

New Organizing Victory at Linden Hills Co-Op

By Matt Utecht, President

As President of UFCW Local 653, one of my top priorities is organizing, because in order to improve standards for workers we need to have union density. That is what leads to power for workers and how union workers are able to set industry standards for good wages and benefits.

Over the past 30 years, 99% of Local 653's growth came through accretion. Accretion occurs when a current employer under a 653 contract builds or acquires a new store and the new workers automatically join our Local. However, over the past 10 to 15 years, growth amongst most unionized employers has been slow.

The only way for us to grow power for our members and all retail workers is to organize through a model where workers, not employers, control how and when workers join our union. For Local 653, that worker control model for organizing started when we hired Rena Wong as our Director of Organizing in April of 2016.

Rena came on staff with the experience and skills necessary to lead our Local's new Organizing Department. In less than one year she has organized and built relationships with other unions and neighborhood, faith-based, and other community groups around Minnesota that share our values and commitment to social justice.

Ondrea Shallbetter joined Rena in the 653 Organizing Department this year. She worked at Cub Foods for many years and has been training under Rena's direction. I expect more growth in the Organizing Department staff in the very near future.

I want to congratulate our organizing department for building power for workers and welcome our new brothers and sisters at the Linden Hills Co-op to UFCW Local 653.

Linden Hills Co-op Workers Vote to Unionize with UFCW Local 653



Workers at Linden Hills Co-op won their election Thursday to form a union with the United Food and Commercial Workers, Local 653. Eighty-five percent of workers voted in favor of unionization in balloting conducted by the National Labor Relations Board.

"We are excited to begin the bargaining process because it is the next step in making our already amazing co-operative even more amazing. We love where we work. This is an extremely positive thing!" said Tracie Lemberg from the Health and Body Care Department.

Workers have begun circulating bargaining surveys to help the bargaining committee understand their co-workers' priorities.

"I have been working at co-ops in the Twin Cities since I was 16. Forming a union is the best way to make sure all workers are treated fairly and have a say in creating a positive work environment. I'm proud to work at this co-op and look forward to



Workers at Linden Hills Co-op voted to be represented by Local 653

Linden Hills - continued on page 2



Pequot Lakes SuperValu Members Ratify a New Two-Year Contract

By Paul Crandall, Secretary-Treasurer

Congratulations to the UFCW Local 653 union members working at Pequot Lakes SuperValu, owned by the Quisberg family, on ratifying a new two-year contract on February 8, 2017.

The new contract saw improvements for all members in all classifications, proving the value that union members receive with a contract. Wage increases for top scale and above members were secured in both years of the agreement. A new wage scale was created for part-time employees that gave many members increases and gave them credit for hours worked on the new progression scale. Newly hired members will now be eligible to earn benefits such as vacation, holiday pay, jury duty pay and bereavement pay.

Courtesy and custodial members will now earn up to two weeks of paid vacation and also have a new pay progression. All members will now earn bereavement PTO for stepchildren and grandparents.

Health & Welfare and Pension benefits were secured for two years under the same contribution schedule as is in the retail grocery contract in

Minneapolis. These benefits apply to all full-time and modified part-time members.

New contract language was also earned in department head relief duties, two-week posting for all work schedules, and leaves of absence adding the availability to use a SPUR for Union assignments. Members also earned a higher rate of pay if utilized in a summer waiver position.

These new improvements are a direct result of bargaining between your union, your employer and the negotiating committee of union members. I would like to thank Robert Cavalier and Mary Parker for their hard work stepping up to serve in the best interest of all members of their store, and Local 653 President Matt Utecht for his leadership in securing a good settlement.

Pequot Lakes SuperValu has 45 hardworking members of UFCW Local 653. If you spend any time in the North Country traveling up Highway 371 to Breezy Point or Leach Lake, please stop in and support your union brothers and sisters at this beautiful store and share with them that you are also a member of Local 653.

Linden Hills - continued from page 1

making it an even better place," said Emily Calhoon from the Produce department.

Workers said they want to actively ensure good jobs and a sustainable co-op that best serves the needs of the community.

Evan Adams-Hanson, a front end floor coordinator, said, "Forming a union reinforces co-op values of community throughout our store. Linden Hills Co-op can be a model for how workers and management cooperate to ensure fairness, transparency, and accountability at all levels."

When workers first started discussing forming a union, they met at each other's houses discreetly to create a safe space to refine their goals and identify who would be most interested in organizing.

"Organizers helped provide advice and experience, but this organizing was done by us—we were making commitments to each other to have each others' back," said Bryce Christopherson, a grocery buyer. "For other workers who are forming their union I would advise as much transparency and outreach to your co-workers as feasible. And reach out—we are happy to help you go through the process of forming your union."

Mark McGraw from the Scanning department said, "I feel more connected than ever to my co-workers and our store, and I'm excited to have all voices at the table as we move forward with our contract negotiations."

