

New Two-Year Minneapolis Retail Grocery Contract Ratified

By President Matt Utecht

Sunday, March 6, 2016, ended six weeks of contentious negotiations between UFCW Local 653 and our Minneapolis Retail grocery store owners. Two years ago health care was the most difficult issue addressed during bargaining, and it was a top priority again this year. Other big issues were the Group 3 part-time classification, wage increases, employers' unfunded pension liabilities, duration of contract, full-time waivers, store safety and security, etc....

Once again, the negotiating committee listened to the employers' concerns and was instrumental in the final outcome of these negotiations. It can be a very intimidating environment for committee members as they sit face-to-face with their employer and every other employer in the industry. Every day I engaged them, looking for their opinions and ideas, and they did a fantastic job representing their stores, the industry, and coworkers. My most sincere thank you goes out to each and every one of them!

Health and Welfare turned out to be the most expensive issue bargained. For the first year of the contract, contribution rates will remain the same as last year.

However, in March of 2017 Health and Welfare will change over to a "true cost" model with employer cost increases for full-timers going from \$159.80 per week, to **\$210.65**, and modified part-time costs going up from \$56.90 per week to **\$116.89**. That equates to \$1.27 per hour increase for full-time, and \$2.00 per hour increase for modified part-time based on a 30 hour per week average.

For the first time, full-time and modified part-time will make a weekly employee contribution on a pretax basis: full-time \$10.00 per week (or \$0.25 per hour), and modified part-time \$5.00 per week (or \$0.17 per hour), based on a 30-hour average. Local 653 was one of the UFCW locals in the United States to see an employee contribution.

Please take the time to review the final offer (printed below and on the following pages) in its entirety, and as always feel free to contact your Union Representative or me if you have any questions. The contract was ratified by a large margin, and I want to thank everyone who took the time to show up on March 6 to vote!

FINAL OFFER

**MINNEAPOLIS GROCERY RETAILERS AND UFCW UNION LOCAL 653
UNANIMOUSLY RECOMMENDED PROPOSAL FOR RATIFICATION
March 6, 2016**

The union and the bargaining committee unanimously recommend that the following tentative agreement be ratified.

Contract Duration

1. **Two-Year Agreement** – Effective March 6, 2016 through March 3, 2018.
2. **Health & Welfare:**
 - March 6, 2016 through March 4, 2017:
The employer will maintain current contributions at **NO COST** to the employee.

- Effective March 5, 2017:
The employer will continue to make contributions on behalf of all full-time and modified part-time employees at the following schedule.

“True cost:” The new contribution rates listed below reflect the “actual” cost of the benefit package.

This should help keep our H&W healthy as we move forward.

Each year after 2017 the “true cost” will be recalculated keeping contributions in line with real cost of benefits. The idea is to prevent the mess that was created in the past by underfunding.

Employer Contributions (effective March 5, 2017):

- Full-time: old rate: \$159.80 / week, new rate: **\$210.65** / week
- Modified part-time: old rate: \$56.90 / week, new rate: **\$116.89** / week

Health & Welfare: Employer pays on employee’s behalf

Effective 3/5/2017	Increased Hourly Contribution	Increased Weekly Contribution
Full-Time	\$1.27	\$50.85
Part-Time Modified	\$2.00	\$59.99

Employee Contributions (effective March 5, 2017):

- Full-time: \$10.00 / week
 - Modified part-time: \$5.00 / week
- Employer will collect the employee contributions which will offset the employer contributions.
 - Employer will implement a pre-tax plan for employee contributions. **The upside of this is the employee contribution is deducted out of pre-tax gross pay dollars.**
Result of this means \$10.00 is closer to \$7.00, and \$5.00 is closer to \$3.50 in actual dollars.

For Regular P.T. workers:

The trustees of H&W Fund will cost out the most affordable Ancillary/Wrap coverage possible (Optical/Dental coverage) and make that available to you to purchase.

3. Pension:

The employer will continue to make pension contributions on all full-time, modified, and regular part-time employees for the life of this agreement. Employer pays contribution of \$129.40 (full-time) and \$42.20 (part-time).

Effective March 5, 2017: Pension only reopener.

The Joint Labor Management Committee and Board of Trustees will continue to look for ways to bring down the unfunded liabilities of the employer.

4. Wages:

Increases for top of scale and over scale.

