the city's annual Labor Day Parade.

HIGH STAKES IN MIDTERM ELECTIONS:

It's a difficult time for working men and women who are fighting for better working conditions and jobs that can build stronger families and communities for all of us.

The future world of our work is changing dramatically and daily. Now more than ever, becoming politically involved is one of the most important ways to ensure workers thrive and not just survive in a political environment that favors the interests of big business and the bosses over workers.

RWDSU members have an opportunity to make a real impact this Election Day and take back power for workers. In this Midterm Election section, you can read about some of the candidates, races, and issues that affect RWDSU members and all working people.

We have the power and strength to make a difference by supporting the candidates who support us, by getting out to vote on November 6, and by staying involved in politics year-round.

VOTE NOVEMBER 6!



Ohio



Richard Cordray

Ohio has one of the most hotly contested gubernatorial races in the country with polls showing a tight race between the candidates vying to fill the seat being left open by Governor John Kasich. It

will take a strong leader to help working families in Ohio, where we need a governor who will work to keep jobs in Ohio and ensure that those jobs provide livable wages and benefits.

RWDSU members in Ohio are counting on Richard Cordray to be that leader. Cordray previously served Ohioans as its state attorney general, treasurer, and solicitor general. He also is the former director of the U.S. Consumer Financial Protection Bureau. His past jobs demonstrate he is ready and willing to stand up for Ohioans to protect their rights. He also has a strong vision for Ohio that includes: expanding Medicaid and investing in critical preventive care; fighting for the right for workers to bargain collectively, and opposing right-to-work legislation that would cripple workers and drive down wages and benefits. His policies have earned him the support of the RWDSU; and this race in the Buckeye State is especially important considering the efforts already underway to pass right-to-work legislation.

West Virginia



Richard Ojeda

Another closely watched race is happening in West Virginia's 3rd Congressional District where U.S. Army veteran and state senator Richard Ojeda II is hoping to fill the now open seat. The RWDSU is

excited to support Ojeda, namely because when it comes to unions, he's right there with us. He proved it by standing with West Virginia teachers when they went on strike earlier this year, winning strong wage gains and improvements. He walked the picket line with CWA workers for wage equity and job security. He also stood on the picket line to fight for increased broadband availability in rural, working class communities. Ojeda says he is accepting campaign donations only from unions and individual donors, and RWDSU members can depend on him and his platform of increasing workers' rights, economic development, and better health care.



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

Georgia

This November, Georgians have a chance to reshape Georgia politics by electing Stacey Abrams as their new governor. Currently Georgia's House Minority Leader, Abrams is poised to lead the state with a platform that will help move all Georgians forward.

Abrams is focused on ensuring that children have fair access to resources from, as she puts it, "cradle to career." She has pledged to build a just economy where workers across the state can earn a living wage. She has shown her political skills through her bipartisan leadership in the Georgia legislature where she has protected the poor and middle class from tax increases, ensured women's access to healthcare, and advanced Georgia's commitment to improving education and supporting families. Yet she also comes to the job with real world experience in the non-profit and business sectors with a strong record of increasing Georgians' civic participation and supporting the growth of small businesses. The RWDSU supports Stacey Abrams because she is best equipped to combat the challenges working people face every day as the next Governor of Georgia.

Alabama

The RWDSU is supporting candidates in two key congressional races this year – Tabitha Isner in the 2nd Congressional District of Alabama and Mallory Hagan in the 3rd. Isner has pledged to fight for good jobs in Alabama, where the minimum wage is the lowest in the country. Mallory Hagan is a former Miss America who dedicated her year of service and the time since to raising awareness against child sexual abuse. She has committed to fighting tirelessly for the education, care, and resources that will build a brighter future for Alabama. ■



RWDSU Mid-South Council members, shown here phone banking in support of Doug Jones last year, are proving that workers can make a difference when they get politically involved in the South.

The Issues: What We a

Since the 2016 elections, we've seen our values come under attacks that threaten our wages, working conditions, and the ability to keep families together and stay in the country and the communities they have helped make stronger.

As the 2018 Midterm elections approach, there's an opportunity to harness our power. Congress is more polarized than ever resulting in 72 percent of Americans disapproving of their work. Shifting the balance of power in Congress back toward working people is incredibly important. And, it's within our reach.

The battle for workers' rights isn't won or lost every four years, it's fought year-round. And the midterm elections are crucial in determining our political future. RWDSU members recognize that when you support candidates for office who support workers and fight with us on the issues that matter, change is possible.