Linden Hills Co-op workers were inspired by other workers who recently organized a union at the Wedge Community Co-op and Whole Foods Co-op in Minnesota and the People's Food Co-op in Michigan.

(Source: Workday Minnesota)

Organizing is the Name of the Game

By Rena Wong, Director of Organizing

If we want to improve industry standards, we need to embrace organizing throughout our Local:

- internally throughout the membership to build worker leaders and activists who can help fellow coworkers address workplace issues,
- externally to help nonunion workers win the right to organize through a fair and neutral process and then bargain as equals with their employers, and
- politically to win protections and gains for all workers.

Organizing is people, power, and change – workers making a commitment to each other to fight together so that we can build the power to make improvements for all workers' lives. The following are examples of how our Local is actively organizing to build power for workers.

On March 16 and 17, our Local will convene a second stewards training to train members around labor history, workers' rights, and organizing skills to help build a stronger union. The goal is for these member leaders to help welcome new members and educate and activate coworkers in the workplace to tackle challenges in the industries in which our members work. For example, the

aggressive expansion of nonunion Hy-Vee in the Twin Cities market will drive down industry standards. Stewards help educate and sign up coworkers to participate in the Rapid Response Network. They will work with the three members – Anthony Lanners, Cassy Hanson, and Erik Hasse – who are currently on union leave to help members build a digital communication and activists network.

In February, workers at Linden Hills co-op won their union election to join UFCW Local 653, and retail janitorial workers won their first contract. In both cases, workers won because they organized and acted together and used their power to make change. For Linden Hills co-op workers that means winning a seat at the table as equals with their employer to bargain a contract in the coming months, and for the retail janitorial workers that means winning \$4.5 million in wage increases and paid time off over a three-year contract.

Last year in Minneapolis and St. Paul, workers won a political organizing fight for paid sick and safe time. Both cities passed ordinances so that workers do not have to choose between being healthy and being paid. Now corporate interests are trying to interfere through a statewide pre-emption proposal called HF 600. If it passes, it would mean cities in Minnesota would no longer be able to

improve state or workplace standards. Specifically, this means 150,000 people in Minneapolis and St. Paul would lose paid sick and safe time that is supposed to go into effect July 2017. Workers won in 2016 by organizing to get sick and safe time ordinances passed. We now need to organize to beat back corporate interests in 2017 and hold elected officials accountable to workers issues in 2018.



Linden Hills Co-op workers with City Councilwoman Linea Palmisano

Wilson McShane Corporation



Colorectal Cancer Awareness Month

preventable • treatable • beatable

National Colon Cancer Awareness Month

Colon cancer, also known as colorectal cancer, affects men and woman of all racial and ethnic groups, and is most often found in people 50 years or older. Colon cancer is the third most common cancer in the United States and the second leading cause of cancer death. Thankfully, with regular screening, colon cancer can be detected early which means a chance at a longer life.

Colon Cancer Risk Factors:

Research has shown people with certain risk factors are more likely than others to develop colon cancer.

- **Over age 50:** 90% of people with this disease are diagnosed after age 50; the average age at diagnosis is 72.
- **Family history of polyps:** If you or a family member has a history of polyps, you should be screened more frequently as this puts you at higher risk.
- **Family history of colon cancer:** First degree relatives (parents, brothers, sisters, or children) of a person with a history of colon cancer are more likely to develop this disease, especially if the relative was diagnosed at a young age.
- **Hereditary nonpolyposis colon cancer (HNPCC):** Also known as Lynch Syndrome, this is the most common type of inherited colon cancer. It is caused by changes in an HNPCC gene. Most people with an altered HNPCC gene will develop colon cancer and the average age at diagnosis is 44.
- **Familial adenomatous polyposis (FAP):** FAP is a rare, inherited condition in which hundreds of polyps form in the colon and rectum. It is caused by a change in a specific gene called FAP. Unless FAP is treated, it usually leads to colon cancer by age 40.
- **Crohn's disease or ulcerative colitis:** If you have a condition that causes inflammation of the colon, you may be at increased risk of developing colon cancer.
- **Personal history of cancer:** If you have already had colon cancer, you may be at increased risk for developing the disease a second time.
- **Diet and lifestyle:** Studies suggest that diets high in red meat and fat and low in calcium, folate and fiber may increase risk of colon cancer. Inactivity and obesity have also been linked to higher risk

of colon cancer. Studies have shown that daily physical activity can decrease colon cancer risk as much as 50%.

- **Cigarette smoking:** A person who smokes cigarettes may be at increased risk of developing polyps and colon cancer.

The Importance of Screening/Early Detection:

Screening is the process of looking for cancer or pre-cancer in people who have no symptoms of the disease. Regular colorectal cancer screening is one of the most powerful weapons against colon cancer. It can take 10 to 15 years for a polyp to develop into colon cancer. Regular screening can prevent many cases of colon cancer altogether by finding and removing certain types of polyps before they turn into cancer. Screening can also help find colon cancer early, when it's small, hasn't spread, and is easier to treat.

