

RWDSU

UFCW

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RECORD

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**STANDING FOR
OUR VALUES:**

**THE RWDSU'S
23RD CONVENTION**

**Pages
4-11**



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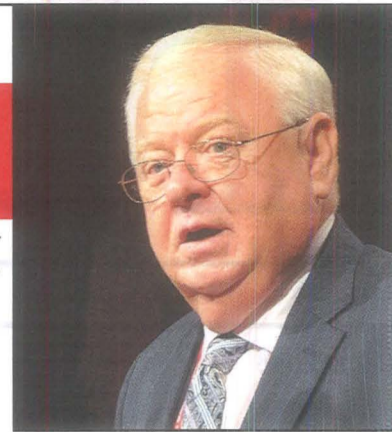
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President
Stuart Appelbaum



Secretary-Treasurer
Jack Wurm Jr.

**MESSAGE FROM
YOUR OFFICERS**

At RWDSU Convention, a Vision of Fairness and Shared Prosperity

When hundreds of RWDSU members met in Atlanta, Georgia, in March for the RWDSU's Convention, it was an amazing sight. As we looked across the convention hall, we saw men and women from across the country, people who work in industries as varied as poultry processing and board game manufacturers. We saw retail workers and nursing home workers, car wash workers and auto parts makers, supermarket workers and warehouse workers and everything in between.

But the differences in where people work didn't seem to matter; neither did which region of the country they were from, whether they were men or women, or the many races and creeds on hand. What mattered – the only thing that mattered – is that we are all united in the belief that the only way to make a difference in the lives of working people is through collective action and solidarity.

Standing for our Values

The resolutions passed at the convention; the addresses by our guest speakers; the contracts and organizing drives we reviewed and discussed; our global strategies to help further working people across the globe – they all reflected the values that RWDSU stands for.

Economic and social justice, equality and tolerance, and solidarity in the belief in the power of a collective voice – these are our values, and they motivate everything we do as a union.

In this issue you'll read about the RWDSU Convention (pages 4-11), where RWDSU members introduced themselves to each other, reached across locals and joint boards to discuss achievements and goals, and focused on a future dedicated to building the RWDSU into an even stronger advocate for working people. RWDSU members emerged from the convention dedicated to creating a world where workers are treated with dignity, respect and justice, and building the RWDSU into a force to help make that real.

RWDSU members emerged from the convention dedicated to creating a world where workers are treated with dignity, respect and justice, and building the RWDSU into a force to help make that real.

And, you'll also read about the continuing work of RWDSU activists that is helping to build that future. In Atlanta, where the RWDSU Convention was held, over 100 members who distribute Nestle products won their first ever union contract after winning their organizing campaign last year. And in upstate New

York, Local 220 members at Mott's won yet another strong contract for 350 workers there, who continue to make their jobs better year after year in the wake of their 2010 strike for better wages and benefits. Throughout the RWDSU, we are working together and doing what it takes to fight for justice for working people in our communities and our society.

RWDSU members are proving that joining together in a union is the most effective way for working people to achieve economic justice, equality, and a fair day's pay for a fair day of work. Each and every day, together, we show that working people are the foundation of our society, and that together we can achieve a society where fairness and decency and shared prosperity are facts of life. ■

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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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RWDSU A VOICE FOR WORKING PEOPLE

New Nestlé Members in Georgia Win First Contract



Nestlé workers celebrate the ratification of their first RWDSU contract.

"It is a great first contract that lays a strong foundation for workers to get the seniority recognition, guaranteed wage increases, and a voice in the workplace that they deserved."

Workers at Nestlé's logistics and shipping center in McDonough, Georgia, have voted overwhelmingly to ratify their first contract. The contract brings workers – for the first time – guaranteed wage increases and a seniority system that recognizes workers' years of experience and service. And, most importantly, workers now have a voice in the workplace. The contract – ratified with 94 percent of the vote – is the latest win for the Nestlé workers, who became labor activists last year.

Nestlé workers won their NLRB conducted election in April 2017. The team at the Southeast Council worked tirelessly – fighting through natural disasters in the area and a politically challenging climate to help over 100 workers at Nestlé win their organizing campaign. And, it was that same dedication and focus that helped Southeast Council and worker representatives negotiate their first union agreement.

"The workers at Nestlé here in McDonough are a strong force for change – and I could not be prouder to work with them to secure their first contract," said Edgar Fields, President of the Southeast Council. "Absolutely nothing could stop our new members from fighting for the critical provisions of their first contract – it doesn't solve everything, but it is a great first contract that lays a strong foundation for workers to get the seniority recognition, guaranteed wage increases, and a voice in the workplace that they needed and deserved."

Workers at the distribution center package and distribute Nestlé products. ■

Brooklyn Pharmacy Workers Rally for Their Rights

Workers at a CVS pharmacy on Flatbush Avenue in Brooklyn, New York, took to the streets in front of their store in March to demand that management recognize their union membership and negotiate a fair contract. The rally was held to call attention to the plight of the Local 338 members, who won their union election but have been unable to negotiate a contract with CVS. Making the situation even more frustrating for workers is the fact that CVS already has union contracts with workers elsewhere, including other high cost of living areas on the West Coast. Worker and union representatives have been attempting to negotiate a first contract since March 2017, but the company has repeatedly rejected reasonable proposals.

"For almost 14 years, I've worked hard for CVS but never felt truly valued by the company, which is why my coworkers and I voted to join Local 338," said CVS worker Adrian Caddle. "When I learned that there were union members working at CVS on the West Coast, I was glad to hear about the guaranteed wage



increases in their contracts. But there hasn't been any relief because CVS doesn't take us or our requests seriously. I am going to be in this fight with my coworkers until we are treated equally as other CVS workers and to make sure that everyone who comes after us gets what they deserve."

Workers were joined by other RWDSU members, community members, activists, and committed pro-worker New York City Public Advocate Letitia James, who has been a fixture at our rallies. The workers have also



Union members and activists from throughout New York and New Jersey came to support CVS workers.

Local 338 member Debbie Henry-Haughton speaks about the struggle of her and her co-workers to win a union contract.

received the support of New York City Mayor Bill de Blasio. The community support has energized CVS workers.

"I voted to join Local 338 because I saw the value of having a voice at work and I intend to continue to use my voice. My coworkers and I work hard and we have earned the right to be treated fairly," said CVS worker Debbie Henry-Haughton. ■

THE RWDSU 23RD QUADRENNIAL CONVENTION

CONVENTION COVERAGE

pages 4 - 11



The Mid-South Council is proving workers can organize in the South.

Southeast Council members get into the convention spirit.

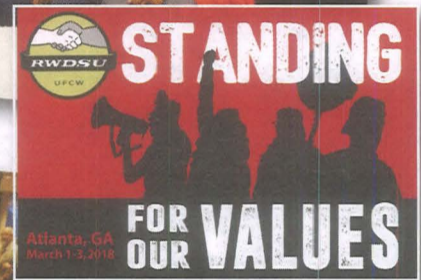


Local 1102 represents workers throughout Long Island and New York.