This year alone we've secured historic primary and special election wins in Alabama, Georgia, New York, Maryland and Michigan. Together, we can win a Congress that fights for us and ensure legislation that puts working people at the forefront is successful in spite of decrees from the White House that ship jobs overseas, make it impossible to live and work here, and weaken our health and safety protections on the job. Here are the issue at stake this election:

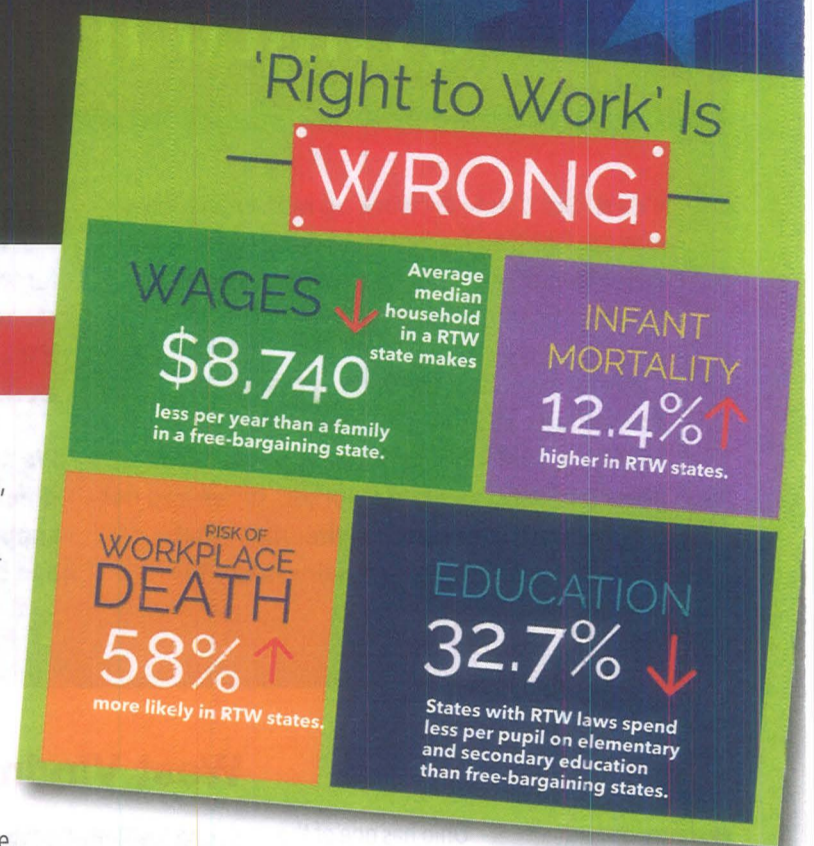
Right-to-Work (For Less):

Right-to-Work laws or as we call them, Right-to-Work for Less laws, weaken unions, drive down wages and take power away from working people. In these states, we've seen lower wages for workers, and lower standards of living.

We need a pro-worker Congress that will fight the further spread of Right-to-Work laws in the U.S., so that we can continue to negotiate strong contracts and maintain our voice on the job.

This November we need to elect candidates that will support workers' right to organize and have a union voice in the workplace.

We are more powerful when we stand together. Right-to-Work laws decrease wages and benefits, and make workplaces more dangerous. Let's stand united this November against candidates that support the spread of Right-to-Work for Less states.



Fair Pay, Scheduling and Essential Benefits for Working People:



NYC Mayor Bill de Blasio (right), with RWDSU President Stuart Appelbaum, signs legislation banning on call scheduling in New York last year, giving retail workers more control of scheduling and their lives.

omy and it's no way to provide a stable living. We need to elect leaders who understand that job security and fair wages are a requirement, not a suggestion.

The RWDSU is a national leader in securing scheduling rights for retail workers. We led the fight that resulted in the country's first outright ban on on-call scheduling for retail workers in New York City. Expanding scheduling provisions that help ensure workers can secure child-care, eldercare and schedule educational classes is a focal point of our legislative work. Electing members to Congress who will fight to implement scheduling laws into and alongside our labor laws is critical to securing hard working families' ability to live and work right here in the United States for years to come.

In the face of the future world of work which will reduce hours for workers, eliminate paid time off, paid family leave, and any and all possibilities for advancement in the workplace it is more critical than ever to support candidates that will protect our ability to have a real future in the United States.

Tax and wage law loopholes perpetuate the cycle of poverty for many workers. Under the President's current tax plan corporations received some of the highest tax rebates our country has ever seen. The hope the administration perpetuated was that these profits would be passed on to workers through wage increases. Trickle-down economics failed in the 1980s, and they're failing now. As a result of the tax plan the richest people in our country are getting richer while workers' wages remain stagnant.