<u>Classification</u>	<u>Top Of Scale or above wage increase (per hour)</u>	
	<u>3/6/16</u>	<u>3/5/17</u>
Dept. Mgr./Full-Time/Journeyman	\$0.40 / hour	\$0.40 / hour
Classified Assistant/Meat Helper/Service Employee	\$0.40 / hour	\$0.40 / hour
Full-Time Food Handler and Pharmacy Employees	\$0.40 / hour	\$0.40 / hour
Retail Specialist	\$0.40 / hour	\$0.40 / hour
Full-Time Maintenance	\$0.40 / hour	\$0.40 / hour
Modified and Regular Part-Time Employees	\$0.25 / hour	\$0.25 / hour
Carryout/Maintenance	\$0.15 increase to each step	

<u>Classification</u>	<u>3/6/16</u>	<u>3/5/17</u>
Head Meat Cutter	\$25.94	\$26.34
Journeyman	\$24.94	\$25.34
Apprentice Top of Scale	\$24.94	\$25.34
Meat Helper Top of Scale	\$23.82	\$24.22
Service Employee Top of Scale	\$21.05	\$21.45

<u>Classification</u>	<u>3/6/16</u>	<u>3/5/17</u>
Assistant Manager	\$24.83	\$25.23
Produce Department Head	\$24.83	\$25.23
Frozen Food Department Head	\$24.83	\$25.23
Bookkeeper or Head Cashier	\$24.83	\$25.23
Delicatessen Department Head	\$24.83	\$25.23
Company Designated (up to 3 per store)	\$24.83	\$25.23
Full-Time Food Handlers and Pharmacy Employees	\$23.83	\$24.23

Top of Scale

See new modified and regular part-time, Group 3 part-time, classified assistants, and retail specialist wage progressions and wage increases (see each below).

Top of scale Group 3 employees will continue to follow the new wage progressions according to their hours.

Group 3 Part-Time Wage Progressions

<u>Hours</u>	<u>3/1/2015</u>	<u>3/6/2016</u>	<u>8/1/2016</u>	<u>3/5/2017</u>	
0-520	\$7.50	\$7.50	\$7.85	\$7.85	Youth
521-1040	\$8.00	\$8.00	\$8.35	\$8.35	Youth
1041-1560	\$8.50	\$8.50	\$8.85	\$8.85	Youth
1561-2080	\$9.00	\$9.10	\$9.60	\$9.60	18 yrs & >
2081-2600	\$9.25	\$9.25	\$9.75	\$9.75	
2601-3120	\$9.75	\$9.75	\$10.00	\$10.00	
3121-3640	\$10.25	\$10.25	\$10.25	\$10.25	
3641-4160	\$10.50	\$10.50	\$10.50	\$10.50	
4161-4640	\$10.75	\$10.75	\$10.75	\$10.75	
4641-5200	\$11.25	\$11.25	\$11.25	\$11.25	
5201-5760	\$11.50	\$11.50	\$11.50	\$11.50	
5761-6320		\$12.00	\$12.00	\$12.00	
6321-7320		\$13.00	\$13.00	\$13.00	
7321+ hours		\$14.00	\$14.00	\$14.00	

\$2.50 increase to top of progression!!!

<u>Current</u>	<u>Effective</u>	<u>Effective</u>	<u>Effective</u>	<u>Effective</u>
Part-Time Food Handlers and Part-Time Pharmacy Employees	<u>3/1/2015</u>	<u>3/6/2016</u>	<u>8/1/2016</u>	<u>3/5/2017</u>
0 – 1040 hours	\$7.35	\$7.35	N/A	N/A
1041 – 1560 hours	\$7.45	\$7.45	N/A	N/A
1561 – 2080 hours	\$7.70	\$7.70	N/A	N/A
2081 – 2600 hours	\$8.00	\$8.00	N/A	N/A
2601 – 3120 hours	\$8.55	\$8.55	N/A	N/A
3121 – 3460 hours	\$9.45	\$9.45	\$9.60	\$9.60
3461 – 4160 hours	\$10.10	\$10.10	\$10.10	\$10.10
4161 – 4640 hours	\$10.90	\$10.90	\$10.90	\$10.90
4641 – 5200 hours	\$11.40	\$11.40	\$11.40	\$11.40
Over 5200 hours	\$13.75	\$14.00	\$14.00	\$14.25

Effective August 1, 2016, all regular / modified part-time will go to \$9.60 and will be credited with 3121 hours, unless employer utilizes the Youth Wage Rates.

Classified Assistant	Effective 3/6/2016	Effective 3/5/2017		Classified Assistant	Hired After 3/6/2016	Hired After 3/6/2016 Effective 3/5/2017
Start – 1 year	\$17.83	\$17.83		Start – 1 year	\$17.83	\$17.83
1 – 2 years	\$18.83	\$18.83		1 – 2 years	\$18.83	\$18.83
Over 2 years	\$21.83	\$22.23		2 – 3 years	\$19.60	\$19.60
				3 – 4 years	\$20.50	\$20.50
Current employees will continue to follow this progression.				Over 4 years	\$21.83	\$22.23

Retail Specialist	3/6/2016	3/5/2017		Retail Specialist	Hired After 3/6/2016	Hired After 3/6/2016 Effective 3/5/2017
0 – 1040 hours	\$12.49	\$12.49		0 – 1040 hours	\$13.25	\$13.25
1041 – 2080 hours	\$12.99	\$12.99		1041 – 2080 hours	\$13.61	\$13.61
2081 – 3120 hours	\$13.61	\$13.61		2081 – 3120 hours	\$13.86	\$13.86
3121 – 4160 hours	\$13.86	\$13.86		3120 – 4160 hours	\$14.40	\$14.40
Over 4160 hours	\$17.30	\$17.70		4160 – 5200 hours	\$15.40	\$15.40
Current employees will continue to follow this progression.				Over 5200 hours	\$17.30	\$17.70

