

Most Retail Employers Exercise Pension Reopener

By Matt Utecht, President

For the past year and a half, you've heard me report on the JLMC (Joint Labor Management Committee) meetings that have been held monthly. During that time the number one topic for most employers has been the Pension Plan. As you have read, heard, and been keep abreast of the Pension funding status by the Fund Office, the 2016 funding level is "Yellow"--about 74% funded. Green Zone status requires 80% or higher and a positive credit balance. We will not know the 2017 status of the Plan for a few months, but even with a good 2016 investment year, the Fund will still not be in the green zone.

The JLMC and the Board of Trustees have been diligently researching a path to Green Zone status. Working with fund professionals (attorneys, actuaries, investment experts) the numbers have been extensively reviewed. Options have been provided by the fund professionals, and are being discussed with the employers.

The Pension issue, as you know, has been on everyone's radar since 2008. The employers and union and bargaining committee did agree to a Pension reopener letter that allowed any or all employers the ability to reopen Article 14 (Pension) in the Collective Bargaining Agreement. For an employer to reopen they had a 60-day window in which to do so (January 1, 2017 – February 28, 2017). On February 26, 2017, the following employers did request in writing to reopen Pension: Corporate SuperValu Cub, Jerry's Enterprises, Almsted's Fresh Market, Cooper's Foods, King's County Market in Andover, Radermacher's Cub in Shakopee, Driskill's Foods, Oxendale's Market, Boese Jubilee Foods, Haug's Cub, and Knowlan's

Supermarkets.

The fact that these employers have exercised their right to reopen the Pension will likely result in hard discussions with these employers. Complicating the process is the fact that our industry has changed over the past 20 years with an increase of nonunion competition. Also, the ramifications of the financial crisis of 2008 and several years of under-performing markets have highlighted the funding challenges for our pension plan. My belief is that the union and the employers have an obligation to all of you as employees, members, and Pension Plan participants to provide you with the most reliable retirement plan possible--a pension plan that will be secure for the long term.

How do we accomplish a long-term fix to our retirement program? First, I need volunteers (from the above-listed employers) to come forward from the membership to serve on the negotiating committee, folks who are ready to roll up their sleeves, fight for our benefits, and get this job done right. Second, I plan on scheduling bargaining dates with the employers and we will sit down and continue to negotiate until an agreeable solution has been found. Any employer who plans on being a part of this bargaining but doesn't come to the table in good faith had best not come!

Please email your committee request to mutecht@ufcw653.org or mail it to:

UFCW Local 653
ATTN: Matt Utecht
6160 Summit Drive North, Suite 600
Brooklyn Center, MN 55430

See page 8 for an application for this year's Educational Grants, and page 15 for a chance to win soccer tickets!

Grievance Procedure—A Tremendous Contract Value for All Members

By Paul Crandall, Secretary-Treasurer

Every year your union represents a number of part-time and full-time members under the grievance procedure. The grievance procedure is a very valuable benefit defined in your union contract. A grievance is a dispute between the union member and their employer and it gives the member the opportunity to express their dissatisfaction knowing that their complaint will be handled professionally by all parties. Some examples of reasons for grievances to be filed would be wrongful termination, unjust discipline, incorrect scheduling of part-time hours, improper layoff, vacation and wages, just to name a few.

Our most important job here at the local union is to represent and serve our membership. Our staff of union representatives takes great pride in helping the membership in any way we can in order to correct or solve a problem that a union member may have. We are here to protect your rights under the collective bargaining agreement--“**your contract**”--for all our members. Many complaints or issues raised by the member can be settled at the store level when the union representative can contact the supervisor or store director and work through the issues to reach a resolution. If the grievance can't be resolved, the union will file for

mediation. Mediation is when the employer, the union, the union member and a mediator from the State of Minnesota meet to resolve the grievance. The mediator conducts the meeting in a professional manner, making sure both parties do their best at presenting the issues and putting forth their best efforts in finding an agreement. In many cases a settlement is reached in this process that is satisfactory to both parties (union and management). We have had a few cases that have not been settled in mediation and the union has the right to file for an arbitration as the final step. This case is then reviewed by union President Matt Utecht. He in turn may decide to send the case to legal counsel for review.