Members came from Chicago to participate in the Convention.



Delegates from Local 338 in New York prepare for a convention session.



Jeff Benner (left) from Local 379 in Ohio and Juan Moscoso-Mercado from Alabama are part of the diversity and strength of the RWDSU.

In March, hundreds of RWDSU delegates, alternates, and guests joined together in Atlanta, Georgia, to take part in the 23rd Quadrennial RWDSU Convention. They came from across the U.S. and across the world, as a larger number of international guests than ever flew across oceans to participate, reflecting the RWDSU's increased global strategies in organizing and negotiating in the U.S.

The convention – held every four years – is the most important decision-making authority for our union, when members gather together to revise our constitution,

consider and pass resolutions, and elect leadership. Most importantly, the convention brings us all together, allowing us to take stock of the past four years and set a course for the union for the next four years.

In the convention hall, words, music, and videos inspired delegates, who reflected on the many accomplishments of RWDSU activists in recent years. In difficult political times, the union has continued to organize new members across established RWDSU industries and also in new and precarious employment sectors. And, the union has been incredibly effective in places where tra-

ditionally workers have had the most difficult time exercising their right to a union voice. That is why holding the convention in Atlanta made an important statement, recognizing that the South is an important part of the future of the American labor movement.

The most important statement of the RWDSU's convention, however, went far beyond any geographic location. It was the theme – Standing for our Values – that resonated with every report, every resolution, every speech, and every interaction between RWDSU members. President Appelbaum touched on that theme when he delivered the President's Report on the first day of the convention:

"In a world that is undergoing profound change politically, economically and culturally, the RWDSU remains committed to the values upon which we were built – and that will continue to be the foundation of our strength," Appelbaum said.

"Our values – economic and social justice, equality and tolerance, solidarity and the belief in the power of collective action; An understanding that working people are the real foundation of our society. That, brothers and sisters, will never change. That is who we in the RWDSU are." ■



THE RWDSU 23RD QUADRENNIAL CONVENTION

CENTER FOR CIVIL AND HUMAN RIGHTS GATHERING SETS CONVENTION TONE

The night before the RWDSU Convention was gavelled to order, all delegates and other convention participants joined together for an event at downtown Atlanta's Center for Civil and Human Rights. The Center for Civil and Human Rights is an interactive museum detailing the historic civil rights movement, touching on the activism, major events, and important people who changed the world in the 1950s and 1960s by bringing the fight for racial equality to the forefront.

The gathering set the mood for the convention and reflected the RWDSU's commitment to civil rights and social justice, which are both under attack in the current political climate.

The event was open only to RWDSU Convention participants, who seized the opportunity to explore the center and learn more about the rich history of the civil rights movement. Guests checked out the displays, watched films, and took part in interactive exhibits including a "segregated" lunch counter, where headphones helped listeners experience what it was really like when brave activists conducted sit-ins. The museum provided an inspiring backdrop, while reminding attendees of the great things activists can accomplish when they join together.

Political activism was another theme that resonated throughout the RWDSU Convention, and at this event, numerous elected officials and candidates came to speak with RWDSU members about the issues important to working people.

Birmingham Mayor Randall Woodfin, who was elected with the strong support of the RWDSU Mid-South Council, spoke about the power of community action. Atlanta City Council Speaker Felicia Moore thanked the RWDSU Southeast Council for its continued support and spoke of her support for unions and working people. Longtime friend of the Mid-South Council and 2018 candidate for Alabama Governor James Fields spoke of the good work the RWDSU is doing in the South, and the importance of continued political involvement. Former President of the NAACP Ben Jealous delivered an inspiring address about how the labor movement and the social justice movements are intertwined.

It was a reflective and inspiring evening – the perfect start to the RWDSU 23rd Quadrennial Convention. ■



(l to r) Felicia Moore, Southeast Council Pres. Edgar Fields, and James Fields.



New England Joint Board members helped kick off the convention weekend with spirit and solidarity.

Hundreds of delegates, alternates, and guests joined together at the Center for Civil and Human Rights.



Birmingham Mayor Randall Woodfin (left) and Mid-South Council Pres. Randy Hadley.



Former President of the NAACP Ben Jealous.

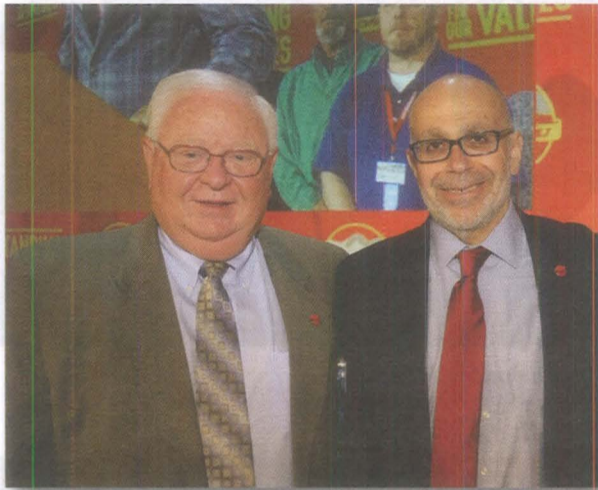


Attendees took time to study the amazing exhibits reviewing the history of the civil rights movement.



THE RWDSU 23RD QUADRENNIAL CONVENTION

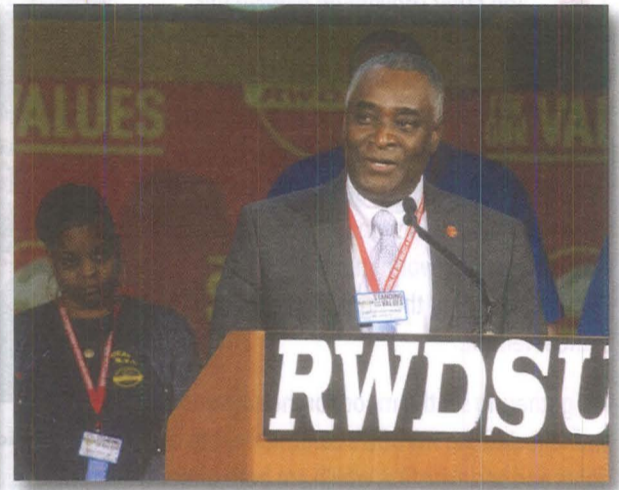
RWDSU OFFICERS ELECTED, ADVISORY COUNCIL APPOINTED



RWDSU Secretary-Treasurer Jack Wurm and President Stuart Appelbaum (right).



RWDSU Executive Vice-Presidents John Whitaker and Tina Buonaugurio.



RWDSU Recorder Joseph Dorismond.

On March 3, the closing day of the 23rd RWDSU Convention, RWDSU President Stuart Appelbaum, Secretary-Treasurer Jack Wurm, Recorder Joseph Dorismond, and Executive Vice-Presidents Tina Buonaugurio and John Whitaker were re-elected to four-year terms.