Carryout and Maintenance Part-Time Pay Progression	3/1/2015	3/6/2016		3/6/2016	3/5/2017	
Hire	\$7.45	\$7.60	Youth	\$9.10	N/A	18 and >
6 months	\$7.65	\$7.80		\$9.60	\$9.60	
12 months	\$7.85	\$8.00		\$9.80	\$9.80	

Effective 3/5/2017 F.T. H&W and Wage increase will be \$1.67 (1.27 H&W .40 wage)
Effective 3/5/2017 Modified PT H&W and Wage increase will be \$2.25 (2.00 H&W .25 wage)

5. **Group 3 Employees:**

Group 3 employees will receive three (3) floating holidays on the employee's anniversary date each year (increase from 1 to 3).

Effective March 6, 2016, employer will be allowed to use up to thirty (30) Group 3 part-time per store.

6. **Full-Time Waiver:**

The employer will be allowed to use up to three (3) full-time waivers per store per two-week schedule (was unlimited). Any employee working the full-time waiver will receive the third step progression full-time rate of \$15.98 (was \$14.93).

This was an unlimited waiver, and was being abused by a few employers. This will prevent those abuses moving forward and give those part-timers who are put onto these waivers \$1.05 increase in wages.

7. **Bereavement:**

Add stepchildren.

A maximum of four (4) days of leave with pay in the event of a death of a spouse, parent, child, and stepchild.

New Language Improvements

8. **Safety and Store Security:**

The employer will establish and publish a written policy setting out its guidelines for employee safety and store security. These guidelines shall make clear that no employee is required to take any action in response to theft or security incidents which may endanger the safety of the employees. The employer will post this policy in its breakroom and provide a copy to the union.

9. **S.P.U.R. (Special Project Union Representative):**

A leave of absence will be provided for a period of time, not to exceed one (1) year, for an employee requested by the union to assist the UFCW International or Local 653 for temporary work as a union representative in the SPUR program. The union will provide a 30-day minimum notice to the employer. It is understood that the union would make any contributions necessary to continue the employee's participation in H&W and Pension programs as provided by the agreement during this leave of absence. The employer would provide this leave without loss of seniority. For employers with two (2) or fewer stores, the SPUR leave will be granted only upon mutual agreement of the employer and the union.

10. Union and employer trustees on the MPMC Health & Welfare Fund will monitor the number of modified part-time employees at each monthly Board of Trustees meeting.

11. **Small Employer:**

Extend the current contract letter agreement. Small store definition will include Almsted's, Driskill's, King's Andover, Ingebretson's, Everett's, Bergan's, Cooper's, Oxendale's, Knowlan's, and Mound Jubilee.

New Contract Provides Improvements for Group 3 Employees

By Paul Crandall, Secretary-Treasurer

In the recent contract negotiations, the leadership and bargaining committee worked hard to improve the Group 3 part-time position. Much of the discussion was to improve the wage scale and make it competitive in today's workforce. The new contract has improved the wage scale for Group 3 employees with increased starting wage rates as well as increasing the top rates from \$11.50 to \$14.00 – an increase of \$2.50 per hour. Top of the scale Group 3 employees will continue to follow the new wage progressions according to their hours. Another improvement for the Group 3 part-time position was in personal holidays. Group 3 part-time employees will now receive two additional personal holidays, bringing their total to three days earned on the employee's anniversary date each year. We weren't able to get everything proposed on behalf of the Group 3 part-time employees. In any negotiations you never get everything, however, these improvements are a very positive step in the right direction to make this position an attractive job in the market today. This position also comes with vacation benefits of two weeks paid vacation after three years of service and a minimum hours guarantee of 15 hours per week with a maximum of 28 hours.

In nonunion markets there is **no vacation** and **no personal paid holidays** and most certainly **no minimum hour guarantee**. When your schedule is posted in a union shop, those hours are guaranteed. Many complaints we hear from Hy-Vee and Walmart workers are that they **cannot** count on hours to be there from week to week. In some cases workers are scheduled six to eight hours per week or they are sent home before they can work their full shift. These workers may receive a starting wage that is higher than a contract rate, however, they have no wage scale and no guarantee when or if they will ever get a raise.

The Group 3 employees, as well as **all** union employees, have the benefit of the grievance procedure in their contract which helps protect employees against arbitrary decisions made by management regarding discipline, discharge, promotions, scheduling, pay increases and much more by providing a formal process for enforcing the provisions of your contract giving you a voice in the workplace. The union will continue to work hard on behalf of all members.

CHANGES TO THE TELE-MEDICINE PROGRAM...