The union takes all workplace issues that affect our members very seriously and will do everything in our power to represent you every step of the way. I believe the most important right you--the union member--have is the guaranteed right to representation. This is a tremendous value of belonging to your union.

Please let your union representative know of any issues you need help with or questions you may have. If your store has a union steward, feel free to reach out to them for your representative's contact information.

Notice of Proposed Amendments to UFCW Local 653 Bylaws

The Executive Board of UFCW Local 653 is proposing the following amendments to the UFCW Local 653 bylaws:

- Article VII – Local Union Officers - Section A to be changed to reflect twelve (12) Vice Presidents.
- Article XII – Elections – Section A.1 to be modified to reflect the correct and current term of office for President, which commenced on March 1, 2016 and will expire on the last day of February, 2019.
- Article XII – Elections - Section A.2 to be modified to reflect the correct and current term of office for all other officers, which commenced on March 1, 2017 and will expire on the last day of February, 2020.

These amendments to the bylaws will be voted on at the regular membership meeting of UFCW Local 653 to be held at 6:00 p.m. on Monday, May 1, 2017, at Embassy Suites by Hilton Minneapolis North, 6300 Earle Brown Drive, in Brooklyn Center, Minnesota.

Eastside Food Co-op Workers Submit Cards for Union Election

More than 70% of Eastside Food Co-op employees signed and submitted cards to the National Labor Relations Board on March 30th to unionize with the United Food and Commercial Workers Union (UFCW) Local 653. Eastside Food Co-op workers hope to follow workers at the Linden Hills Co-op who unionized with UFCW Local 653 last month. They aim to raise standards both at their co-op and the larger retail grocery industry.

"I support the union movement here at Eastside," said James Mossak, who works in the grocery department. "Our goals are to continue to support a fair work environment, provide accountability and transparency, and to have a strong voice at the table in regards to policies that affect us Eastside employees."

Co-ops are long-standing champions of organic food, sustainable agriculture, the environment, and fair trade which supports good working conditions and fair wages for producers. Workers at Eastside Food Co-op believe in those co-op values and are forming a union as an extension of those values in their own workplace.

"I love working here because I love this community, I love produce and educating people on how to use and preserve it. I am excited to form a union so we can ensure Eastside Food Co-op continues to be an amazing resource for the community, and a great place to work for all of us here now and in the future," said Whitney Manning from the produce department.

"Working within the cooperative movement, I have seen the value and emphasis in treating workers fairly. Unionizing is one way that we can move forward and incorporate our vision in the local and globalized economy," said Abbie Vander Horck from the produce department.

Local 653 members were quick to welcome the new workers to their union family.

"I am a Deli manager and have worked in the industry for over a decade. I am so inspired by the energy of the Eastside Food Co-op workers' organizing. They are making a difference at their work and in their community," said Jay Grygar, who works at Cub Foods in Brooklyn Park North.

Emily Calhoun, who works in the produce department at Linden Hills Co-op, expressed her support, "My co-workers and I at Linden Hills are so thrilled that Eastside workers are going to join our union."

Amanda Smith, who works in the health and body care department at Linden Hills, added, "We start contract negotiations with our employer in April and we know that having more co-op workers in the union with us means we all have more power."

After delivering signed union authorization cards to the NLRB, workers passed out flyers and wore buttons in store to show solidarity. A large group of workers also participated in a delegation to the interim store manager, John Lacaria, to inform him of their decision to form a union.

"Eastside Co-op has always strived to be a tightknit community of workers. We take pride in our store and each other. We are creating unity for workers and want to work together with management to make sure all voices are heard," said Angelique Allebach from the scanning department.

"This is about us as workers having a voice and making a commitment to back each other up. We started our union by talking to our coworkers and getting each other involved. Organizers help advise and guide us through the process, but we organized ourselves. I would love to help other workers who want to form a union," said receiver Tia Terchila.

Organizing a union at Eastside Food Co-op is a reaffirmation of workers' commitment to solidarity, democracy, equity, and social responsibility. Inspired by workers who recently formed a union at Linden Hills Co-op and The Wedge in Minneapolis, Whole Foods Co-op in Duluth, and the People's Food Co-op in Michigan – workers know they are Stronger Together.