It has also been claimed that the current administration has closed the unemployment gap. The truth is the jobs that have been created aren't good jobs. They are part-time, low-wage, insecure jobs that will have hard working Americans back on the job hunt in months if not weeks. That is no way to sustain an econ-

What We're Fighting For in 2018



Health and Safety in the Workplace:

This year poultry workers faced a proposal by the National Chicken Council to the U.S. Department of Agriculture that would have increased line speeds from 170 chickens per minute to nearly or in some cases over 200. The RWDSU's Mid-South Council and Southeast Council came together to form a comprehensive political and media campaign that stopped the proposal in its tracks. Elected officials like Doug Jones in Alabama stood with us, and we need more allies to protect the health and safety gains we've made, enforce and protect current health and safety laws, and enact better workplace safety laws in the future.



Immigration:

The last two years, we have seen a drastic change in immigration policy and anti-immigrant fervor that has grown louder. This hurts us all at work, and we need to ensure that all union members - including those of immigrant backgrounds - are protected and can continue working to keep our union voice strong. The RWDSU remains committed to tackling immigration policy to accomplish two key things: 1) ensure that any reforms to the country's guest worker program do not threaten the livelihood of our union members; and 2) ensure that our brothers and sisters who have been working legally for decades through Temporary Protected Status (TPS) can continue doing so without fear of deportation or being separated from their families.

The guest worker program allows foreign workers to temporarily reside and work in the US provided the employer first attempted to hire US born workers for the position. It's a program available in the agricultural industry. Congress is currently debating increasing the



Earlier this year, RWDSU members played a key role in the upset victory of Doug Jones as U.S. Senator, proving when we work together, we can win.

number of visas under this program and opening it up to other industries, including RWDSU's own dairy and food processing plants. Guest workers are discouraged from joining unions because of their reliance on the employer to maintain their visa status.

The TPS issue is also complicated. Technically, everyone who is in the U.S. with TPS is set to have their status expire within the next 18 months. Unless we can turn the tide, our union members will in the near future lose

their working papers and be forced to leave the union. In many of our shops, these are the same workers who have the experience and know-how to lead in their shops. It won't be easy to replace them. And their loss in the workplace also means our collective power is weakened. That is why we are committed to fighting for just immigration reform that will protect our members and their families and strengthen our union so that all of us can win better contracts.

Voting Rights:

When so many workers struggle to make ends meet with multiple jobs, we should be making the ability to vote easier not harder. The current administration has pushed for voter suppression laws across the United States. Your vote is your voice in government. According to the Brennan Center for Justice voter fraud is "vanishingly rare and does not happen on a scale even close to that necessary to 'rig' an election." Further to their recent report on this issue found that most cases of purported fraud are due to data and clerical errors rather than malintent.

The RWDSU is supporting candidates this November that want to ensure workers have the increased ability to vote. Candidates we support are pushing for early voting measures, weekend voting and time off from work to vote on Election Day to help all Americans participate. ■

HIGH STAKES IN MIDTERM ELECTIONS:

VOTE NOVEMBER 6!

New Jersey:

In the Garden State, incumbent Senator Bob Menendez has earned the support of RWDSU members for years. Menendez continues to be an active advocate for workers having the free-



dom to unionize without fear of retaliation. He's championed policies aimed at eliminating workplace discrimination so that all workers receive fair treatment, basic rights and workplace safety. He increased the penalties for violations and made it easier to prosecute employers who are bad actors as a co-sponsor of the Protecting America's Workers Act. He was a champion of paid medical and paid sick leave along with extending protections for immigrant workers when there is a catastrophe in their home countries.

Most importantly, he's been a staunch supporter of workers' rights and good jobs.

"I want to thank RWDSU for their support. It was through the efforts of unions like theirs that workers achieved basic rights, livable wages, and a 40-hour work week, a fight that I proudly continue every day in the United States Senate," Menendez says. "I am fighting each day to strengthen the middle class and protect workers from powerful corporate interests. When our unions are strong, our economy and our middle class are strong."



**DO YOU WANT TO SUPPORT
A CAMPAIGN THIS FALL?**

**Call (212) 684-5300
for information
on helping during
the midterm elections.**

New York:

In New York, the Fall Primaries saw many friends of the RWDSU and working people win, showing that the issues of working people in the Empire State will be heard when working people work together.