Vice-Presidents David Altman, Cassandra Berrocal, John Durso, Edgar Fields, Roger Grobstich, Randy Hadley, Charles Hall, Jr., Angella Harding, G. Allen Mayne, David Mertz, Alvin Ramnarain, and Thelma Winston were also elected.

Appointed to the Advisory Council were: Phil Andrews, Jack Caffey, Ron Chencinski, Philip D'Arcangelo, Michael Flanery, Joseph Fontano, Robert Layng, Jr., Rick Marshall, Tom Rowland, Greg Scandrett, Berta Scott, and Sandra Williams.

"Standing for People's Rights"

President Appelbaum praised the members, officers and staff of the union, and said it was a humbling experience to be re-elected President of such a vibrant, progressive union.

"All of the union's accomplishments you've heard about at this convention were because of all of us, no one individual. I may be the person standing up here, but it's really the RWDSU that is standing up and speaking to powers everywhere and saying:

We are not going to take it. We need change. We stand for justice. We stand for equality. We stand for people's rights in every single way," Appelbaum said.

Secretary-Treasurer Wurm discussed his involvement with the RWDSU going back to his time as a bread truck driver in the 1960s, and pledged to continue working to move the union forward.

"To all of the members here and all of the members that aren't here with us today, as I did four years ago, I'm going to commit again to you that I will do everything I can to support and work with this leadership team to make all of us stronger," Wurm said.

Recorder Dorismond described his experience as a Haitian immigrant, how union membership helped him build his life in the U.S., and why unions like the RWDSU are so important for today's immigrant workers.

"We are vital to immigrants' hopes. The real path to the freedom that immigrants are looking for lies in the labor movement because we are the ones making a difference in their lives. And those who have lost hope, we will be there for them. We are their advocates and we know the meaning of solidarity," Dorismond said.

Executive Vice-President Tina Buonaugurio said that being a part of the RWDSU is one of the most important parts of her life.

"The union makes us all proud, and together we are making a real difference for the members. We should all be proud of that," Buonaugurio said.

Executive Vice-President John Whitaker talked about the strength RWDSU members build together.

"Each one of us makes up a different part of this union. And with all the pieces working together, RWDSU grows and continues to thrive," Whitaker said. ■



RWDSU Officers and Advisory Council Members are sworn in by retired Secretary-Treasurer Charlie Hall, Sr. (far right) and retired RWDSU Vice-President Frank Bail.

Atlanta, Georgia – STANDING FOR OUR VALUES



THE RWDSU 23RD QUADRENNIAL CONVENTION

“ RWDSU MEMBERS: VOICES FROM THE CONVENTION ”



ANNIE JONES
Wayne Farms -
Alabama
Mid-South
Council

“This is my first trip to Atlanta. I’ve been to

several conventions including Orlando and Chicago. It’s truly a blessing for me because I get the opportunity to meet different people from different states and we get a chance to talk about what’s going on in their shops. And we just share information.”



CHRISENDAT “CHRIS” JOHNIE
Bloomingdale’s -
New York
Local 3

“It’s been great to meet a lot of our union

brothers and sisters that I’ve never met before. Living up north and seeing all of the great work going on in the South, it’s great to get familiarized with the whole union.”



ROBERT HOPE
Keystone Foods -
Georgia
Local 938

“I got involved because I

like the union and I like helping people. That’s what the union does. And it’s great to see everyone come together this week in Georgia.”



BRIAN WATTS
Fresh Mark -
Ohio
Local 923

“I really like the way that this union in particular strives to better

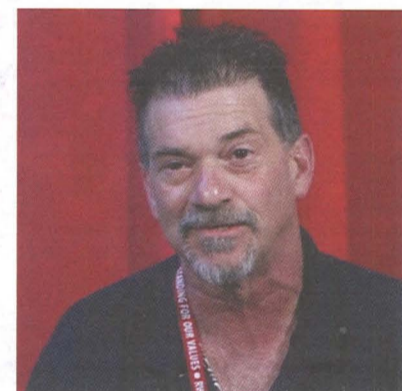
everything around it. At this convention, I see a union that brings progress.”



CLINTON BROWN
Autoneum -
South Carolina
Southeast Council

“I am glad to be here at this convention. We just joined the RWDSU and it’s all

new to me. It’s got me excited about the future!”



DAVID SANDS
Heiner’s Bakery - West
Virginia
Local 21

“We’re all a family here, and that’s the way we like to keep

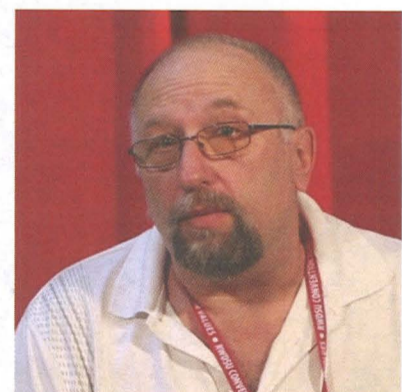
it. We want a living wage. We want good insurance. And anybody that comes into the fold comes into the family and fights for these things with us.”



JOYCE MCDONALD
Gerber - Michigan
Local 530

“I got involved with the union almost 30 years ago. It’s great to come

here and get involved with everyone else, people who care about the union and where they work.”