Cashier Matthew Krofta said, "This is about the staff at Eastside having a voice and having more communication with management. We want transparency, accountability, and to know that rules are applied fairly throughout all levels of the store."

After receiving signed cards the NLRB will schedule an election for employees to decide whether to unionize.



UFCW Local 653 Stewards Program is Growing!

By Rena Wong, Director of Organizing

On March 16-17, 90 members participated in the Local 653 stewards' conference. The number of stewards has grown from 40 to 90 in five months and includes workers from a variety of industries, including: retail, nursing homes, paramedics, exposition services, meat processing, and food production. The role of stewards at the Local is to be organizers in the workplace and the community to strengthen all workers' ability to win better wages, benefits, and working conditions. Stewards welcome new hires, help identify group issues and solutions, keep fellow coworkers informed and active in our union, and participate in community and political events that help build workers' power.

At the conference, workshops covered: Labor History, Understanding our Union Contracts and Rights, Organizing to Build Worker Power, Challenges and Threats to Worker Prosperity (such as national Right to Work a.k.a. Work for Less laws), and Building a Broader Workers' Movement with Partners.

We look forward to involving even more workers at the next stewards' conference this summer.

Here are quotes from some of the UFCW Local 653 stewards:

- **Willis Olive** has worked at Cub Foods Lyndale for 18 years. He said, *"A strong union will help improve worker relationships. It will teach us to always look out for the little guy and stand up for our rights."*
- **Kim Cizl**, a cashier with 16 years in the retail industry, now at Kowalski's Hennepin, said, *"Employees are happier working in a union store because they are guaranteed hours, benefits, and pay."*
- **Edditor Benson**, a nursing assistant from Homestead at Anoka, has worked in the nursing home industry for 10 years. She said, *"I love taking care of people, I love talking to them. I think a strong union can improve standards: better pay and benefits for workers and better care for patients."*
- **Jay Grygar**, the Deli manager at Cub Foods Brooklyn Park North who has 10 years of experience in the industry, said, *"I want to have a voice in my working environment and my community. Being a part of the larger community builds power for workers so we can bargain for more rights, benefits, and higher pay."*
- **Casey Pangburn**, a nursing assistant who has been with Benedictine Health Center for one year, said, *"I love being with the residents and am a steward because I want to have a voice for what is right!"*
- **Paul Swanson** has been in the retail industry for 26 years and said, *"I enjoy the high pace work as well as the great people that I have worked with throughout my career. I am a steward because I want to actively work to improve my work experience and that of my coworkers."*



UFCW Local 653's Last Four Years

By Jim Schommer, Union Representative

On March 16 and 17 we had our second Union Steward training classes. I was honored to be asked to give a little background on the progress Local 653 has made since President Matt Utecht was elected four years ago. I thought it would be good to share this with all of the membership of UFCW Local 653.

In the past, the leadership at our local did not feel the need for union stewards. Union representatives were out in their stores and facilities, talking to, listening to, and educating the membership. In the past most unions--including Local 653--were kind of in silos; unions didn't work together or help each other. Now with the attack on unions and the middle class, things are beginning to change. While the union representatives are still out in their stores and facilities, now more than ever we will have the assistance of union stewards in every store.

Local 653 has been and is changing the way we do things.

Since becoming President four years ago President Utecht has had a vision on where our union needs to go. He and Secretary-Treasurer Paul Crandall have taken UFCW Local 653 in a new and exciting direction.

- ❖ He created an organizing department and hired Rena Wong as Director of Organizing, and recently added another organizer to work with Rena.
- ❖ Local 653 is more involved in politics both at the local and national level.
- ❖ He initiated the Steward Program.
- ❖ President Utecht developed the SPUR Program in 2014 (Special Project Union Representative). Ondrea Shallbetter is a shining example of this program. She is now working full-time as a union representative and organizer for the local.
- ❖ Under President Utecht's direction, Local 653 has been utilizing "lost timers," who are rank and file members who are temporarily taken out of their stores to work on different programs at Local 653.
- ❖ He has brought an openness and transparency to the union. President Utecht is very accessible to all union members.
- ❖ President Utecht has been selected to be an Executive Board Member of the AFL-CIO of Minnesota. This exposes us to many other local

unions in Minnesota and has brought us together with other labor unions to help each other on important issues going on both locally and nationally.