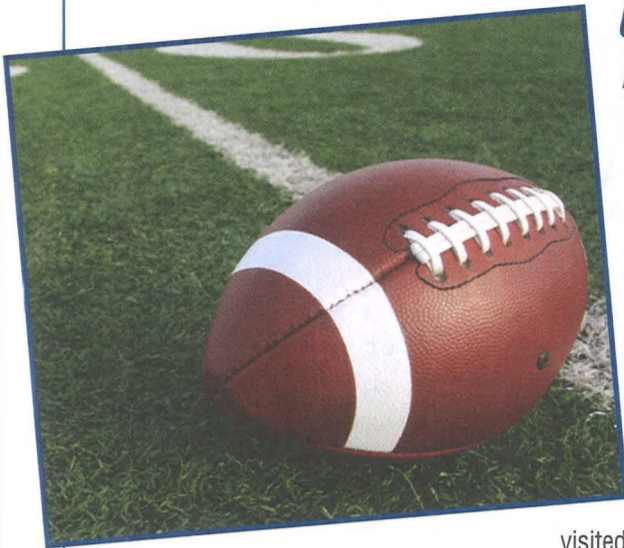
On November 6, a number of qualified candidates have earned the support of the RWDSU. These candidates support working people on the issues that matter. They support universal affordable health care for all, are against tax breaks for the rich that don't benefit the vast majority of us, and will fight against draconian immigration policies that threaten to separate families. These candidates are pro-union and support more funding for infrastructure projects and jobs that will provide more economic opportunities for the poor and middle class. These candidates also support a tax code that works for all Americans and not just the wealthiest few among us.

- **Perry Gershon**, 1st Congressional District: Gershon, a successful business man, wants to fight to bring better jobs to Long Island, and reverse a trend that sees inflation in the area rising more than twice as fast as median income.
- **Liuba Grechen Shirley**, 2nd Congressional District: Shirley was inspired to run against longtime incumbent Peter King when King voted to repeal the Affordable Care Act, which would have immediately taken away health care from 74,000 people in the district. She believes health care is a "human right" and wants to help make the lives of working people better.
- **Max Rose**, 11th Congressional District: Staten Island resident Rose is the first post-9/11 combat veteran of the war in Afghanistan to seek office in New York City. His core issues include making health care affordable for all and increasing infrastructure investment.
- **Alexandria Ocasio-Cortez**, 14th Congressional District: Ocasio is running to help end economic inequality. Her 100 percent public-funded grassroots campaign is dedicated to Medicare for all, campaign finance reform ensuring all of our voices are heard, and accessible higher education for all.
- **Antonio Delgado**, 19th Congressional District: Delgado's campaign centers around universal affordable health care, a tax code that works for working people and the middle class, and to restore opportunity for everyone in the Central New York, Hudson Valley, and Catskills region.
- **Dana Balter**, 24th Congressional District: Balter and her campaign are fighting for affordable healthcare for every person; an equitable, high-quality education for every child; policies that promote economic justice and meaningful employment.
- **Joseph Morelle**, 25th Congressional District: Morelle has represented upstate New Yorkers in the State Assembly since 1990, and is running on a pro-worker platform that includes protecting Medicare and Social Security. ■



UFCW

a **VOICE** for working America



UFCW Members Recognized for Pigskin Prowess in Manufacturing

This year, the National Football League Players Association (NFLPA) celebrated Labor Day by recognizing UFCW Local 1546 members at the Horween Leather Company in Chicago and their contributions to professional football. Retired NFL player Israel Idonije of the Chicago Bears

visited the company to thank members of UFCW Local 1546 for their hard work and support.

The leather for every single NFL football is manufactured by members of UFCW Local 1546 at the Horween Leather Company. Workers at Horween have been making the leather for every official NFL ball since the early 1940s. Almost every leather football — Wilson, Spalding, Nike, Rawlings, Adidas — is manufactured by leather produced by a UFCW Local 1546 member.

Despite the leather's sheen, which can give the appearance of being slippery, the proprietary "tanned in tack" finish actually means the ball gets stickier after being buffed a few times, making it easier to grip. A 1,000-ton press with special German-made embossing plates gives the leather its distinctive pebbling.

UFCW Local 1546 shop steward Juan Torres gave Idonije a tour of the tannery and explained the process of crafting the leather for the NFL's footballs.

"When you look at the detail and the craftsmanship that goes into such an important part of the game, and right through to the game itself, and the labor, the work, the effort, the energy — that's what's so special," Idonije said.