Effective immediately, the Fund will offer you access to the *Doctor On Demand* program, provided through Blue Cross and Blue Shield of Minnesota (“Blue Cross”). *Doctor On Demand* has replaced the *Online Care Anywhere* program that the Fund previously offered as it provides more robust services and options than the former program. *Doctor On Demand* allows you to receive real-time care or consultation by a physician, psychologist/psychiatrist, or lactation specialist through a web-based app that you can access from any tablet, smartphone or computer with a front-facing camera.



What services are available through *Doctor On Demand*?

Doctor On Demand provides you access to Board Certified MDs for on-demand primary and urgent care needs from 7:00 a.m. to 11:00 p.m. The program also offers access to 300 psychologists and psychiatrists, as well as maternity and post-partum specialists to address your needs.

The following medical conditions can be treated through *Doctor On Demand*:

- Upper Respiratory Infections
- Cold/Flu/Sinus/Cough
- Urinary Tract or Yeast Infections
- Lab Interpretation
- Allergies
- Fever
- Athlete's Foot
- Sports Injuries
- Rolled Ankle
- Travel Medicine
- Rx Refills

The following mental health conditions can be treated through *Doctor On Demand* (appointment required):

- Anxiety/stress/worry
- Depression/feeling down
- Relationship issues
- Grief/loss/guilt
- Body image/eating disorders
- Smoking or alcohol cessation

Support for women during pregnancy and after delivery (appointment required):

- Pregnancy issues such as nausea, vomiting, heartburn, leg cramps, nutrition, travel, nose bleeds, back pain
- Lactation Consultants who can provide advice on milk supply, latch issues, mastitis, thrush, transitioning back to work
- Post-partum issues such as depression, stress, anxiety

What are the benefits of using *Doctor On Demand*?

The Fund pays 100% of the cost of your *Doctor On Demand* urgent care visit and services are not subject to your deductible. Your Group and Member ID information is needed in order for your claim to be submitted directly to the Fund for reimbursement .

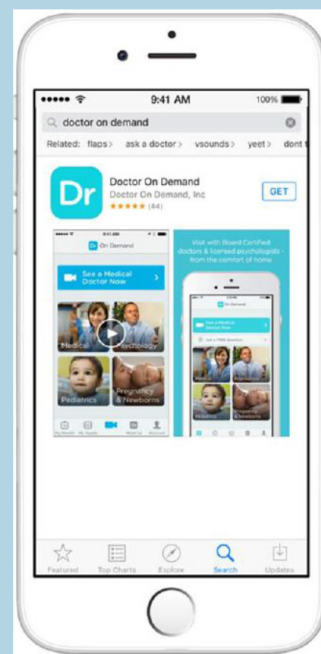
The average wait time for service with *Doctor On Demand* is only 3 minutes versus Emergency Room waits that average 5 hours or an office visit with an average wait time of 40 minutes.

The average length of a typical Doctor On Demand visit is 9 minutes, which is considerably shorter than waits at a doctor's office, urgent care or an emergency room visit.

How do I access care through *Doctor on Demand*?

Doctor on Demand can be utilized by 10 simple steps:

1. Download the Doctor on Demand app
2. Register
3. Enter basic information
4. Add health insurance information
5. Select your preferred pharmacy
6. Enter payment method (you are not required to enter a payment method. Tap "back" to opt out of providing payment method upfront).
7. To start using the service click on "home"
8. Click on "See a Medical Doctor Now" to begin
9. Answer pre-call questions
10. Speak to a doctor



The Board of Trustees are excited about this enhancement to your Health Care Plan. The Board hopes that *Doctor On Demand* will provide you with easy, faster and more affordable health care options. If you have additional questions related to the *Doctor On Demand* program, please contact the Fund Office at (952) 851-5797 or toll free at (844) 468-5917.



Camp 653 in Monticello is Closed

By President Matt Utecht

Camp 653 opened on May 25, 1974. For those members who are not aware of it, Camp 653 sits on 25 acres located on Lake Ida just outside of Monticello, Minnesota. It has been used as a campground for members of Local 653.

It was originally purchased by then Local 653 President Gene Utecht as a way to diversify the local union's assets, on investments. I don't think there's any doubt that it was a solid investment on behalf of the membership.

Local 653 first purchased nine acres on the lake. Several years later 16 additional acres were purchased and the campground underwent several improvements. Since then, the campground has provided enjoyment to many members. Use has ranged from camping, store parties, softball tournaments, to fishing and swimming. For those members who used the campgrounds, it's been a pleasure.

In March of 1997, then Local 653 President Ron Zwieg closed the campground because

of "changing times," and the poor economics of operating and maintaining Camp 653 were becoming a concern.

In May of 2009, then Local 653 President Ray Sawicky, at the request of many members, decided to "spruce up" Camp 653 and give it one last chance to shine.