I would also like to highlight a few major accomplishments President Utecht and Secretary-Treasurer Crandall have finalized over the last four years.

- ❖ They negotiated the Rainbow Foods sale, which saved 90% of the jobs held by Rainbow members, then held job fairs for union members not picked up in the sale to assist them in finding jobs with other union employers.
- ❖ A grievance amount was settled with Roundys/Rainbow for the payment of \$875,000.00 for vacation pay, health and welfare, and pension payments owed to those Rainbow union members.
- ❖ A grievance was settled with Jerry's, where they tried to make all the traditional full-time members they acquired in the Rainbow sale classified assistants.
- ❖ President Utecht made the decision to picket for two months at the Walmart in Andover. He worked with a coalition of employers that were affected by this opening. This was a first for our union--picketing at a Walmart grand opening and working side-by-side with our employers.
- ❖ He made the tough decision to stand up for what is right for our members in deciding to picket Fresh Seasons Markets that closed and did not pay their employees (our members) their health and welfare and pension contributions along with their vacation pay owed to them when they reopened under a new name.

On a personal note President Utecht has given me several opportunities to be involved in new and exciting endeavors such as the Northwest Suburbs Community Coalition and the Twin Cities Good Food Purchasing Policy (GFPP) Coalition.

President Utecht uses the analogy that we need to "turn the ship." With his leadership and vision UFCW Local 653 is doing just that.

Wilson McShane Corporation



image courtesy of NCADD

Alcohol is the most commonly used addictive substance in the United States. One in every 12 adults suffers from alcohol abuse or dependence along with millions more who engage in risky binge drinking patterns that could lead to alcohol problems.

Alcohol abuse and alcoholism can affect all aspects of a person's life. Long-term alcohol use can cause serious damage to your health, emotional stability, finances and career, and impact one's family, friends and community. Over time, excessive alcohol use can lead to numerous health problems, chronic diseases and social problems, including but not limited to:

- Dementia, stroke and neuropathy
- Cardiovascular problems
- Psychiatric problems including depression, anxiety and suicide
- Social problems including unemployment, family problems and violence
- Unintentional injuries such as falls or motor vehicle crashes
- Increased risk for many kinds of cancer
- Liver disease
- Gastrointestinal problems

Alcoholism has little to do with what kind of alcohol one drinks, how long one has been drinking, or exactly how much alcohol one consumes, but has a great deal to do with a person's uncontrollable need for alcohol. Most alcoholics can't just "use a little willpower" to stop drinking. The alcoholic is frequently in the grip of a powerful craving for alcohol, a need that can feel as strong as the need for food or water. While some people are able to recover without help, the majority of alcoholics need outside assistance to recover from their disease. With support and treatment, many are able to stop drinking and reclaim their lives.

If you or someone you know is struggling with alcohol use and/or alcoholism, there is help available! As a participant in the Minneapolis Retail Meat Cutters Health and Welfare Fund, you have access to TEAM, the Fund's Employee Assistance Program. The professionals at TEAM can help you or a loved one find treatment and counseling services that meet your specific needs. To speak confidentially with a TEAM counselor, please call (651) 642-0182 or (800) 634-7710. Counselors are available to answer your call 24 hours a day.

REMINDER: Expanded Preventive Care Benefits

The Fund covers many in-network preventive services at 100% with no copayments or deductibles. These services fall within the following categories:

- A-rated to B-rated services recommended by the US Preventive Services Task Force such as screening for high blood pressure, diabetes, high cholesterol, many types of cancer and HIV; counseling services related to weight loss, tobacco cessation, and alcohol misuse; screenings for depression
- Routine immunizations for children, adolescents and adults for diseases such as hepatitis, polio, measles, meningitis and influenza
- Recommended well-baby/well-child visits for newborns and children through age 19 including autism, hearing and vision screenings
- Screenings, vaccinations and counseling services for pregnant women

If you have any additional questions regarding preventive care benefits, please contact the Fund Office at (952) 851-5797 or toll free at (844) 468-5917.