Washington State Members Ratify First Adult-Use Cannabis Contract

The August 24th signing ceremony of UFCW Local 21 and the adult-use cannabis retailer Have a Heart made history as the first contract between a union and an adult-use cannabis retailer in the state. Have a Heart is a recreational and medical marijuana retail operation which operates five stores in Washington.

The three-year contract, which currently covers 134 Have a Heart employees, improves wages and benefits and provides the workers with a voice in the workplace. The new agreement also includes comprehensive health and welfare coverage and other benefits, as well as trainings, mentoring programs and staff-development opportunities.

In addition, the employer agreed to a union recognition process for new facilities in Washington and around the country.



UFCW Local 21 members ratify their first union contract with Have a Heart.

A Better Contract for Indiana Kroger Workers

In August, 2,400 members of UFCW Local 700 who work at 24 Kroger stores in the Ft. Wayne, Indiana, area ratified a new contract that improves wages and benefits.

The one-year contract increases the pay of the Fort Wayne workers to align with rates in the Indianapolis Kroger contract. The contract also provides regular, guaranteed wage increases during the term and shortens the progression to get to top rate of pay. The clerk pension is fully funded, and the contract includes additional resources to secure the meat pension. In addition, the contract provides language improvements for experience credit, maximizing schedules, and expanded funeral and educational leave.



Kroger workers ratified a new contract with better wages and scheduling language.

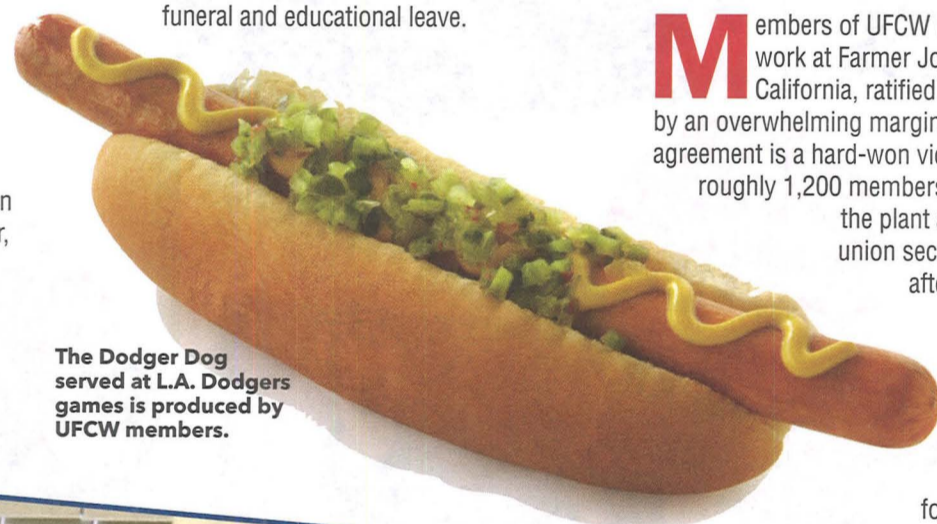
Farmer John Workers in California Ratify Historic New Contract

Members of UFCW Local 770 who work at Farmer John in Vernon, California, ratified a new contract by an overwhelming margin on July 9. The agreement is a hard-won victory for the roughly 1,200 members who work at the plant and includes a union security clause

after 33 years of fighting to get it back. The Farmer John workers are responsible for the

production of bacon, sausage, ham and hot dogs, including the famous "Dodger Dog" sold at Dodger Stadium in Los Angeles.

The four-year contract includes wage increases for all classifications, health benefits that include lower deductibles from workers, protection and compensation for employees who miss work due to illness beyond the state requirements, provisions that strengthen the workers' voice on the job, and improved safety enforcement.



The Dodger Dog served at L.A. Dodgers games is produced by UFCW members.

RWDSU CONTRACT NEWS

Koch Foods Local 315 Georgia

The Koch Foods negotiating committee won a strong contract for poultry workers in Georgia.



Members voted unanimously for the new contract.



RWDSU Local 315 members who work at Koch Foods unanimously ratified a new three-year contract that brings big changes for the poultry workers at the Pine Valley, Georgia plant. The negotiating committee's hard work on this agreement brought a very large rewrite of much of the contract language that strengthened seniority rights and provided for increased opportunities for bidding.

The contract increases opportunities for overtime if desired by senior employees and stopped the company from taking away earned vacation time when employees used their Family Medical Leave Act benefits. The employer will no longer be able to call first break right after the employees arrived at work, which had resulted in employees working an extended period of time without a proper break. The union demanded and won this change, along with better access for its members to receive free of charge needed safety equipment for doing their jobs.