Starting at age 50, men and women at average risk for developing colon cancer should use one of the screening tests below:

- **Flexible sigmoidoscopy:** Allows your doctor to look at the inside of the rectum and part of the colon to detect and possibly remove any abnormalities.
- **Colonoscopy:** For this test, the doctor looks at the entire length of the colon and rectum with a colon scope--it's basically a longer version of a sigmoidoscopy.
- **Double-contrast barium enema (DCBE):** This test is also called an air-contrast barium enema, which is a type of x-ray test.
- **CT colonoscopy:** This test is an advanced type of CAT scan of the colon or rectum, which may be especially useful for people who can't have or don't want to have more invasive tests such as a colonoscopy.

Colon Cancer Symptoms:

Colon cancer first develops with few, if any, symptoms. If symptoms are present, they may include:

- **A change in bowel habits:** Including diarrhea, constipation, a change in the consistency of your stool or finding your stools are narrower than usual.
- **Persistent abdominal discomfort:** Such as cramps, gas, or pain and/or feeling full, bloated or that your bowel does not empty completely.
- **Rectal bleeding:** Finding blood (either bright red or very dark) in your stool.
- **Weakness or fatigue:** Can also accompany losing weight for no reason, nausea or vomiting.

For additional information on colon cancer and prevention, you should contact your doctor.

PLEASE REMEMBER TO ATTEND THE LABOR CARE HEALTH FAIR ON APRIL 8! THERE WILL BE MEDICAL SCREENINGS, BOOTHS COVERING ALL AREAS OF YOUR HEALTH (INCLUDING A GIANT COLON THAT SHOWS YOU WHAT A HEALTHY COLON SHOULD LOOK LIKE AND WHAT POLYPS AND CANCER IN THE COLON LOOK LIKE), GIVEAWAYS, AND MORE. WE LOOK FORWARD TO SEEING YOU THERE.

A Thankful Member

Submitted by Nancy Vaillancourt, Union Representative

Hi everyone, my name is Francis Higgitt. I work for Cub Foods in Minnetonka as a retail dairy specialist and I live in Chanhassen. I am from Utica, New York, and I moved here in September of 2013 so we could be closer to my wife's family and to create a better life than we had in New York.

I have been in the grocery business for almost 29 years, and in New York I worked for two grocery stores--Great American Supermarkets, which was union, and for Hannaford's, which was nonunion. With Great American, I was a member of a local union in Utica, New York, for ten years, but I never felt connected to my union and didn't have a good experience with that local. I was skeptical about working for a unionized grocery store again. I was employed by Fresh Seasons in Glen Lake as an assistant frozen/dairy manager ten days after we moved here and was very grateful for that opportunity. On my first day there, Executive Board member Doug Dehmer came up to me and introduced himself to me, welcoming me to Fresh Seasons. Later, along with Secretary-Treasurer Paul Crandall, they told me about UFCW Local 653 and the benefits that went along with being a member.

Six months after I was hired, Fresh Seasons announced their store closures. For the first time in my life, I had lost a job that was taken away from me, and it scared me. If this had happened when I was in New York, I would have been more scared because of the limited grocery job market in the area I lived in. The day the closures were announced, Secretary-Treasurer Paul Crandall was right there immediately with a list of union stores that would interview us right away. I went home that day feeling relieved that someone was right there for us when we needed help so quickly. I went with Cub Foods in Minnetonka, because it is a franchise store. I wanted something different from what I had been used to in New York, coming from a corporate background. It has been a great store to work for and all of my coworkers are fantastic people to work with.

About a year after I started at Cub, it was announced that Tom Wartman was reopening the old Fresh Seasons stores under a different banner and they would be nonunion. I was asked by my current Union Representative Nancy Vaillancourt if I would help picket those stores when they opened. Right away I said yes, because Mr. Wartman owed many hardworking people a lot of money in back pay for both personal and vacation pay. I wanted to help

those same people who helped make a New York transplant feel welcomed on my very first day working with them and felt it was the least I could do. Wartman didn't owe me anything, because I wasn't there long enough to accrue any personal or vacation time. I wanted to be there for not only my coworkers, but for UFCW Local 653, for having my back when we were all laid off. Our picketing worked. We got the point across to customers who shopped there, telling them our stories and the legal process the Union was doing to get my coworkers the money that is owed to them. We made an impact--the Glen Lake store was sold to Lunds and Byerlys and the Victoria store closed down. I don't like to see any businesses go under, but when you owe your workers hundreds of thousands of dollars and don't pay them, it is wrong on every possible level.

I just want to thank President Matt Utecht and the rest of UFCW Local 653 for being there. At my old local union, none of our officers were ever approachable, even on the telephone. I never even got to meet any of the officers who

By Nancy Vaillancourt, Union Representative

I am very proud of Francis and where his career has taken him with Minnetonka Cub. He is very hard working and always has a great attitude. I have never heard him complain about any of the jobs he has been asked to do and he has done everything from cashiering to working in the meat department. Congratulations on your promotion to Retail Specialist position. Keep up the great work and thanks for being an active member at our monthly membership meetings and showing your support on the picket lines in Victoria and Glen Lake. Your kind words about President Matt Utecht and Local 653 are greatly appreciated.