2017 UFCW Local 653 Educational Grant

Recognizing how important education is for the future growth of the young people in this country, Local 653 is again this year awarding ten \$1,000 educational grants to our members or their dependents to further their education. The winners will receive a one-time educational grant in the amount of \$1,000 to be applied to the verified school for tuition, books, or room and board. The only qualification is that the student will be attending a college, university, junior college, or technical school. The ten winners will be randomly drawn at the July Executive Board meeting from the applications submitted, and winners will be notified in writing after the drawing has taken place.

Member Information:

Social Security Number (last four digits only): _____

Name: _____

Address: _____

City/State/Zip: _____

Employer: _____

Student Information – Must be completed even if you are the member!

*If you are a dependent, in order to be eligible you must be able to be claimed
on your parents' 2016 tax return.*

Name: _____

Address: _____

City/State/Zip: _____

Phone #: _____ Email: _____

School you will attend: _____

Relationship to member: _____

I give UFCW Local 653 authorization to verify my enrollment in the above school. I understand that this grant will be sent directly to the school and proceeds will be released for tuition, books, or room and board. This is a one-time only grant.

Member Signature: _____

Student Signature: _____

Deadline for entries: June 29, 2017

Breakfast with Keith Ellison

By Ondrea Shallbetter, Union Representative

On Tuesday, March 14, I had the distinct pleasure of meeting Congressman and newly elected Vice Chair of the Democratic National Committee, Keith Ellison. I was invited to a Labor Breakfast at the Minneapolis Regional Labor Federation along with other labor leaders and staff. Keith opened the informal Q and A with an account of where we fell short in the last elections, and what needs to be focused on in order to secure the future of the working-class in the upcoming elections. He was open and informative about every question that was asked of him. The running theme of the conversations was centered around organizing at the workplace and uniting on common ground.

We talked about how we can fight back on Right to Work and other anti-worker laws by organizing in more rural areas via door knocks, phone banks and AM radio channels. Discussions also focused on the need for a changed perception and dialog with my generation of "millennials," uniting around the issue of economic justice for all workers and how to decrease the insurmountable student debt. It was a motivating experience to interact with a politician who talks about the importance of labor and backs the working class through policies he supports. Yet another amazing opportunity my union has afforded me!



Representative Keith Ellison with Ondrea Shallbetter, Business Representative and Organizer with Local 653

UFCW Local 653
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Brooklyn Center, MN 55430
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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 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
Estates at Chateau, Estates at Bloomington
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

UFCW Proud Sponsor of National Association of Letter Carriers “Stamp Out Hunger” Food Drive

By Matt Utecht, President

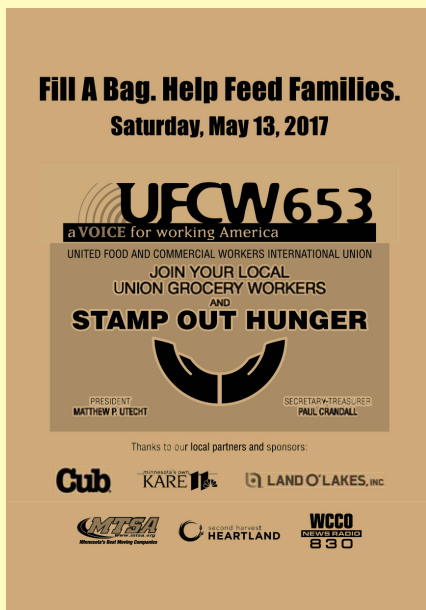
For the second consecutive year, the UFCW International Union, under the leadership of President Marc Perrone, will proudly sponsor the National Letter Carriers “Stamp Out Hunger” Food Drive on May 13.

I can’t think of a worthier cause and more natural fit for the UFCW to partner with than “Stamp Out Hunger.” The UFCW represents hundreds of thousands of retail grocery workers around the United States and Canada. UFCW Local 653 represents over 9,000 retail grocery workers in Minnesota.

Last year Local 653 purchased 100,000 paper grocery bags (like the one shown below) that proudly displayed “UFCW Local 653” and asked people to join us along with our union grocers in the Twin Cities in filling these bags with groceries for the Nation Letter Carriers to pick up on their routes and

deliver to designated Cub Food stores for collection on May 13. This year Local 653 purchased 300,000 paper grocery bags and will have volunteers assisting our brother and sister letter carriers in unloading the mail trucks and filling semi-trailers at Cub Foods in Coon Rapids at 2050 Northdale Boulevard, and Cub Foods in Plymouth at 3550 Vicksburg Lane North.