RICK ROSS
Welch’s -
Michigan
Local 825

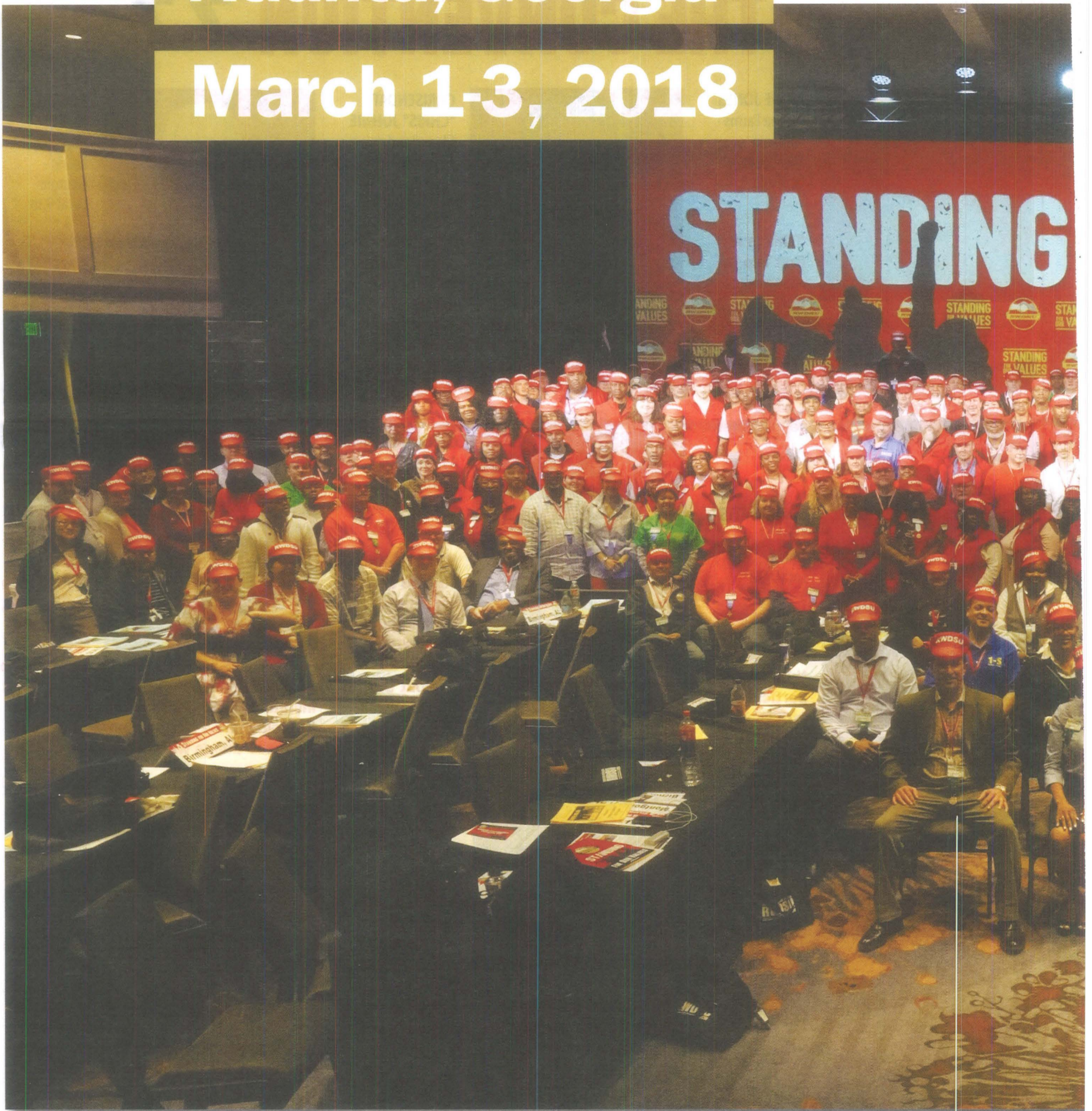
“The bottom line is if you don’t care for your neighbor,

who’s going to nowadays? That’s what we do and it’s why we come together.”

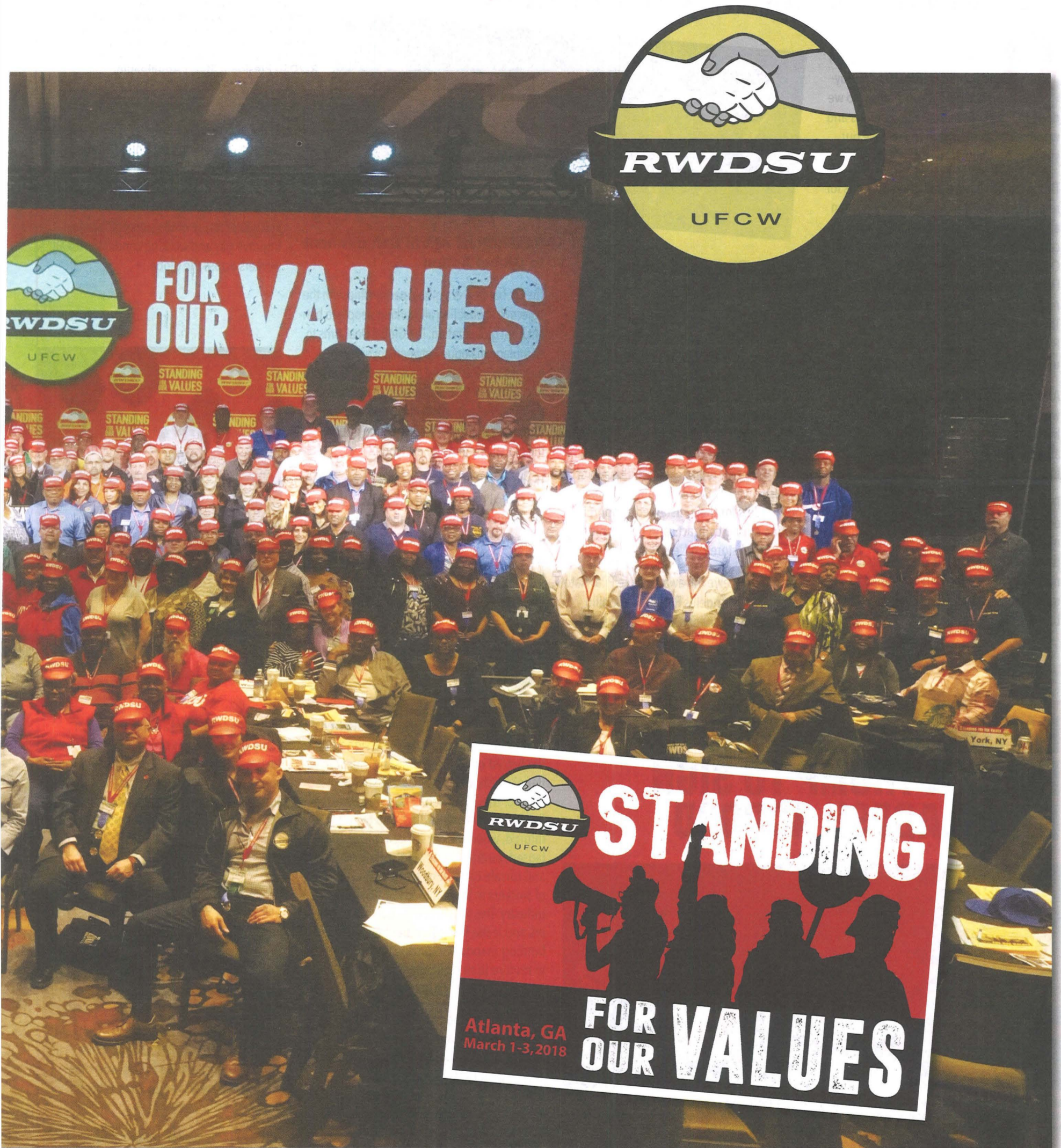
RWDSU 23RD QUADR

Atlanta, Georgia

March 1-3, 2018



ANNUAL CONVENTION





THE RWDSU 23RD QUADRENNIAL CONVENTION

CONVENTION SPOTLIGHT ON GLOBAL PARTNERSHIPS, ACTIVISM

One of the main focuses of the Convention was global activism and solidarity. RWDSU employers are global companies, so we need to reach out to our fellow unions and workers across the world to increase our strength and power.

This approach has helped bring big wins for retail workers in the U.S., which we've seen at growing retail chains Zara, a Spanish company, and H&M, a Swedish company. Over 1,100 Zara workers and over 1,300 H&M workers now have the dignity and respect that comes with a union contract. These workers are now members of RWDSU Local 1102, thanks in part to the union's global outreach and partnerships.