As you can see, Camp 653 has quite a history, and has been given every opportunity to succeed. But for whatever reason, the membership has not used it anywhere near the amount needed to warrant the costs of maintaining the property and having full-time on-site caretakers. I've reviewed the financial losses we are suffering with the Executive Board, and they unanimously agreed with me that it's time to pull the pin for good.

Finally, thank you to Eric and Cammie Taylor. They have been doing a fantastic job of keeping Camp 653 looking in "mint" condition since it reopened in 2009! They have spent long hours seeing to the never-ending maintenance that goes along with operating a campground! THANK YOU!!!

Service Pins Sent Out January - February 2016

5 Years

Dan Poindexter (King's County Market - St. Francis)
Nancy Paulson (Jubilee - Mound)

10 Years

Tanya Doeblner (Cub - Elk River)
Uri Carlberg (Cub - Crystal)
Sharon Gitchel (Cub - Shakopee)
Eunice Moore (Kowalski's - Hennepin)
Sue Bomstad (King's County Market - St. Francis)
Denise Kloeckner (King's County Market - St. Francis)
Nancy Brown (King's County Market - St. Francis)
Heather Nicholson (Cub - Minnetonka)

15 Years

Jorge Gonzalez (Jerry's Cub - Southdale)
Joelle Lange (Cub - Minnetonka)
Chris Oliver (Jerry's Cub - Lake Street)

20 Years

Joe Henderson (Lunds & Byerlys - Chanhassen)
Rachel Thorson (Jerry's Cub - Quarry)

25 Years

Cindy Eide (Cub - New Brighton)

30 Years

Al Alich (Cub—Riverdale)
Robert Mavison (Kowalski's - Eagan)

35 Years

Chris Olson (Lunds & Byerlys - Chanhassen)

40 Years

David Stumpf (Lunds & Byerlys - Navarre)

45 Year

Patricia Hauge (Cub - Brooklyn Park North)

Don't Forget to Request a Withdrawal Card

By Doug Rigert, Union Representative

A large number of Local 653 union members are at any given time away from work for a variety of reasons. Some are on leave, such as medical, personal, FMLA (Family and Medical Leave Act) or workers compensation related. Others are perhaps attending high school or college or have chosen to quit their union jobs to pursue other endeavors outside the industries represented by UFCW Local 653. If this sounds like you or perhaps a fellow coworker, there are a few important things to remember. If you are a member who is leaving with hopes of returning at another time or are uncertain if you will return at all, it is well worth your time to request a withdrawal card as it will save you money in the long run.

What is a withdrawal card, its purpose and how do I get one? A withdrawal card is a free, formal notification card issued by UFCW Local 653 to any member who is leaving the industry for at least a full calendar month, provided their initiation fees are paid in full and they are current on their monthly union dues. The purpose of obtaining a withdrawal card is to put your dues on hold while you're out of the industry and to protect

your initiation fee so that you won't have to pay it again upon your return.

Withdrawal cards can only be obtained from the union office by request within 45 days of your last day of active employment. A withdrawal card does not have an expiration date; however, it is only good for a one-time use. This means members must get a new card each and every time they leave the industry. Members who return from withdrawal are required to start paying their monthly union dues the month they begin active reemployment. Upon returning from withdrawal it is very important that the proper information is provided to the union office as soon as possible by filling out a new union membership application when returning to employment and attaching their withdrawal card to it.

When a qualified member is out of the industry for at least one calendar month, the withdrawal card protects the union dues and initiation fee they have already paid. To find out if you qualify or to request a withdrawal card, simply call the union office at 763-525-1500 and ask to speak to Suzi.

UFCW Local 653
13000 63rd Avenue North
Maple Grove, MN 55369
www.ufcw653.org

763-525-1500 or 1-800-292-4105

Matthew P. Utech, President

Paul Crandall, Secretary-Treasurer

JERRY'S FOODS: Jerry's Sausage
Brainerd / Baxter Cub Foods - Baxter Super One - Crosby
Super One - Pequot Lakes Supervalu - Byerly's St. Cloud
CUB FOODS: Crystal, St. Louis Park

Union Representatives

Steve Milner

CORPORATE CUB FOODS: Apple Valley, Bloomington, Burnsville HOTC, Burnsville South, Chanhassen, Eagan West, Eagan East, Eagan North, Lakeville North, Lakeville South, Lakeville West, Rosemount, Savage, Shorewood

Golden Living Center (Bloomington and Chateau),
Healthcare Services (Bloomington and Chateau)

Organizer: Jim Schommer

CORPORATE CUB FOODS: Blaine North, Blaine South, Brooklyn Park North, Brooklyn Park South, Coon Rapids South, Champlin, Fridley, Lagoon, Maple Grove, Silver Lake Road, Rockford Road, New Brighton, Vicksburg, Monticello, Plymouth Station
Homestead at Anoka, Gold Cross, Monarch Healthcare

Scott Larson

LUNDS & BYERLYS: Bloomington, Central, Edina, Hennepin, Lake Street, Minnetonka, Navarre, Plymouth, Prior Lake, Richfield, Wayzata, Lunds & Byerly's Kitchen, Lunds Manufacturing
Villa at Bryn Mawr, New Horizon (Bryn Mawr), Healthcare Services (Bryn Mawr)