Local 653 member Francis Higgitt

Thankful Member - continued on page 7

Loyalty Cards

By Jim Schommer, Union Representative

Many of our employers have some sort of loyalty card in which you--the customer--can earn points and/or discounts on future purchases. The biggest one out there is the "My Cub Rewards Card." This card, as most people are familiar with, offers fuel discounts at Holiday gas station stores. For every \$100.00 you spend at Cub you get ten cents off per gallon of fuel up to 20 gallons. This is a great deal for the customer. Cub recently added a new perk; they have loaded all the coupons from their ads onto the rewards card. No more clipping coupons or remembering to bring them with you, which is another great benefit for the customer.

Here's the problem. Over the years members have lost their jobs for using their own personal loyalty cards for customers' purchases, whereby the employee would be earning points, discounts and/or fuel discounts on the customers' purchases. This was happening less frequently until a few months ago when Cub loaded all their coupons onto the card. Cashiers are trying to be helpful and give the customer the coupon discounts even if they don't have a rewards card. Cashiers are using their own personal cards so the customer gets the discounted price. In this day of tremendous competition in the grocery business they are trying to do a good thing and take care of the customers so they keep coming back to the store. The problem with this is Cub considers this stealing because the cashier is also earning points towards fuel discounts. Cashiers are being terminated because they are breaking company policy. For the most part they are just trying to help the customer and provide good customer service. We are currently fighting these terminations as they happen, however, it is an uphill battle.

The lesson here is--ask the customer if they have a loyalty card. If they don't, offer to give them one. If they decline the offer, proceed with ringing out their order and **do not use your personal rewards card** to get them the discounts. Ask yourself, "Is it worth losing my job?" Please take the time to read and understand your company policy when it comes to loyalty or reward cards.



Thankful Member - continued from page 6

represented us at the local. They lived in their fancy houses, paid for with our contributions. It's really a great feeling when I go to our union meetings every month and my union president greets me and shakes my hand sincerely; he makes me feel like I am as important in what I do as he is. They care deeply about every member and work very hard to get the best healthcare benefits that are affordable for us. With my recent promotion, my wife and I can now take the next step in purchasing her grandmother's home that we are currently living in. In three years, I have excelled past what I did in the 25 years before we moved out here. Next to having my daughter, it is my highest accomplishment I have achieved in my life.

I just want to say that I am now a proud member of UFCW Local 653. It's a great feeling getting to know so many hardworking people, sharing stories with them and feeling the unity of a strong team. Thank you for giving me that opportunity. I am forever grateful!

March 2017

Member News and Events

Service Pins Sent Out January 2017

5 Years

Kawana Johnson (Lunds & Byerlys—Golden Valley)

Douglas Olson (Gold Cross)

Michelle Ziegler (Gold Cross)

Michael Burt (Gold Cross)

Thomas Drews (Gold Cross)

Randall McReynolds (Gold Cross)

10 Years

Marlene Haugen (Jerry's Cub—Rogers)

15 Year

Daniel Nelson (Gold Cross)

Stevie Olson (Gold Cross)

Maria Carrera (Monarch/Oaklawn)

Laurie Gens (Monarch/Oaklawn)

20 Years

Aaron Durose (Cub—Elk River)

Benjamin Gustafson (Jerry's Cub—Rogers)

Phyllis Starrett (Monarch/Oaklawn)

Nancy Anderson (Monarch/Oaklawn)

25 Years

Daniel Sandberg (Lunds & Byerlys—Maple Grove)

Wanda Westberg (Monarch/Oaklawn)

John Harding (Gold Cross)

35 Years

Judith Krenzel (Lunds & Byerlys—Ridgedale)

Thank you so much for the Wild tickets! We actually got back from our honeymoon the same day as the game! What a way to end it, watching the Wild win 7-1 to the Canadiens!
--David & Mirinda

Executive Board Members

Matthew P. Utecht, President	Nick Stute, Vice President 5
Paul Crandall, Secretary-Treasurer	Melissa Charles, Vice President 6
Judi Johnson, Recording Secretary	Michael Gaulrapp, Vice President 7
David Maas, Vice President 1	John Pignato, Vice President 8
Doug Dehmer, Vice President 2	Chris Erickson, Vice President 9
Theresa Kick, Vice President 3	Mark Husbyn, Vice President 10
Lorrie Wayman, Vice President 4	

AFL-CIO Volunteer Recognition

By Ondrea Shallbetter, Union Representative

I had the pleasure of representing our local at the AFL-CIO Volunteer Recognition Event on January 17. We were joined by Lt. Governor Tina Smith and Senate DFL Leader Tom Bakk! They both delivered inspiring speeches full of praise and recognition of all the hard work the volunteer union members and staff put into the Labor 2016 program. Area Labor Council/Regional Labor Federation leaders, staff and Minnesota AFL-CIO-endorsed candidates were in attendance. The following unions/organizations were recognized:

- United Food and Commercial Workers Local 653
- AFSCME Council 5
- AFSCME Council 65,
- IBEW Local 343
- IUPAT District Council 82
- Laborers District Council of Minnesota and North Dakota
- Minnesota Nurses Association
- Minnesota State Association of Letter Carriers
- Minnesota State Council of UNITE HERE Unions
- Minnesota State Retiree Council
- AFL-CIO
- SEIU Minnesota State Council
- UTU-SMART-TD Minnesota
- United Food and Commercial Workers Local 1189
- CWA Minnesota State Council
- AFGE District 8
- ATU Local 1005
- Education Minnesota
- Minnesota State Council of Machinists
- IBEW Minnesota State Council

It was a great event that was held at a strong union bar—Jax Cafe in northeast Minneapolis.

As we all know, there is a lot of work that still must be done to strengthen labor and the working class here at home and across the nation. Your union is only as strong as its members. Get involved today, call your union representative and ask them for ways to get active.

UFCW Local 653
6160 Summit Dr N, Suite 600
Brooklyn Center, MN 55430
www.ufcw653.org
763-525-1500 or 1-800-292-4105

Matthew P. Utecht, President (mutecht@ufcw653.org, 612-965-4307)

Paul Crandall, Secretary-Treasurer (paulc@ufcw653.org, 612-965-4301)

Brainerd / Baxter Cub Foods - Baxter Super One - Crosby Super One - Pequot Lakes Supervalu

Rena Wong, Director of Organizing (rwong@ufcw653.org, 612-865-4345)

Amber Allen, Union Representative (ambera@ufcw653.org, 612-865-6755)

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

Scott Larson, Union Representative (scottl@ufcw653.org, 612-961-6305)

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

Rick Milbrath, Union Representative (rmilbrath@ufcw653.org, 612-965-4310)

JERRY'S CUB FOODS: Bloomington, Brookdale, Chaska, Eden Prairie, Elk River, Knollwood, Lake Street, Nicollet, Quarry, Richfield, Rogers, Southdale, West Broadway

JERRY'S FOODS: Eden Prairie, Edina, Jerry's Enterprises
Minnesota Meat Masters
Brede Exposition Services
Swanson's Meats
Golden Living Center (Bloomington and Chateau)
Healthcare Services (Bloomington and Chateau)

Doug Rigert, Union Representative (dougr@ufcw653.org, 612-889-9121)

LUNDS & BYERLYS: Burnsville, Chanhassen, Eagan, Eden Prairie, Edina, Glen Lake, Golden Valley, Maple Grove, Ridgedale, St. Louis Park, St. Cloud
HAUG'S - Cub Coon Rapids (Williston), Cub Minnetonka (Haug), Cub Waterford
Benedictine @ Innsbruck Healthcare

Jim Schommer, Union Representative (jims@ufcw653.org, 612-965-4308)

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

Ondrea Shallbetter, Union Representative/Organizing Dept. (ondreas@ufcw653.org, 612-406-9419)

CUB FOODS: Plymouth Station, St. Louis Park

Nancy Vaillancourt, Union Representative (nancyv@ufcw653.org, 612-965-4309)

Ingebretsen's - Cooper's Foods - Everett's Foods - Almsted's Fresh Market - Jubilee Foods - Cub Foods Shakopee - Driskill's Foods - Oxendale's Market - Bergan's SuperValu - Hirshfield's

KNOWLAN'S FESTIVAL FOODS: Andover, Bloomington, Brooklyn Park
KING'S COUNTY MARKET: Andover, St. Francis

KOWALSKI'S MARKETS: Chicago (Parkview), Eagan, Eden Prairie, Excelsior, Hennepin, Lyndale
Park Health & Rehab, Healthcare Services at Park H&R

Members Approve New Contract at Benedictine Health Center at Innsbruck

By Doug Rigert, Union Representative

On Wednesday, January 18, 2017, our members employed at Benedictine Health Center at Innsbruck voted overwhelmingly to approve and ratify a new two-year agreement. The agreement was negotiated through collective bargaining between representatives for UFCW Local 653 and Benedictine Health Center at Innsbruck (BHCI). Over the course of three meetings all proposals on both sides were discussed and dissected at great length. This was done in an effort to understand what the benefit(s) or consequence(s) would mean to the union members as well as those representing the interests of BHCI if the proposal(s) were eventually adopted and became new language found in a ratified agreement.