And, by maintaining a dialogue with global workers and management at companies like Coca-Cola and PepsiCo, the RWDSU is able to secure stronger contracts across the U.S. for RWDSU members.

In our global, modern economy, we depend upon our relationships with international unions - including our longtime partners IUF and UNI - to represent RWDSU members more effectively and help our union brothers and sisters overseas become stronger as well.



Awards Recognize Global Success

The RWDSU was proud to present the Global Solidarity Award to unions who have been key players in the RWDSU's efforts to bring the union protection that workers overseas have won to workers in the U.S. The award was presented to Spanish union Federacion de Servicios de CCOO for their work in helping RWDSU members at Zara in New York secure their first union contract. The award was also given to Swedish unions Unionen and Handels for their sustained support in winning strong contracts and good union jobs at H&M stores in New York.

On hand to receive the awards were Pilar Rato Rodriguez and Angeles Rodriguez Bonillo (Federacion de Servicios de CCOO, Spain), Moa Sahlin (Handels, Sweden), and Magnus Kjellsson (Unionen, Sweden).

Resolutions Affirm Commitment to Global Action

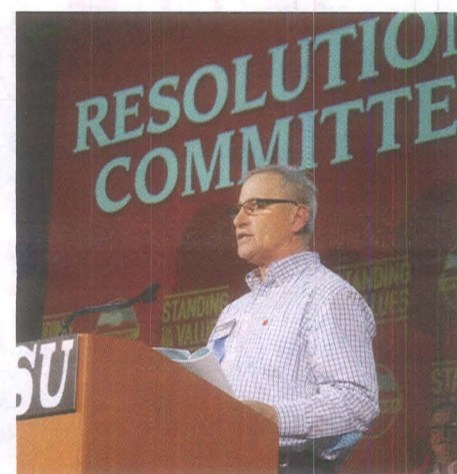
The Global Deal is a global partnership with the objective of enabling all working people to benefit from globalization. The Global Deal aims to encourage dialogue between governments, businesses, unions and other organizations. It's one more tool that can be used to help increase the quality of jobs across the world, while also increasing productivity and helping improve the global economy for everyone.

That's why the RWDSU has agreed to support the Global Deal, passing a resolution at the Convention affirming that the union will "promote the principles of the Global Deal...to resolve challenges and engage in opportunities for cooperation and capacity building to ensure decent work and quality jobs."

The RWDSU Convention also passed the Global Organizing: Representing Workers in

(l to r) RWDSU Vice President Alvin Ramnarain, Pilar Rato Rodriguez and Angeles Rodriguez Bonillo (Federacion de Servicios de CCOO, Spain), Moa Sahlin (Handels, Sweden), Magnus Kjellsson (Unionen, Sweden), Christy Hoffman and Mathias Bolton of UNI Global Union, and RWDSU President Stuart Appelbaum.

a Global Economy resolution. This resolution supports the union's continued efforts to leverage global solidarity into organizing wins such as those at H&M and Zara, and for the union to continue to use its power and voice to pressure global corporations to improve pay and working conditions for all workers across the globe. ■



RWDSU Local 379 President Jeff Benner presented the resolution on global organizing to the Convention.

RWDSU CALLS UPON IVANKA TRUMP TO SIGN BANGLADESH ACCORD



UNI Global Union Deputy General Secretary Christy Hoffman spoke about the importance of holding clothing companies accountable for worker health and safety, and called upon Ivanka Trump and other U.S. companies to sign on to the Accord.

Over 220 clothing brands, including RWDSU employers H&M and Zara, have signed on to the Accord on Fire and Building Safety in Bangladesh, which was established in the wake of the 2013 Rana Plaza disaster. Over 1,100 workers were killed, and over 2,000 injured, when the Rana Plaza building collapsed, putting the spotlight on the harsh and unsafe conditions endured by millions of workers in the Bangladesh garment industry. The accord covers 2.5 million workers and is the first agreement with a legally-binding mandate requiring fashion brands to require their contractors to eliminate fire, structural, and electrical safety issues.

Among those who have refused to sign on to this landmark health and safety accord is Ivanka Trump, daughter and Senior Advisor of President Donald Trump. Her Ivanka Trump line of clothes, shoes, handbags and accessories is produced almost exclusively outside of the U.S., including clothing made

in Bangladesh. Ivanka Trump's fashion company claims it is committed to fair treatment for its workers, but depends on suppliers to police themselves. For consumers, worker activists, and health and safety experts, that isn't good enough.

UNI Global Union Deputy General Secretary Christy Hoffman told the Convention about the effect the accord has already had in Bangladesh.

"Together these 220 companies produce in 1,800 factories, 2 million workers. This is a big deal. This is a lot of people. A lot of workers, 80 percent of these workers are women. Since the Accord went into effect, 90,000 safety and health problems have been fixed. But we still need to make more progress. Ivanka Trump, and more U.S. brands, need to sign on for this to happen," Hoffman said.

The resolution passed unanimously. ■



THE RWDSU 23RD QUADRENNIAL CONVENTION

FEATURED SPEAKERS ADDRESS CONVENTION

The featured speakers at the convention showed that together – through the power of the labor movement, political action, and building coalitions with immigrant advocates – we are standing for our values.

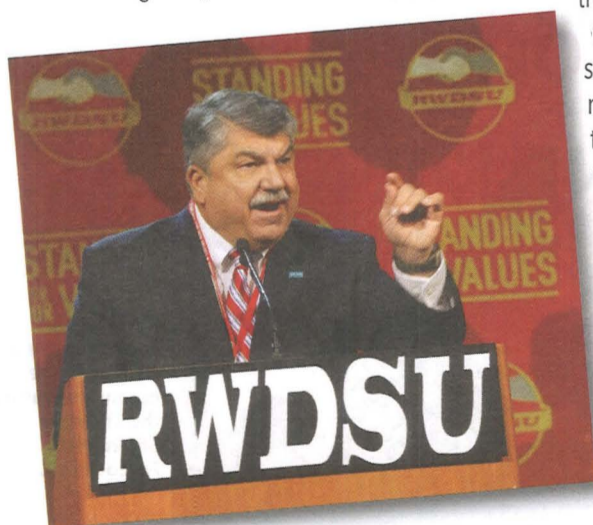
New York City Mayor Bill de Blasio – who was unable to make it to Atlanta due to a snowstorm in the northeast – appeared live via Skype. De Blasio has a longstanding relationship with the RWDSU, working with us on a number of important legislative issues in New York. De Blasio spoke about that relationship, and why his administration supports working people in New York City. Discussing the accomplishments his administration has achieved while working with unions – paid sick leave legislation, an executive order raising wages, the fight for an increased minimum wage, and legislation banning on-call scheduling and regulating the car wash industry, and more – he made clear why it's so important that RWDSU members have such a good friend in New York City's highest office:

"We are proving that, as you lift up the lives of working people, you actually make things better for the entire society," de Blasio said.