Doug Rigert

JERRY'S CUB FOODS: Bloomington, Brookdale, Chaska, Eden Prairie, Knollwood, Lake Street, Nicollet, Quarry, Richfield, Rogers, Southdale, West Broadway
JERRY'S FOODS: Edina, Eden Prairie, Jerry's Enterprises
Benedictine @ Innsbruck Healthcare

Rick Milbrath

Ingebretsen's - Nelson's Meats - Swanson Meats - Cooper's Foods - Almsted's Fresh Market - Jubilee Foods - Cub Foods Shakopee - Driskill's Foods - Oxendale's Market - Bergan's SuperValu - Hirshfield's - Brede
KNOWLAN'S FESTIVAL FOODS: Andover, Bloomington, Brooklyn Park

KING'S COUNTY MARKET: Andover, St. Francis
KOWALSKI'S MARKETS: Lyndale, Eagan, Hennepin, Chicago (Parkview), Eden Prairie, Excelsior

Nancy Vaillancourt

LUNDS & BYERLYS: Burnsville, Chanhassen, Eagan, Eden Prairie, Edina, Golden Valley, Maple Grove, Ridge-dale, St. Louis Park, Glen Lake

BONE MARCHE': St. Louis Park

HAUG'S - Cub Coon Rapids (Williston), Cub Minnetonka (Haug), Cub Waterford

JERRY'S CUB: Elk River

Everett's Foods

Park Health & Rehab, Healthcare Services @ Park H&R

Local 653's 32nd Annual Bowling Tournament

By Steve Milner, Union Representative

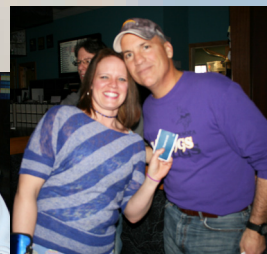
Our 32nd annual bowling tournament to benefit the Leukemia & Lymphoma Society (LLS) was held on Sunday, February 21, 2016. There were 141 members and guests who participated in this event. It was a great day of bowling and in some cases partying.

The purpose of this event is to get together, have fun and raise funds for LLS research. This year's event raised an amazing \$3,242.00 for blood cancer research, with a record of \$758.00 in the donation bin.

The winners were Missy Lau for top female bowler, TJ Munch for high male bowler. The winning team members were from Kowalski's including Missy Jenkins, Winter Smart, Tom Lunda and Caleb Boggess.

Our office and President Matt Utecht want to thank everyone for making this a fun-filled day for everyone. Also a big **THANK YOU for all the donations!**





Reasons

By Rick Milbrath, Union Representative

Being part of a union is also being part of one of the most successful movements in United States history. Look over these 36 reasons that labor unions across the country -- including the UFCW -- were part of creating for all workers. So if any nonunion workers ask, "What good are unions?", the answer is simple: Without unions, as a nonunion worker you would not have the following items in your workplace. Belonging to a union is belonging to one of the greatest movements ever established for ALL workers in the United States.

1. Weekends without work
2. All breaks at work, including your lunch breaks
3. Paid vacation
4. Family and Medical Leave Act (FMLA)
5. Sick leave
6. Social Security
7. Minimum wage
8. Civil Rights Act/Title VII (prohibits employer discrimination)
9. 8-hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40-hour work week
14. Worker's compensation (Worker's comp)
15. Unemployment insurance
16. Pensions
17. Workplace safety standards and regulations
18. Employer health care insurance
19. Collective bargaining rights for employees
20. Wrongful termination laws
21. Age Discrimination Employment Act of 1967 (ADEA)
22. Whistleblower protection laws
23. Employee Polygraph Protection Act (EPPA)
- prohibits employer from using a lie detector test on an employee
24. Veterans' Employment and Training Services (VETS)
25. Compensation increases and evaluations (i.e., raises)
26. Sexual harassment laws
27. Americans with Disabilities Act (ADA)
28. Holiday pay
29. Employer dental, life and vision insurance
30. Privacy rights
31. Pregnancy and parental leave
32. Military leave
33. The right to strike
34. Public education for children
35. Equal Pay Acts of 1963 and 2011
(requires employers pay men and women equally for the same amount of work)
36. Laws ending sweatshops in the United States

If there is someone you know who wants to join the Union movement to make a positive and rewarding change for themselves and their coworkers, contact our office and we can direct them on the process and where to start.

Worker Voice Regional Summit

By Jim Schommer, Organizer

In October of 2015, the White House and the Department of Labor brought together workers, labor leaders, advocates, forward-leaning employers, members of Congress, state and local officials and others to highlight the relationship between worker voice and a thriving middle class.

The goal of this summit was to highlight the value of collective bargaining, examine challenges facing workers trying to organize in the 21st century, bring attention to new innovative ways that workers are coming together to have a voice in their workplaces, and engage employers who are collaborating with their workers to create meaningful partnerships that are good for workers and businesses.