Our members see the effects of hunger in Minnesota every day. Let’s all do what we can to fill a grocery bag or volunteer at one of the drop-off sites on May 13. A special “Thank You” to Cub Foods, one of Minnesota’s largest union grocer’s, and Second Harvest Heartland--the food shelf that handles and redistributes tons of donated food to Minnesotans in need. For more information on donating or volunteering at a drop-off site please call the Loal 653 office at 763-525-1500.



Save The Date

This year’s Annual Picnic and Fishing Tournament will be held on Wednesday, July 19, 2017. Mark it on your calendars!

Watch for more information in next month’s Fact Finder.



Union-Made Non Perishable Foods to Support “Stamp Out Hunger”

Millions of Americans live from one day to the next uncertain where their next meal will come from—a sad statistic that helps to reinforce the importance of the annual national Stamp Out Hunger® Food Drive, to be held this year on Saturday, May 13.

Last year, letter carriers collected more than 80 million pounds of food, well above the previous record of 77 million pounds.

Signing on as national food drive partners this year are the U.S. Postal Service, the National Rural Letter Carriers' Association, the United Food and Commercial Workers International Union (UFCW), United Way Worldwide, AFL-CIO, AARP Foundation, Valpak and Valassis.

FILL THE BAG

NON-PERISHABLE ITEMS

- Campbell's soups
- Marie Callender's Soups
- College Inn Soups
- Healthy Choice Soups
- V-8
- Gatorade
- Arizona iced tea
- Chef Boyardee-brand products
- Tuna Helper
- Chicken Helper
- Hamburger Helper
- Suddenly Salad
- Betty Crocker Specialty Potatoes
- Heinz ketchup
- Roberts Shamrock-brand corned meats
- Kraft Mac and Cheese
- Kraft Velveeta

- Hunt's tomatoes
- Hunt's pizza sauce
- Jell-O
- Peter Pan peanut butter
- Welch's Jams/Jellies
- Lucky Leaf applesauce
- Musselman applesauce
- Hanover beans (pork and baked)
- Honest John canned foods
- Del Monte Canned Vegetables
- Betty Crocker Pancake Mix
- Bisquick
- Classico Pasta Sauces
- Prego Italian Sauces
- New World Pasta
- San Giorgio Pasta

CEREAL

- Cheerios/ Frosted Cheerios/ Honey Nut
- Lucky Charms
- Golden Grahams
- Kix
- Cinnamon Toast Crunch
- Betty Crocker Cake Mixes
- Betty Crocker Muffin Mixes
- Betty Crocker Variety Bars



RECEIPT

Date: March-April 2017
Store: Your Union Grocery

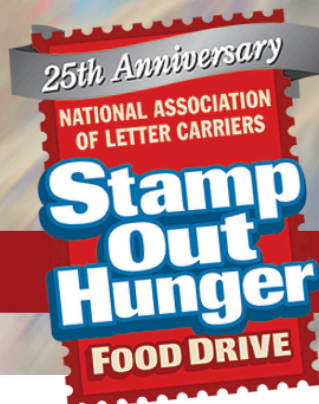
**Fill the Bag with
Union-Made Products
to Stamp Out Hunger**

Thank You for Buying Union!

CRACKERS AND COOKIES

- Town House Crackers
- Cheez-It
- Keebler Graham Crackers
- Club Crackers
- Zesta Crackers
- Chips Deluxe
- Pecan Sandies
- Soft Batch
- Rainbow Chips Deluxe
- Barnum Animal Crackers

Editors note: As with all Do-Buy lists, this is only a small sampling of available union-made products. Some products may be made non-union, check the packaging for details.



Letter Carriers Food Drive • May 13, 2017

Conflicts in the Workplace

By Nancy Vaillancourt, Union Representative

Your union representatives all get calls from members who are having trouble with another coworker. Sometimes it has already escalated to disciplinary actions and at other times it may be a situation where just a simple conversation needs to take place. The one thing your union representative cannot do is go to management and report an incident with another coworker. Local 653 represent both you and the employer. I get calls that involve a conflict with a coworker not doing their share of the work, or starting rumors, or you feel they are calling in too often. In these types of situations union representatives will listen and offer suggestions to help you figure out who is the best person to address these types of issues. The type of situation will determine who in management you should speak with. In many cases all you need is someone to listen to your concerns.