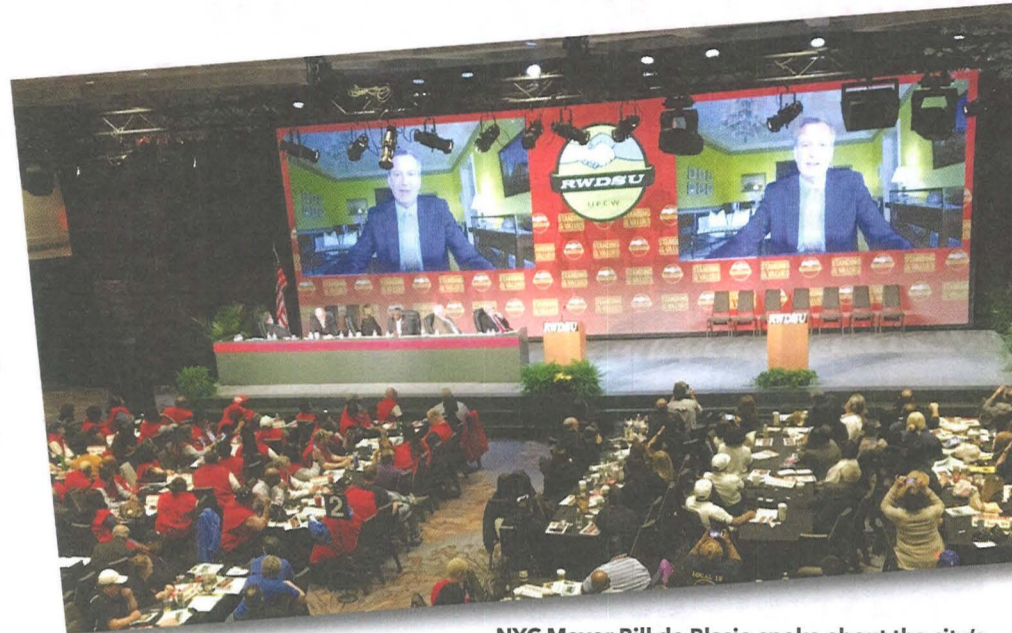
"And I think it's so important to see, when the government steps in and helps people get decent wages and benefits, fights for the rights of labor, increases the number of people in unions, that creates the kind of society where you can actually live that American Dream," de Blasio added.

Labor Leaders Speak

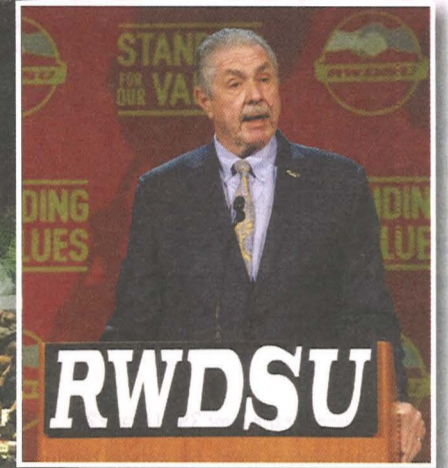
AFL-CIO President Richard Trumka spoke about how together, the labor movement is



AFL-CIO President Richard Trumka discussed the RWDSU's winning organizing strategies, and how working people are fighting for our values.



NYC Mayor Bill de Blasio spoke about the city's legislative partnership with the RWDSU.



UFCW President Marc Perrone touched on the RWDSU's involvement in important political issues.

standing for the values of working people. And he discussed the many important fights working people have moving forward – better wages, secure retirements, health care as a fundamental right, and a pathway to citizenship for all immigrant workers.

"Our values unite us. They sustain us. They provide us light in the darkness. Our values show us the way forward," Trumka said.

And, the labor leader spoke about how union membership rose in 2017, with 262,000 workers being lifted up by the labor movement's rising tide, and how organizing unions like the RWDSU are leading the way.

"Right here, this union, your union, from H&M to Zara, to Autoneum to Ecolab, from poultry plants to car washes, the RWDSU is an organizing union. You organize and you give hope to people. You make change in people's lives," Trumka said.

UFCW President Marc Perrone also praised the RWDSU for its organizing efforts, and success in negotiating strong contracts that address the new issues that workers face as the economy changes. He also touched on the importance of political involvement and how RWDSU members are making a difference on the issues that matter.

"When the poultry industry tried to bully the U.S. Department of Agriculture into ramping up line speeds, speeds that would have injured workers and led to unsafe products, our members in the South

said 'no!' And we won. We beat the industry. We protected workers and consumers. We made a difference. And when Doug Jones became the first Democrat to be elected to the U.S. Senate from Alabama in 20 years, it was the RWDSU Mid-South Council that was leading the way."

Immigration at the Forefront

Cristina Jimenez, Executive Director of United We Dream, is an immigration reform activist leading the fight against the repeal of DACA. Like many of the Dreamers currently living in fear of deportation, she came to the U.S. as a child and an undocumented immigrant, studied hard, and contributed to the fabric of her community.

Jimenez not only shares the immigrant experience with many RWDSU members, her father was once even employed as a car wash worker. The RWDSU has helped bring a union voice to hundreds of car wash workers in New York City. She knows first-hand the exploitation immigrant workers face, and recounted a story from her childhood, when the boss at the car wash simply refused to pay her father and his fellow undocumented immigrant co-workers. With a union there, she said, it would have been different.

She spoke of the important relationship between immigrant and labor activists.



Cristina Jimenez discussed her own experience as a young undocumented immigrant, and how unions are helping protect immigrant workers.

"Because of the organizing power that we have been building, because of the alliances and the solidarity that we have from the labor movement from many like you and others across the country, that we can stand up and say together that we are undocumented, unafraid, and here to stay," Jimenez added. ■



Keisha Lance-Bottoms, Mayor of Atlanta, welcomed RWDSU members to the city.

Atlanta, Georgia – STANDING FOR OUR VALUES

RWDSU AROUND OUR UNION

Another Strong Contract for Mott's Members in Upstate NY

In April, members of RWDSU Local 220 in Williamson, New York, overwhelmingly ratified a new contract. The hard-fought contract includes strong hourly wage increases over the next five years, reduced healthcare costs and job security provisions that will protect the members well into the future.

This is a huge win for the over 350 Local 220 members who produce iconic household products including Mott's applesauce, apple juice, and the Clamato beverage, among others. In 2010, Mott's workers went on strike in the face of unacceptable contract provisions offered by the company. Despite it all, they were able to win a fair contract showing the real power of unionized workers. This



The Mott's Negotiating Committee got Local 220 members a strong new contract with no givebacks.

time, negotiations lasted just seven weeks and workers were able to secure one of the strongest contracts in their history.