Building on the momentum created from the October 2015 White House Summit on Worker Voice, members of the administration are traveling around the country for a series of regional events in 2016. The first regional event took place on February 9, 2016, in Minneapolis. These regional events will help tell the unique story of how workers, organizers and employers are flexing their collective muscles to create positive change in workplaces and communities throughout the country.

I had the privilege of attending this Regional Summit, along with Ondrea Shallbetter (Local 653 SPUR). Representative Keith Ellison spoke, along with Governor Mark Dayton and Renee Brand, who works for a company called New Flyer, which manufactures passenger busses in St. Cloud. The keynote speaker was Secretary of Labor Thomas E. Perez. Secretary Perez talked about our nation's recovery from the worst recession in generations and how it has given us a lot to celebrate. There were over 3 million jobs created in 2014, the best year since the Clinton Administration. He went on to say that we're experiencing the longest streak of private sector job growth on record. Our businesses created more than 200,000 jobs in fifteen of the past seventeen months – the first time that has happened since 1995. In 2009 there were seven job seekers for every open job. Today there are fewer than two. He went on to say, "Our job isn't done yet." While productivity has increased more than 90% since 1979, real wages are still not climbing fast enough. Many people are back to work, but far too many families are finding it nearly impossible to get ahead. That's not just a problem for those families – it's a problem for us all. Our nation is stronger when prosperity is broadly shared, and as we've seen throughout our history, one necessary ingredient of shared prosperity is working people banding together and raising their voices. Minnesota is "ground zero" the Secretary said, for successful and innovative strategies that serve as a model for workers looking to gain a meaningful voice on the job. "Workers need a seat at the table," Secretary Perez said. "We need to build bigger tables rather than taller fences in this country."

Secretary Perez said The Worker Voice Summit is an effort to tackle the "unfinished business of ensuring this wind that is at our back results in prosperity for everyone, not just for a few people at the top."

A panel discussion held after Secretary Perez's keynote speech highlighted several local success stories.



Governor Mark Dayton



Representative Keith Ellison



Secretary of Labor Thomas Perez



Panel discussion

Meet and Grets

By Scott Larson, Union Representative

Over the past couple of months I have had the privilege of having several "Meet and Grets" at my Lunds & Byerlys stores. During these visits I have met many new members as well as long-term members. It has been my pleasure to discuss the changes in our industry and the benefits of being a member of UFCW Local 653.

After listening to the views of so many members, I must say I am encouraged and impressed by the dedication of the membership. They have a great desire to strengthen the industry even when companies are increasing standards and reducing the number of labor

hours for our members. Members stand strong with an outstanding work ethic and strive to give great service that exceeds customers' expectations.

As management continues to reduce hours within the departments, these goals that our members want to achieve are becoming increasingly more difficult each day. I want to thank all Local 653 members for their continued commitment to the industry. I will continue to have "Meet and Grets," and it is my hope to meet each and every member. Here are photos of some of these dedicated, hardworking members.

Lunds & Byerlys - 50th



Dave Hill - deli



Lori McBroom - front end



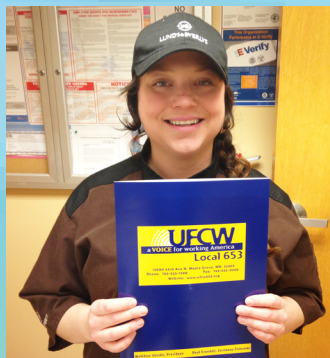
Dave Scherer - meat and Daphne Meyer - deli