There are several options to think about:

- Be honest with your coworker and let them know in a nice and professional way how they are impacting your workday. Sometimes that is all it takes and they change their ways.
- Rise above it and continue to do what you need to do in order to get your work done.
- Think of some positive things these coworkers do and focus on them (and yes, you **should** be able to

come up with a few good things.

- Try to have a better relationship with that person. They may be going through a difficult time and you may be misunderstanding the situation.
- As a last resort, you may want to report the issue to management. No one wants to be known as a workplace tattletale; however, some situations are extreme and difficult and are best handled through management and human resources. If you choose to go this route, it is important to speak about how these persons' actions/behaviors impact the company--this could include productivity, team morale, professionalism, or any number of things.

If the situation doesn't get resolved through these routes, contact your representative again and we will be happy to further assist you. You are not always going to get along with everyone--that is just a given. Hopefully this will get you thinking about situations and some options you have to deal with them.

T.E.A.M. (Total Employee Assistance Management) is also somewhere you can go to get help with dealing with work issues when you are looking for better ways to resolve conflicts.

www.team.mn.com
651-642-0182

email: team@team-mn.com
1-800-634-7710

“Saving Jobs, Dreams, and Lives” – John Sanchelli



Providing short term mental & chemical health assessment and daily living tools for union members and their families since 1987.

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Remember to Get 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 leaves for personal or medical reasons or workers' compensation related. Others perhaps are attending high school or college or have chosen to quit to pursue other lines of work 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 and the money you will be saving by requesting a withdrawal card.

What is a withdrawal card, its purpose, and how do I get one? A withdrawal card is a free formal notification card issued by Local 653 to any member who is leaving the industry, provided their initiation fees have been paid in full and they are current on their monthly union dues. The purpose of obtaining a withdrawal card is to enable a qualified member who has left the industry only to return at a later date the ability to avoid the payment of union dues incurred while not working or the payment of initiation fees all over again. Withdrawal cards can only be obtained from the union office by requesting one 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 request a new withdrawal 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. The most efficient way for a qualified member to ensure their withdrawal card is honored is to fill out a new union membership application (ask your employer for a new application) when returning to employment and attach your withdrawal card to it. After that is done turn it in to your employer who will then forward it on to your union representative.

It is also a very important responsibility of every member to contact your union representative by phone or email to inform them when you are requesting a withdrawal card and also to let them know when you are returning back to work. When a qualified member is out of the industry, regardless of how long, a withdrawal card protects the union dues and initiation fees they have already paid. To find out if you qualify or to request a withdrawal card, simply call your union representative. Withdrawal cards are mailed out one time per month between the 10th and 14th of each month.

Withdrawal Card Request Form

Before you go, don't forget to request your withdrawal card! You have 45 days from the last day of your employment to receive one.

Social Security Number (last four)	
Name	
Address	
City / State / Zip	
Phone	
Employer	
Last Day	
To be eligible for a withdrawal card, your initiation fee must be paid and your union dues must be current. Please call 763-525-1500 or 1-800-292-4105 with any questions. Mail this form to: UFCW Local 653 Membership Accounting 6160 Summit Dr N, Ste 600 Brooklyn Center, MN 55430	

Great New Look, Same Great Service

By Scott Larson, Union Representative

To say Lunds & Byerlys in Navarre had an extensive remodeling renovation would be putting it mildly. This store is AMAZING! The first thing you will notice when pulling into the parking lot is a beautiful new façade. Once inside the store you will be equally impressed. The meat area has new service meat cases, meat island case, and lighted signs. The produce department has new cases plus a three deck case was added.

As you continue to tour around to the dairy department, you will see all new doors on the cases, and a new receiving office and break room. The deli department received an extended salad bar, cheese counter, hot food buffet, lighted signs, new baking tables and a bakery cooler, and the front end has all new registers. The entire store has new flooring and looks fantastic!!