Like all contract negotiations, there were proposals put forth by both sides that in the end neither side would agree to accept for one reason or another. That is part of the collective bargaining process and a necessary step in order to try to find ways to improve things for all parties involved. If we only had to negotiate with ourselves and not the other side, we would get everything our members could want in a contract. However, unfortunately, that's not how the real world works and the challenge that remains is how to best advance and improve conditions that are important and of benefit to the union members and to get the other side to agree to them by finding ways to accept some of their proposals in exchange. It is commonly said that a good contract or agreement is one that neither side gets everything it wants. With that being said, there were a number of significant economic improvements achieved on behalf of the members such as wage increases for all and an additional paid holiday, just to name a couple.

I would like to personally thank stewards Kathy Long and Casey Pangburn as well as John Geroux for their participation on the negotiating committee and proudly representing all of their coworkers' interests in trying to reach a fair and improved agreement. Their input, knowledge and direction were invaluable. I would also like to thank Secretary-Treasurer and chief negotiator Paul Crandall for all his efforts and hard work on behalf of all the hardworking union members at BHCI. And finally a **huge thank you** to all the members who took the time to vote. I have never been as proud to be a union representative as I have

representing **all** of the members working at BHCI. I consider it an honor and privilege to be their representative and truly appreciate all who continue to share their thoughts, questions and concerns. When we all work together, we continue to make things better for all union members. That's what belonging to a union is all about.



Negotiating Committee members Casey Pangburn, Kathy Long, and John Geroux

***"Let us never negotiate out of fear.
But let us never fear to negotiate."***

— John F. Kennedy

Villa at Bryn Mawr Ratifies Wage Reopener

By Scott Larson, Union Representative

The Villa at Bryn Mawr membership ratified their wage reopener on January 26, 2017. This agreement includes wage ***increases*** for all LPNs, TMAs, NARs, Housekeeping, Laundry, Dietary, Cooks, and Maintenance employees effective March 1, 2017. A five-year progression schedule was also negotiated into the existing contract.

I want to thank Secretary-Treasurer Paul Crandall for his expertise and leadership in bargaining and securing this agreement for all the hardworking members in this facility, and a special thank you to Edmond Borboh (Steward) for volunteering to be a part of these important negotiations. Thanks to all the members who came out to vote on January 26. However, there is a great deal of hard work ahead as this entire contract is up for negotiations on January 31, 2018. We will be back at the bargaining table working hard to secure a solid contract for each and every member at the Villa at Bryn Mawr.



Edmund Borboh, Steward at Villa at Bryn Mawr

"The achievements of an organization are the results of the combined effort of each individual."

--Vince Lombardi

Your Weingarten Rights

In 1975, the U.S. Supreme Court ruled, in the Weingarten decision, that an employee is entitled to have a union representative present during any interview which may result in his or her discipline. It is up to you to insist on union representation. If you fail to do so, you may waive your rights.

If you are called into a meeting with any management representative and have reason to believe that disciplinary action may result, read them your Weingarten rights:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union representative or steward be present at this meeting. Without representation, I choose not to answer any questions."

Do the following:

1. Ask your supervisor if you might be disciplined as a result of the interview. If he/she says "No," ask for a written statement to that effect. If he/she gives you such a statement, you must participate in the interview. If not, read him/her your Weingarten rights, remain for the meeting, take notes, and afterwards immediately contact your union representative.
2. If he/she says you might be disciplined but will not allow you to have a union representative present, read him your Weingarten rights, stay in the room, take notes, and do not respond to any questions. Afterwards, contact your union representative immediately. If the supervisor allows your union representative to be present, you should participate in the interview.



Hirshfield's -- "Shop Union - Buy Union"

By Rick Milbrath, Union Representative

With spring approaching and if you plan on any inside painting, or down the road if you plan on painting the outside of your house, remember Hirshfield's. Come this spring or summer and have a project like staining a deck or wood project? Again, remember Hirshfield's. How about wallpaper, window coverings, draperies? You guessed it, Hirshfield's. They even have a shop-at-home appointment program that helps you pick out the right colors for a paint job or the right wallpaper and window treatment.

Except for management, the full-time men and woman with all this experience who staff the locations listed on the following page are UFCW Local 653 members. We also have members who work in the office, along with the warehouse and paint factory where all the paint is made.

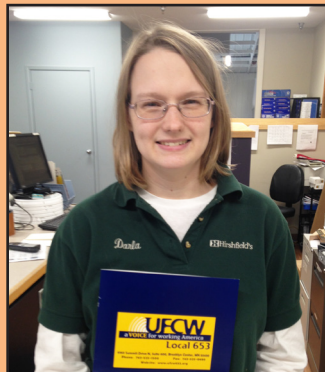
Hirshfield's, at 120+ years old, is not only the oldest wallpaper and paint store but it's the only union wallpaper and paint company in the metro area. When you walk into one of their locations, you find the most knowledgeable people in all these areas that will take all--and I mean all--of the guesswork out of any project you want to tackle in those arenas. They have painting tips along with interior and exterior paint and staining solutions. They even have "how-to" classes on many of the products that they sell. So the next project you have when your house, condo, apartment or even cabin needs sprucing up, think of our union brothers and sisters at Local 653. Stop in or call one of these locations and have one of our brothers and sisters that are members of UFCW Local 653 assist you. Let them know you are also a member of the UFCW Local 653 family.