Mark Nasby - meat



Rochelle Becker - courtesy



Rebecca Xochihua - bakery

Lunds & Byerlys - Lake Street



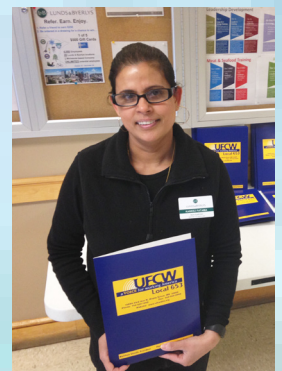
Lori Vorlicky



Mike Wille and Neal Baxter



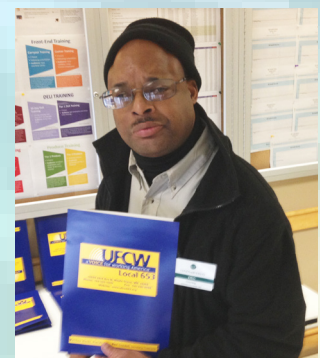
Jerome Fitzgerald



Kaneez Fatama

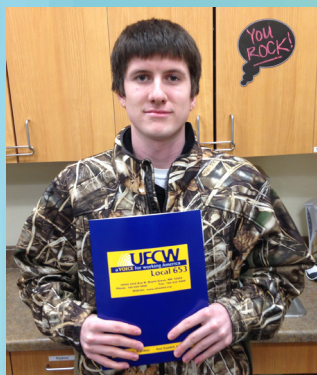


Bob Crozier



Eric Brooks

Lunds & Byerlys - Hennepin Avenue



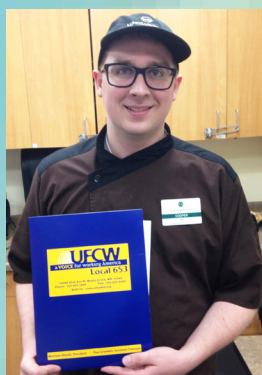
Matt Wick - produce



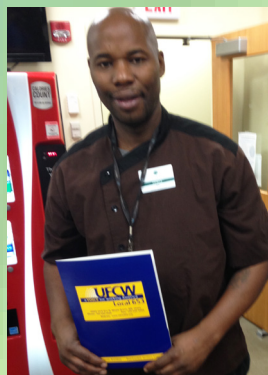
Nanette Kaye - store supervisor



John Bunders - produce



Cooper Foyt - deli



Primas Woodbury - deli



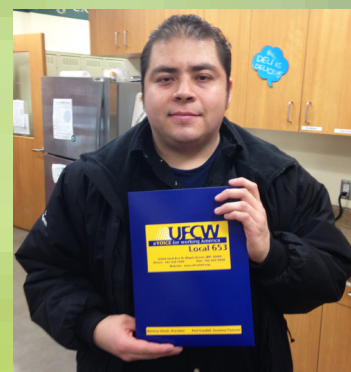
Al Jones - meat



Carla Beiro and Hannah McDowell - store supervisors



Dan Klein - pricing

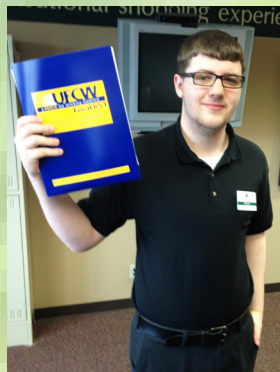


Alberto Vazquez - maint

Lunds & Byerlys - Minnetonka



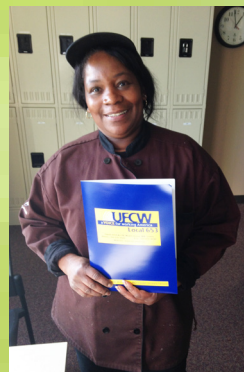
Nancy Rheinart



Timothy Wilhelm



Eric Syverson



Cassandra Fransen



Lauren Larson

UFCW Local 653 Members:

Union Meetings will
be held the first
Monday of each month
at 6:30 p.m at Hall 653
13000 63rd Avenue N.
Maple Grove, MN 55369
Upcoming meetings:
Monday, April 4, 2016
Monday, May 2, 2016

SEND IN THE ENTIRE ADDRESS
BOX TO THE RIGHT
FOR A CHANCE TO WIN TICKETS
FOR **THE MINNESOTA ZOO!**

All active, dues-paying members
are eligible for drawings.

Mail your entry to:

UFCW Local 653

Attn: Tickets

13000 63rd Ave N

Maple Grove, MN 55369

Retiree's Club Meeting Notice

Knights of Columbus - Marian Hall

1114 American Blvd. W.
Bloomington, MN 55420

Thursday, March 17, 2016

10:00 a.m Cards
12:00 p.m. Lunch
1:00 p.m. Speaker

For more information:

Thea Gullekson:
952-831-3143
Char Hanson:
612-869-9035
or Marlen Wahl:
952-888-3220

United Food & Commercial
Workers Union, Local 653
13000 63rd Avenue N.
Maple Grove, MN 55369
763-525-1500 or 1-800-292-4105

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Park Health & Rehabilitation Center

By Nancy Vaillancourt, Union Representative

Park Health & Rehabilitation Center is just one of the many nursing homes UFCW Local 653 represents. I have had the pleasure of working with the members of this home for the past year, and have met some **amazing** staff.

Park Health & Rehabilitation Center recently ratified a new two-year contract. Raises were given across the board and contract language was greatly improved, along with a wage reopener scheduled in 2017. We recently added two new Union Stewards--a big welcome to George Ayuka and Jessica Larson, who join current Union Steward Frederick Jah. A big shout-out and thank you to both Frederick and George for your outstanding contributions during the negotiations, and a special welcome to Jessica.

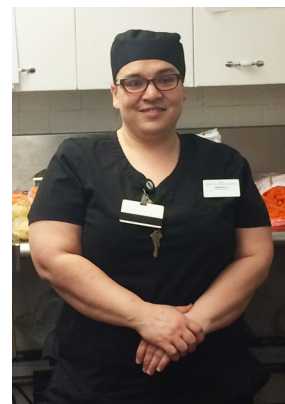
Park Health & Rehab Union Stewards



Frederick Jah



George Ayuka



Jessica Larson