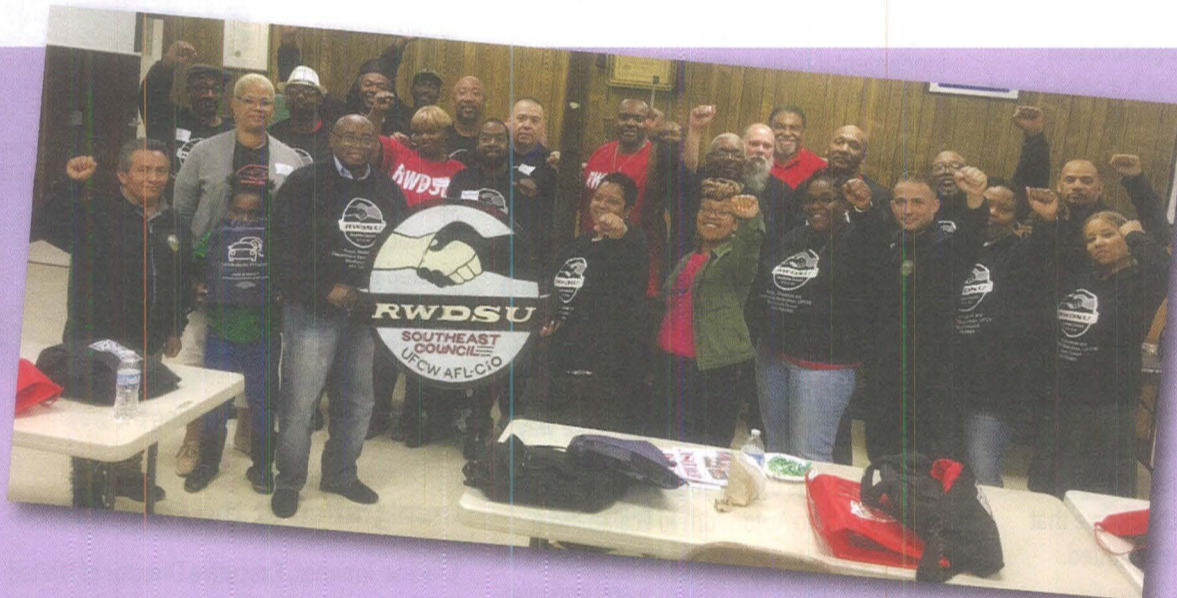
"The workers at Mott's proved years ago that if you stand up for what you believe in and you stand united that you can protect and advance the needs

of working people. This contract is one of the best that we have ever negotiated at Mott's and we are proud of the members for sticking together. Once again, they have set an example for workers everywhere," said RWDSU President Stuart Appelbaum.

"Our member driven negotiations team worked tirelessly to secure a strong contract for all 350 plus Mott's workers. I am proud of our team, our work and our new contract. To see how far we've come in just under a decade to secure one of our strongest contracts shows the real power of RWDSU Local 220 and I couldn't be happier to return to work shoulder to shoulder with our team under this new contract," said Jerome Camp, President of Local 220.

Serving on the negotiating committee were Local 220 President Jerome Camp, Secretary-Treasurer Jeff Thomas, Executive Board member Roland Graham, Chief Steward Ron Wilber, Recorder Chris Hermetet, and members Albert Joslyn and Bob Wenzel. ■

Southeast Council Leadership Training



In March, dozens of RWDSU Southeast Council members joined together in Atlanta, Georgia, for a leadership training class. The sessions helped improve Southeast Council leaders' important skills including grievance handling, how to deal with health and safety issues, and organizing.

Remembering the Triangle Shirtwaist Fire, Fighting for Workers' Safety Today

At the RWDSU, worker health and safety is a long-standing priority. That's why in April, RWDSU members were among hundreds gathered in New York City's West Village to mark the 107th anniversary of the Triangle Shirtwaist Fire tragedy.

On March 25, 1911, a fire broke out on the top three floors of the Asch building, which were being used as a garment factory by the Triangle Shirtwaist Company. The doors on the ninth floor had been locked to keep out union organizers, and 146 workers - mostly young women - either died in the fire or jumped to their death to escape the flames.

The fire put the spotlight on the exploitation of garment workers, who toiled long hours for low pay in

often terribly dangerous working conditions in sweatshops. The fire and its aftermath resulted in new laws mandating safer factories. Every year working people mark the anniversary of this terrible event and renew the call for safer workplaces and higher safety standards.

"Unfortunately, garment workers - and other workers - continue to lose their lives in similar conditions worldwide while simply trying to provide for their families. In the labor movement, we continue to fight for safer workplaces, because no worker should ever fear for their lives while providing for their families," said RWDSU Health and Safety Director Diego Palaguachi. ■



RWDSU members were among those commemorating the Triangle Shirtwaist Factory fire.

RWDSU CONTRACT NEWS



RWDSU members at Hugo Bosca won a strong new contract.

Hugo Bosca Local 379 *Ohio*

RWDSU members employed at Hugo Bosca Leather in Springfield, Ohio, ratified a new contract that brings good yearly raises, increases retirement benefits, and protects health care coverage without any cost increases to members.

Local 379 members at Hugo Bosca manufacture high end leather products for retailers including Macy's. ■

Shenandoah School Corporation Local 835 *Indiana*

A new contract between the Shenandoah School Corporation in Middletown, Indiana, and Local 835 members increases wages, and maintains and protects all current benefits for the custodial and maintenance employees at Middletown schools.

The Bargaining Committee consisted of Chief Steward Lance Cole and Indiana Joint Board President Dave Altman. ■

Coca-Cola Local 1976 *Indiana*

RWDSU members at Coca-Cola Bottling Co. Consolidated in Lafayette, Indiana, voted unanimously to approve a new five-year contract. Along with hourly wage increases of \$2.15 over the life of the contract and \$500 bonus, the new agreement expands class protection for more individuals against discrimination. It guarantees the union's presence at new employee orientation, so they can learn about the benefits of union membership on their first day on the job. It also provides language improvements in the areas of union leave, jury duty, disciplinary action and vacation.

The contract also increases the monthly pension benefit amount each year and increases the hourly shift differential. More job classifications will be eligible for shift differential pay as well.

The members of the Bargaining Committee were Local 1976 President Todd Maiden, Edmund Archer, David Black, Brett Percefull, and Robert Tincher. Indiana Joint Board President Dave Altman assisted. ■



Signing bonus and wage increases are among the highlights of a new contract for Local 1976 members.

DCX-CHOL Local 835 *Indiana*

RWDSU Local 835 members in the SMI Division of DCX-CHOL Unit in Fort Wayne, Indiana, voted unanimously to approve a new agreement. The contract raises wages and increases the perfect attendance bonus. A quarterly performance bonus will be established, and Christmas Eve was established as a holiday.

RWDSU members at the Fort Wayne, Indiana, facility produce interconnect parts and cables for military manufacturing.

Serving on the Bargaining Committee were Local 835 members Dianna Black and Cynthia Cooper-Echols, with assistance by Indiana Joint Board President Dave Altman. ■

Union Cemetery Local 379 *Ohio*



Local 379 members won wage increases and more.