As I was visiting the store I could see how much the customers enjoyed and appreciated the fresh new look and the continued great service from all the hardworking members of Local 653. Congratulations to Lunds & Byerlys and all the staff and patrons of the Navarre store.



LUNDS & BYERLYS



Dave Stumpf and Paul Swanson



Johnathon Sherman



Stacy Malley, Carolyn Bills,
Michael Butler, Krissy Schulte



Pauline Nord, Katrina Licata,
Penny Norling, Tara Haws



Scott Pacey



Nate Greenhagen and Ron Hagen

Get the Right Answer

By Rick Milbrath, Union Representative



You may have noticed that Local 653 juggled some union representatives' routes around a couple of months ago. We are expecting to get many questions--both old and new--that we may not have had for a while. Part of our job is to be out in the stores fielding and answering contractual questions and helping members in situations they may come across, so when it comes to a question about your union contract, don't hesitate to call the people who work with the contract day in and day out--your union representative is just a phone call away.

The leadership of the union negotiates the terms and conditions that are spelled out in your contract and we are very familiar with intent and purpose to the language. I know that sometimes when you read the contract it might seem that it is written to confuse people, but I can assure you that is not the intent. The reason your contract reads the way it does is because the language has to be written to make sure it is not too specific so the meaning can cover more than one situation that may arise at your store or place of work. If we do not know the right answer to your questions off the cuff, we know exactly who to talk with to get the right information and get back to you as fast as possible.

So the next time you are not sure about something that is happening at work, don't hesitate to give us a

call at the union office at 763-525-1500 or toll free at 1-800-292-4105 to get or verify an answer to a question you have. Another way is to write down the question and ask your union representative when you see him/her at your store.

A great communication avenue is emailing us via our website www.ufcw653.org. Click on the "Contact" tab at the top of the page and follow the prompts to submit questions and/or concerns. Your union representative will keep your conversation confidential and will be happy to help you.

If you have a question in regards to Health & Welfare or Pension, please contact Wilson-McShane Corporation at (952)851-5797 or toll free at 844-468-5917. They are very knowledgeable and will be able to assist you in many areas such as grace weeks, divorce, retirement, death, short- and long-term disability, FMLA, workers' compensation, medical/dental, prescription claims and years vested, just to name a few. The Fund website also has a great wealth of information. You can set up your own personal account and check out your own information. The address for the website is www.653benefits.com.

So remember to seek out the right person or professional to answer your questions. It's a good call and the right decision to get the right answer.



Here's your opportunity to **win tickets** to a Minnesota United FC (the Loons) soccer game at TCF Bank Stadium!

Fill out the entry form, cut it out and mail it to:

UFCW Local 653

ATTN: Tickets

6160 Summit Dr N, Ste 600

Brooklyn Center, MN 55430

Member Name	
Last 4 SSN	
Address	
City/State/Zip	
Employer	



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 meeting:
Monday, May 1, 2017

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

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, April 20, 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

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Store Violations

By Amber Allen, Union Representative

Over the last several months members have brought contract violations to my attention. The complaints have varied from vacation planners not being posted in time, two-week schedules not being posted by noon on Fridays, department specialists doing bargaining work, and mostly minimum hours not being scheduled, which I will address further. Many of the violations are easy fixes, usually by a reminder call to the employer, but in some more extensive cases it is harder to reconcile the issue because the member wants to remain anonymous. This by all means is your right, however, the employer suffers no repercussion for their violation. Under the contract your employer has agreed to all the terms, and if they either intentionally or unintentionally choose to violate said contract, they should be held accountable, without intimidating the member with any threats of repercussions. Under the same contract agreed to by your employer, you have the right to the grievance procedure, which helps protect employees regarding many of these issue-- including retaliation--by providing a formal process for enforcing the terms of the contract.

As far as minimum hours not being scheduled, it is only my assumption that the employer is taking advantage of the members because of their lack of knowledge of the contract. All part-time positions, excluding courtesy/custodial, are **guaranteed 15 hours minimum per week**, depending on their availability and any requests for time off; this **DOES include Group 3 employees**. In short, knowledge is power--please read and become familiar with your contract front to back. Please contact your union representative if you have any questions, or believe the contract has been violated in any way no matter how big or small. You have a voice in your workplace--don't be afraid to use it!