Here are some of the new Hirshfield's employees who became members of our Local 653 family this past year. Also, here are the locations and phone numbers where our members are working.

SHOP UNION - BUY UNION.



Becky Malcolm



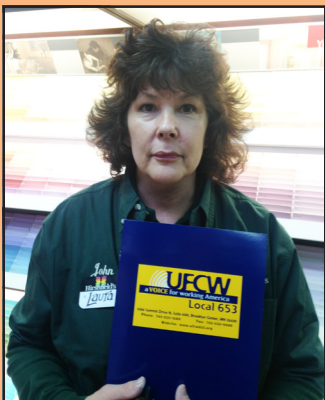
Darla Green



Jesse Aaberg



Jon Nelson



Laura Bloomquist



Lee MacMullen



Nick Dibley



Robert Louzon

Hirshfield Stores	Phone #	Store Hours
Southdale - Retail Store 3441 Hazelton Road Edina, MN 55435	952-927-4649	M-F 7:30 a.m. - 7:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Southdale - Contractor Service Center 3441 Hazelton Road - Back Entrance Edina, MN 55435	612-861-3316	M-F 7:00 a.m. - 5:00 p.m.
Savage Contractor Service Center 3981 West 143rd Street Savage, MN 55378	952-890-7881	M-F 7:00 a.m. - 5:00 p.m.
Lakeville 16975 Kenyon Avenue Lakeville, MN 55044	952-435-8541	M-F 7:00 a.m. - 7:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Maple Grove 7880 Vinewood Lane North Maple Grove, MN 55369	763-416-6584	M-F 7:00 a.m. - 7:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Minneapolis Contractor Service Center 725 - 2nd Avenue North Minneapolis, MN 55405	612-377-9970 1-800-416-7183	M-F 6:30 a.m. - 4:30 p.m.
Eden Prairie 12991 Valley View Road Eden Prairie, MN 55344	952-996-0644	M-F 7:30 a.m. - 7:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Ramsey 7129 Highway 10 Ramsey, MN 55303	763-427-6474	M-F 7:30 a.m. - 7:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Hirshfield's Shop at Home 1657 County Road C West Roseville, MN 5513	651-366-6969	M-F 8:00 a.m. - 5:00 p.m. Office Hours
Blaine Contractor Service Center 10059 Flanders Court Blaine, MN 55449	763-398-3900	M-F 6:30 a.m. - 5:00 p.m.
Hopkins - Lathrop 452 11th Avenue South Hopkins, MN 55343	952-931-2235	M-F 7:00 a.m. - 5:00 p.m. Sat 8:00 a.m. - 12:00 noon
Wayzata - Lathrop 814 East Lake Street Wayzata, MN 55391	952-473-4619	M-F 7:00 a.m. - 7:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Chaska 2948 North Chestnut Street Chaska, MN 55318	952-445-2336	M-F 7:00 a.m. - 6:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Robbinsdale - Lathrop 4138 West Broadway Robbinsdale, MN 55422	763-537-2991	M-F 7:00 a.m. - 5:00 p.m. Sat 9:00 a.m. - 2:00 p.m.
Uptown - Lathrop 2741 Hennepin Avenue South Minneapolis, MN 55408	612-870-0200	M-F 7:00 a.m. - 6:00 p.m. Sat 9:00 a.m. - 5:00 p.m.
Apple Valley 15265 Galaxie Avenue Apple Valley, MN 55124	952-432-5000	M-F 7:00 a.m. - 7:00 p.m. Sat 9:00 a.m. - 5:00 p.m. Sun 11:00 a.m. - 5:00 p.m.
Plymouth Contractor Service Center 1975 Annapolis Lane Plymouth, MN 55441	763-577-9864	M-F 6:30 a.m. - 5:00 p.m.
Hirshfield's Paint Manufacturing 4450 Lyndale Avenue North Minneapolis, MN 55412	612-522-6621	MF 6:30 a.m. - 4:30 p.m.



Local 653 Member Volunteers with Horse Rescue Organization

By Matt Utecht, President



Local 653 member Robin Pinck

Meet Robin Pinck, a fellow member of UFCW Local 653 who enjoys working at the St. Louis Park Lunds & Byerlys in the E-grocery department. Robin started in July 2014 after retiring from a career in law enforcement. Robin is no stranger to hard work and credits her strong work ethic from her early love of and commitment to horses.

Robin developed an interest in horses at an early age and took a part-time job at a nursing home to earn the \$37.50 monthly boarding fee for her own horse. Since 1990 Robin has taken lessons from June McCloud, who is well known in the Paint Horse world. In spite of an injury that ended her career in law enforcement, Robin continues to show her

horses, but her passion expands past the show arena. Three years ago she met Nancy Turner, a friend of June McCloud's and the founder of This Old Horse, Inc. (TOH) in Hastings, Minnesota.