Local 379 members at Union Cemetery in Columbus, Ohio, ratified a new five-year agreement. The contract secures wage increases, continued quality health insurance at an affordable rate and includes other improvements. ■

UFCW *8th Regular Convention*

a **VOICE** for working America

Unity, Family, Community and Worth at UFCW Convention

Over 1,300 delegates from local unions across the U.S. and Canada, as well as alternates and overseas guests, attended the UFCW's 8th Regular Convention on April 23 to 26. The UFCW's convention is held once every five years. The convention was organized around four key pillars – "Unity, Family, Community, and Worth." Elections were conducted and resolutions and constitutional amendments were passed.

Among the participants were 250 RWDSU members, who joined together to discuss the convention and the day's upcoming sessions at daily RWDSU caucuses and wore distinctive vests with the RWDSU logo to show that the RWDSU is proud to be a part of the UFCW.

Officers Elected

The UFCW elected its top leadership. UFCW President Marc Perrone and UFCW Secretary-Treasurer Esther Lopez were re-elected to new five-year terms. The RWDSU's President, Stuart Appelbaum, was also re-elected to a new five-year term as UFCW Executive Vice President of the 1.3 million member union, as were Paul Meinema and Shaun Barclay.

RWDSU New England Joint Board President Tina Buonaugurio, RWDSU Secretary-Treasurer Jack Wurm, RWDSU Regional Director John Whitaker, Local 108 President Charles N. Hall, Jr., RWDSU member Ademola Oyefeso, and RWDSU Local 338 President John Durso were all elected UFCW Vice-Presidents.

Unity and Strength

UFCW members from a diverse range of industries and backgrounds took the opportunity to connect, collaborate, and share experiences with each other.

"Unity is one of the most important things to keep us strong. Together we aspire, together we achieve," said Sterling Lewis, of RWDSU Local 1-S.



The RWDSU held daily caucuses for RWDSU participants.



RWDSU Mid-South Council members show their union pride.



(l to r) UFCW Executive V.P. and RWDSU Pres. Stuart Appelbaum, UFCW Global Leadership Award winner Philip Jennings, and UFCW Pres. Marc Perrone.



The RWDSU was represented by 250 participants at the UFCW Convention.

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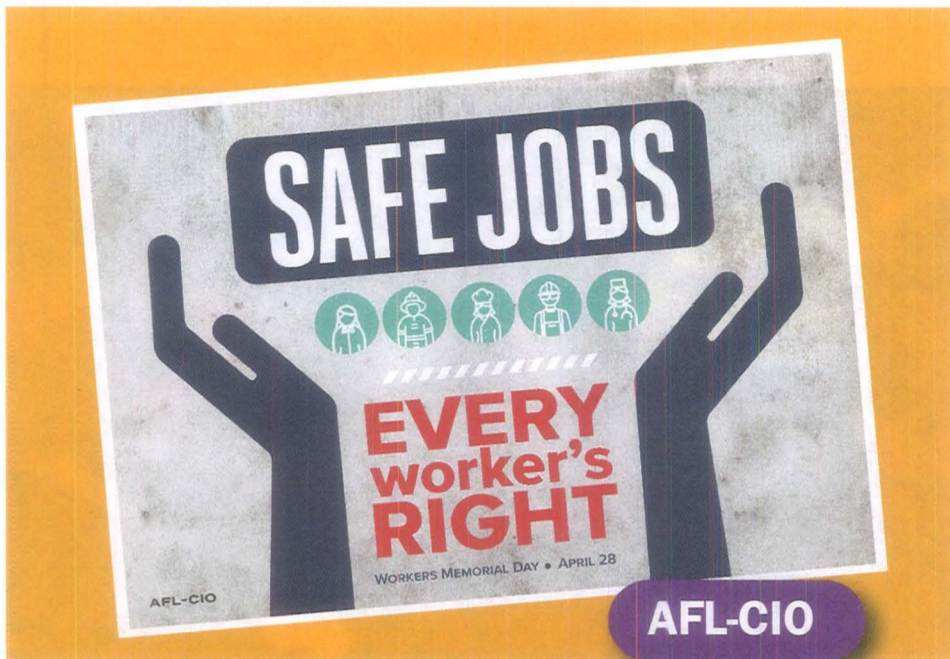
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RWDSU HEALTH AND SAFETY GUIDE



Safe Jobs are Every Worker's Right



In April activists observed Workers' Memorial Day, an internationally observed day when we remember all the men and women who have been killed at work or died of work-related diseases. It is a day for us to rededicate ourselves to make our workplaces safer, by working to reduce the hazards which cause these fatalities and pressing our employers to honor their stated commitment and legal responsibility to provide a safe workplace.

A few years ago an anti-union consulting firm conducted a survey to find out why workers would want to join a labor union. Higher wages, better benefits and getting more respect on the job were certainly important to the workers. But the most cited reason for joining a union was to have a safer workplace.

None of us go to work expecting to get injured. With our union we have resources and information, a history of collaboration and collective action, a grievance procedure and contract language to help make sure our safety is not left to the discretion of our employer. Unions have been at the forefront of the fights for safety at the workplace and in the halls of Congress.

OSHA Under Attack

Our union strength is especially important these days. OSHA, our national agency created with the mission to prevent workplace deaths and injuries, is being deliberately weakened in very significant ways. While already terribly underfunded, the proposed OSHA budget cuts funding further, especially for worksite inspections and enforcement. Open positions are not being filled despite the fact that it would take the current staff 145 years to inspect every workplace in the country. Standards to control deadly hazards like beryllium and silica are being delayed or weakened. This means much greater preventable future deaths. Mandatory injury data reporting requirements are being ignored by many employers because there is no substantive penalty if they don't comply. Important administrative policies have been withdrawn.

We need to continue to fight these efforts to weaken our workplace protections and work to elect representatives who support workers' rights to a safe workplace. We have come together and been successful in defeating industry driven proposals to dramatically increase the line speed in poultry plants. We can expect to have that fight again but standing together we can win.



Challenge and Opportunity

The challenge of a weaker OSHA presents us with a need and opportunity to be more involved in ensuring our safety and security. We need to talk up our concerns about any workplace conditions which are causing us physical or psychological problems. We are a very valuable asset in our workplaces. We know our jobs and how exposure to hazards can be reduced.

Our employers should not discourage the reporting of injuries and "near miss" events. We should be involved in all injury investigations so that we can make sure that the goal is to find the root causes of injuries, in order to better prevent them in the future. Our employers need to demonstrate their commitment to a safe and healthy workplace by providing adequate financial and human resources.

Workers' Compensation

Workers' Compensation is very important because workers cannot sue their employer directly if they are injured. We need stronger programs which provide prompt medical care and adequate wage replacement to injured workers to improve their recovery and return them to work sooner. Increasingly we are seeing the terrible toll on injured workers and their families when the processing of compensation claims is continually delayed and needed medical treatment is denied pushing many into dependence and addiction to opioids. ■

Your Union

The RWDSU is strongly committed to improving workplace safety and health conditions and protections at all levels. We can provide the resources and support you and your coworkers may need with any health and safety issues. For more information contact the Health and Safety department at (212) 684-5300. ■