The contract also provides added protections against the company subcontracting out bargaining unit work and prevents Koch from denying bid opportunities to the senior employees. The contract provides an immediate general wage increase of \$1 per hour and adjusts the classification of a large percentage of jobs in the plant to higher paying classifications. In addition, medical benefits were protected by the contract for the Southeast Council members ■

Envipco Local 444 Massachusetts



(l to r) Envipco employee Bill Gallant, NEJB President Tina Buonauguri, Envipco Steward Mike Brugliera and Envipco employee Dave Crenshaw.

Local 444 members at Envipco – service technicians who maintain automated bottle and can recycling machines on location at grocery stores, liquor stores, and department stores – ratified a new three-year contract.

In addition to wage increases, the employees' health care will be maintained with no cost increases over the life of the contract. ■

Coca-Cola Local 1096 Indiana



Indiana Joint Board President Dave Altman with Local 1096 Coca-Cola Unit Bargaining Committee. Left to right are Steve Foster, Karen Burnside, Kenny Bellamy, and Paul Pearson. (Lewis Allen was absent).

A new five-year agreement between Local 1096 members and Coca-Cola in Indianapolis, Indiana, was overwhelmingly ratified, bringing workers numerous improvements, including annual raises of 50 cents an hour, and a \$1,000 ratification bonus. The new contract also brings the union into new employee orientation meetings so that new employees will better understand union benefits and how to get involved with the union. The contract also brings workers double pay when their shift extends over the course of two days and expands discrimination protection to cover sexual orientation and gender identity. Uniforms and footwear will be provided annually by the employer, and vacation and work-related injury policies were improved.

The new agreement will continue to provide employees health insurance coverage for the next five years, locking in the percentage of the premium the employees currently pay, for the life of the Agreement. In addition, the pension multiplier was increased.

Serving on the Negotiating Committee were Kenny Bellamy, Karen Burnside, Lewis Allen, Paul Pearson, and Steve Foster. They were assisted by Indiana Joint Board President Dave Altman. ■

RWDSU CONTRACT NEWS

Genesis Woodlands Center Local 108 New Jersey

When workers at Genesis Woodlands Center, a nursing home in Plainfield, New Jersey, joined RWDSU Local 108 last year, they wanted change, and most of all, respect.

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

Now, with their first contract, they've gotten that voice on the job and more.

The contract – which was unanimously ratified – brings workers a 60 percent reduction on costs for their health plan as well as annual wage increases. For the first time, Genesis workers will receive shift and weekend differentials, and four additional paid holidays.

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



Woodlands members ratified their first contract.

Saks Fifth Avenue Local 291 Illinois

RWDSU members at Saks Fifth Avenue in Chicago employed in the Jewelry Department have ratified their first union contract, a two-year agreement which raises commission pay significantly. The increase could result in members' pay increasing thousands of dollars a year.

In addition to the commission rate increase, a benefit package is established with paid time off including holiday, vacation, jury duty, and bereavement time. Health insurance and a retirement plan are also included in the new contract.

In addition to the Jewelry Department, the RWDSU also represents non sales employees, warehouse, display and order workers at Saks.

The Negotiating Committee included Ryan McIntyre, President Local 291, John McBarron, Local 291 Steward, Lisa Russell, CJB President and Ken Brown, RWDSU Representative. ■

Morristown Parking Authority Local 108 New Jersey



RWDSU members at Morristown Parking Authority have won a strong first RWDSU contract.

The first union contract for parking enforcement officers in Morristown, New Jersey, bring employees excellent benefits including a dental plan, three new paid holidays including MLK Day, Good Friday, and the day after Thanksgiving, and three additional personal days.

All members will also receive wage increases, and a starting rate of \$15 per hour – with guaranteed pay above the minimum wage should it rise – has been established.

The contract also ensures that workers will be provided with foul weather gear when necessary and allows workers to be reimbursed for unused sick days or carry them over if desired. ■

Babeland RWDSU New York

RWDSU members in New York City who work at Babeland, a three-store chain of adult toy shops, have won significant wage increases in their one-year contract reopener for all economic issues. In addition, the reopener increases the percentage of full-time workers employed at the stores.

"Workers were anxious about the reopener as there is new ownership for the chain, but things went smoothly and we were able to win these

improvements," said RWDSU Director of the Retail Organizing Project Phil Andrews.

The amended contract runs through 2019. Babeland workers ratified their first RWDSU contract last year. ■



The contract reopener increased wages and full-time jobs at Babeland stores in New York City.