As Robin learned more about TOH she was inspired by the work they do. "It is different than the Humane Society," explains Robin. "What they do goes well beyond a shelter." TOH was founded in 2012 and provides sanctuary to retired, rescued and recovering horses in need. Since opening in 2012 they have helped approximately 200 horses, including some who are blind. TOH is the only equine rescue in Minnesota with accreditation from the Global Federation of Animal Sanctuaries and one of only 30 in the United States.

Robin has been an active member of the Run for the Roses planning committee for the past three years and hopes to inspire others to support TOH. The Run for the Roses is a 5k fun run/walk on Kentucky Derby Day (this year it falls on May 6). Last year 350 runners and their friends and family came to Wishbone Ranch for the Run and raised over \$40,000! "People can help by telling friends about the Run, donating items to the silent auction, raising money and volunteering. I know that This Old Horse is well run and 100% of donations go directly to support the care of the horses," explains Robin.

Robin and TOH are grateful for the support of her General Manager, Ross Huseby, who generously donates the water for the runners. TOH has a sponsor that pays for all the runners' t-shirts and committee members work hard to get other items donated so that the remaining sponsorship money goes directly to the horses.

Most of the year Robin is enjoying her own horses but faithfully dedicates time leading up to the Run to help. She is very passionate about telling the TOH story and hopes to inspire others to do the same. You can find out more about this special organization by visiting their website (www.thisoldhorse.org) and details about the Run for the Roses can be found at www.runforroses.org.

**1/2
PRICE!**

Ours Resort - Have We Got a Deal for You!



Ours Resort is a special place any time of year, and it's a wonderful destination in the winter. It's located just one mile from the Lutsen Mountains ski resort, which has great ski slopes. There are also nearby snowmobile and cross country ski trails. Even if you're not into outdoor activities, it's hard to beat sitting in front of a nice fire looking out at Lake Superior. Aaaahhhhhh.....

Sound interesting? We're making it even more affordable than usual! Starting December 1, reservations made for stays between January 1 - April 30, 2017, are **HALF PRICE!**

Ours Resort is owned and operated by UFCW Local 653. It consists of six cabins on Lake Superior in Lutsen, MN. Each cabin is fully furnished--you only need to bring your food, clothes, and personal items. (Check our website--www.ufcw653.org--under Member Benefits for more information.)

Ours Resort is available to active, dues-paying members of Local 653 and retired members who are receiving a UFCW Local 653 pension. Call Sandy at the Local 653 office (763-525-1500) today to make your reservations. You'll be glad you did!



UFCW Local 653

Members:

Union Meetings will
be held the first
Monday of each month (October
through May)
at **6:00 p.m.** at Embassy Suites
by Hilton Mpls North, 6300 Earle
Brown Drive in Brooklyn Center.

Upcoming meetings:

Monday, April 3, 2017
Monday, May 1, 2017

SEND IN THE ENTIRE ADDRESS
BOX AT THE RIGHT
FOR A CHANCE TO WIN 2 TICKETS
TO THE MINNESOTA ZOO!

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

Mail your entry to:
UFCW Local 653
Attn: Tickets
6160 Summit Dr N, Ste 600
Brooklyn Center, MN 55430



Retirees' Club Meeting Notice

Knights of Columbus - Marian Hall

1114 American Blvd. W.
Bloomington, MN 55420

Thursday, March 16, 2017

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
6160 Summit Dr N Ste 600
Brooklyn Center, MN 55430
763-525-1500 or 1-800-292-4105

Change Service Requested

Minnesota Zoo



**NON-PROFIT
ORGANIZATION
U.S. POSTAGE PAID
Permit No. 2899
Twin Cities, MN**

Easter Holiday is Fast Approaching

By Amber Allen, Union Representative

It seems as though we just got through the winter holidays and here we are already approaching spring, and the Easter holiday. With that, I thought a reminder was necessary when it comes to staffing the stores that choose to be open for business on Easter Sunday. As written in the Minneapolis Retail Contract, Article 3: Holidays:

(C) Easter: Easter is not a holiday for purposes of this article nor the rest of this Agreement. Employers who desire may operate their stores on Easter. Stores open on Easter will be staffed by volunteers only, who sign a posting to work. Only those employees signing the posting to volunteer shall be allowed to work Easter. The Employer shall provide the Union a copy of the signed posting.

Employees working on Easter shall receive:

- *Traditional full-time will be paid time-and-one half (1 ½) for hours worked on Easter.*
- *Classified Assistants and Retail Specialists shall receive a four (4) dollar premium per hour for hours worked on Easter.*
- *All other classifications shall receive a two (2) dollar premium per hour for hours worked on Easter.*

Easter is not a paid holiday, so therefore the hours worked cannot be banked/deferred. Stores that choose to open will be staffed by volunteers only, who sign a posting to work. If you experience any pressure from management to sign up against your will, please contact your Union Representative.