RWDSU AROUND OUR UNION

New England Joint Board Scholarships Support Promising Students

Local 513 continued its commitment to helping promote the education children of RWDSU members, awarding scholarships to high school and college students. The winners will all receive \$1,000 toward college.

The scholarships, awarded at a dinner celebration at Mother Anna's in Boston, were given to Haley Jean Sharp, Nicole Bousquet, and Rianna Tamulynas. The James R. Kenyon award was given to Carson Connor. The New England Joint Board Thomas J. Leone Scholarships were awarded to Nicole Bousquet, Nicholas Calvillo, Haley Sharp, Kevin Lyons, and Rianna Tamulynas.



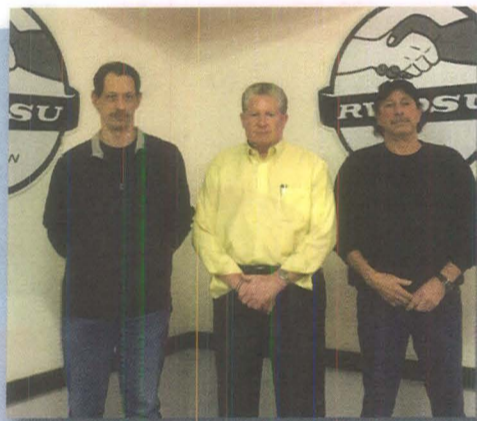
(front row from left): Local 513 Sec.-Treas. Gary Miner, RWDSU President Stuart Appelbaum, Rianna Tamulynas, NEJB Pres. Tina Buonaugurio, Nicole Bousquet, and Haley Sharp. (Back row from left): RWDSU Sec.-Treas. Jack Wurm, Local 513 President Dennis Beaulieu, David Tamulynas, and NEJB Sec.-Treas. Philip D'Arcangelo.



(l to r) Philip D'Arcangelo, Nicole Bousquet, Nicholas Calvillo, Haley Sharp and Tina Buonaugurio. Not present were Kevin Lyons and Rianna Tamulynas.

Indiana Joint Board Local Elections

Local 835



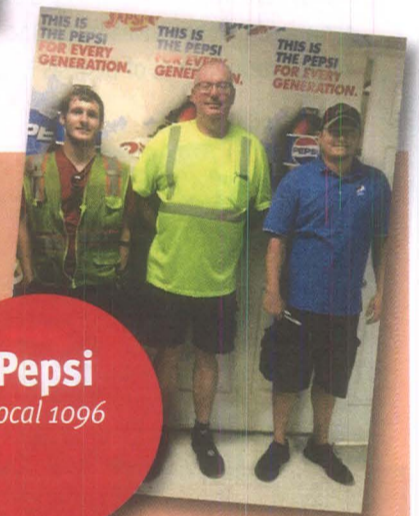
(left to right) Lloyd Schaper, Jr., Dave Altman, and Kevin Degitz.

Elected to new three-year terms and sworn in at the Local 835 Executive Board Meeting were President and Delegate Dave Altman; Secretary-Treasurer and Delegate Kevin Degitz, and Recorder and Delegate Lloyd Schaper, Jr. The oath of office was administered by Local 835 Vice President Ron Sheron. ■

On August 7, 2018, Local 1096 members at Pepsi in Seymour, Indiana, elected to new three-year terms Chairman Henry "Hank" Conner, Vice-Chairman Jeff Reynolds, and Chief Steward Curt's Jenkins.

There are 25 RWDSU members at the Pepsi facility in Seymour, who work as warehouse employees, truck drivers, service mechanics, fleet mechanics, and merchandisers. ■

Pepsi Local 1096



(l to r) Curt's Jenkins, Jeff Reynolds, and Henry "Hank" Conner.

Fayette County EMS Local 512



(l to r) James Burns, Misha Gibson, and Joe Steinard.

On August 16, members of the Fayette County EMS Unit in Connersville, Indiana, elected to new two-year terms Chief Steward Joe Steinard, Executive Secretary James Burns, and Alternate Steward Misha Gibson.

Local 512 members serve as paramedics and EMT's at two different stations within the City of Connersville, Indiana. ■

Bunny Bread Local 835



Chris Busche (left) and Ron Livingston.

On Wednesday, August 1, 2018, Local 835 members who work at Bunny Bread in Edwardsville, Illinois, held their Unit Officer Election. Elected to new two-year terms of office were Chief Steward Ron Livingston and Recording Secretary Chris Busche.

RWDSU members at the Edwardsville Distribution Center work in shipping and receiving and drive delivery trucks for Bunny Bread. ■



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Worker Power Keeps Workplaces Safer



Workplace deaths and injuries remain a significant public health problem in the United States. There was an average of 100 reported work-related deaths each week in 2016 (the latest year figures are available), an increase of 7 percent over 2015. And that doesn't include the estimated 50,000 deaths from work-related diseases. Added to this troubling data are the increasing attacks on agencies like OSHA and EPA, whose missions are to protect workers and the public at large from harmful occupational and environmental exposures.

Congressional elections are coming up soon. And while who gets elected to represent us in Washington has a definite impact on how helpful and effective OSHA can be in regulating hazards and inspecting workplaces, the most important factor is the labor movement's commitment and determination to bringing workers home safely at the end of the day.

The RWDSU has had a long, deep and very successful commitment to making our workplaces safer. Our dedication to safety embodies the strongly held belief that workers should not have to sacrifice their health and wellbeing for their paychecks. Stronger unions mean safer workplaces, and why workers and our coworkers should join and remain as members in the RWDSU.

Workplace Temperatures

Recently many members of our union have faced the hazard of excessive heat in their workplace. At what level is heat excessive? OSHA doesn't have an answer for that because they don't have a standard on workplace temperatures. They could cite employers under their General Duty clause because heat is a well-known hazard which can cause death or serious injury, but they very rarely do that.

Excessive heat from our perspective is when it causes symptoms or increasing discomfort and the employer is not implementing basic measures to improve the work environment.

Through direct meetings with management, grievances and other tactics we can and have resolved important issues like this. That is the power of our union!

Soon we will be facing the other end, working in cold environments. OSHA doesn't have a standard on that either. Exposure to the cold can lead to several serious health conditions including Hypothermia, Frostbite and Trench Foot. Hypothermia occurs when the body no longer has the energy to produce the heat necessary to keep your body safe. Frostbite is the freezing of skin and tissues most often in the feet and hands and exposed areas like the nose and ears. The lower the temperature the more quickly frostbite can occur. Trench Foot is a particular potential hazard for workers in cold, wet environments. If your feet are constantly wet you can be at risk even at temperatures well above freezing.

NIOSH (National Institute for Occupational Safety and Health) has produced a couple of useful documents on how to protect workers, what should be done if these health conditions develop, and recommendations employers should follow to reduce the hazard. They include Fast Facts Protecting Yourself from Cold Stress, Cold Stress Recommendations and a podcast on working outside in cold temperatures.

They are available at www.cdc.gov/niosh/topics/cold-stress.

Toxic Chemicals

Exposure to toxic chemicals is a hazard in most every RWDSU workplace. OSHA does have good, comprehensive standard in this area (Hazard Communication) and employer non compliance with its provisions was the second most common OSHA citation in 2017.

Workers should receive Hazard Communication training at the time of initial employment and whenever new chemicals are introduced to the workplace. Employers need to make an inventory of all toxic chemicals they have, determine appro-

appropriate personal protective measures when exposed to the chemical, and have a SDS for each chemical. The SDSs should be "readily accessible" to all workers at all times.

Unfortunately Hazard Communication training at too many workplaces consists of an inadequate short general video followed by a sign in sheet saying you have completed the training. We should demand a comprehensive training which reviews the particular chemicals we will be exposed to, what the health effects are, how exposure can be controlled, what to do in case of spills etc. We have a right to this information and our employers have a legal obligation to provide it.

Electricity

Exposure to electric energy is a very serious workplace hazard. Failure to adequately protect our exposure can cause death (electrocution), burns, shocks, falls, fires and explosions. Poorly insulated equipment, contact with overhead wires, frayed, exposed wires, overloaded circuits, lack of ground fault circuit interrupters, water contact with electrical sources are among the common hazards which result in numerous injuries and fatalities.

Completely deenergizing machinery before it is cleaned or repaired is extremely important. Failure to do so can cause death or serious injury if the machinery is reenergized while the worker is still working on it. The proper work protocol to ensure safety is Lock Out Tag Out (LOTO). This means there is a lock applied to make sure the equipment cannot be reenergized. Our employers are required to develop a LOTO procedure for each piece of machinery as needed, and to provide Lock Out Tag Out training for all workers involved. This should be a thorough hands on training. ■

Resources

Your union Health and Safety department has films, power points and written materials which provide more information on electrical, chemical and other common workplace hazards. We are here to help provide the knowledge, technical assistance and support so that we can create workplaces that truly value our safety and physical health. For more information contact the Health and Safety Department at (212) 684-5300. ■