

Eastside Food Co-op Workers Vote to Unionize with UFCW Local 653

Submitted by Matt Utecht, President

Workers at Eastside Food Co-op in Minneapolis won their election on Thursday, April 20th to form a union with the United Food and Commercial Workers, Local 653. More than 70% of workers voted in favor of unionization.

“Addressing economic justice issues like implementing a genuine living wage is a clear extension of our cooperative values,” said Brian David who works in Eastside’s IT department. “We are excited to begin the bargaining process because now, everyone will have an opportunity to be heard.”

Workers have begun circulating bargaining surveys to help the bargaining committee understand their coworkers’ priorities.

“I have been working at Eastside for seven years. Forming a union is going to help workers have a voice and support each other,” said cashier Molly Garner-Puff. “We want to make sure our

co-op continues to be a sustainable store for the workers and the neighborhood.”

Many workers live close to Eastside Food Co-op in Northeast Minneapolis. Forming a union is how workers can actively ensure family sustaining jobs for the whole community.

When workers first started discussing forming a union, they met discreetly to create a safe space to refine their goals and identify who would be most interested in organizing. They wanted to create their own organizing plan without worrying about potential management interference.

“Organizers gave advice, and UFCW members from Linden Hills Co-op and other retail stores offered support, but **we** led the organizing - Eastside Co-op workers,” said Alex Bischoff from the Meat Department. “I hope other working people who want to organize reach out to us. We would love to support them. We are always stronger together!”

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



“Doctor on Demand”

By Paul Crandall, Secretary-Treasurer

No one enjoys getting sick, and many of us know what it is like to call the doctor only to be told, “Sorry, we can’t call in a prescription. You will have to make an appointment to be seen.” This can be very frustrating, not to mention having to get dressed and go out when you feel awful. It simply is not a good experience.

For union members who are covered members in the Health & Welfare Plan, there is an alternative to this process called “Doctor on Demand.” This excellent benefit allows you to receive real-time care or consultation by a physician, psychologist, psychiatrist or lactation specialist for new mothers through a web-based app that you can access from any tablet, smart phone or computer with a front-facing camera.

You can access this care from the privacy and comfort of your own home by downloading the Doctor on Demand app.

I have included information from the website for the Health & Welfare fund. Go to www.653benefits.com and you will find complete information on how to access this great benefit.

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 that can provide advice on milk supply, latch issues, mastitis, thrush, transitioning back to work
- Post-partum issues such as depression, stress, anxiety

A valuable benefit when you need it--where you want it!

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 nine 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 ten 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 is 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.

Also please check out the Health & Welfare fund's fantastic website. This site is complete with all the helpful information you will need for health benefits and pension plan, such as:

- Summary plan descriptions
- Notices to participants
- Frequently asked questions
- Benefit forms
- Links to doctors, dentists and pharmacies covered within your network
- Program information and much more with regard to Health & Welfare and Pension funds
- Features that provide you the ability to email your questions and receive electronic responses from the Fund Team

Again, that website is www.653benefits.com.

Wilson McShane Corporation



Image courtesy of MSKCC

Melanoma and Skin Cancer Detection and Prevention Month

Skin cancer is the most common type of cancer. It is estimated that 9,500 people in the U.S. are diagnosed with skin cancer each day. Everyone is at some risk for melanoma and other skin cancers, but increased risk depends on several factors: sun exposure, number of moles on the skin, skin type, and family history.

Sun Exposure:

Both UVA and UVB rays are dangerous to the skin, and can induce skin cancer, including melanoma. Blistering sunburns in early childhood especially increase risk, but sunburns later in life and cumulative exposure also may be factors. In order to protect your skin from harmful UV radiation that can cause skin damage and cancer, it is a good idea to follow as many of the following suggestions as possible:

- Seek shade while outdoors
- Wear protective clothing (UV protective clothing, wide-brimmed hat, sunglasses, etc.)
- Generously apply sunscreen (SPF 30 or higher with broad spectrum protection)
- Use extra caution near water, sand, snow and concrete (UV rays bounce off these surfaces)
- Get vitamin D safely (supplements)
- Do not let your skin tan or burn
- Do not use tanning or UV beds

The American Cancer Society suggests that individuals follow the “Slip! Slop! Slap! And Wrap!” method to ensure you are protecting yourself and others from skin damage.

- **Slip** on a shirt.
- **Slop** on sunscreen. Sunscreen should be applied 15 minutes prior to going into the sun.

Make sure to reapply sunscreen frequently (every two hours or more if you are sweating or swimming).

- **Slap** on a hat.
- **Wrap** on sunglasses to protect your eyes and the sensitive skin around them.

Number of Moles:

Moles, brown spots and growths on the skin are usually harmless — but not always. Anyone who has more than 100 moles is at greater risk for melanoma. The first signs can appear in one or more atypical moles. That's why it's so important to get to know your skin very well and to recognize any changes in the moles on your body. There are two kinds of moles: normal moles are the small brown blemishes, growths, or "beauty marks" that appear in the first few decades of life in almost everyone; and atypical moles which can be precursors to melanoma and put you at increased risk of melanoma. But regardless of type, the more moles you have, the greater your risk for melanoma. The ABCDE's of melanoma can help you identify moles that should be looked at by a health professional:

- **A**symmetry
- **B**order irregularity
- **C**olor variations
- **D**iameter over ¼ inch (6 mm)
- **E**volution or change

Skin Type:

People with fairer skin (who often have lighter hair and eye color as well) are at increased risk of melanoma and other skin cancers. If you have fair skin, it is important to use a lot of UVA/UVB protection and to monitor the moles on your body.

Family History:

Heredity plays a major role in melanoma. About one in every ten patients diagnosed with the disease has a family member with a history of melanoma. If your mother, father, siblings or children have had a melanoma, you are in a melanoma-prone family. Each person with a first-degree relative diagnosed with melanoma has a 50 percent greater chance of developing the disease than people who do not have a family history of the disease. When atypical moles are found in an individual belonging to a melanoma family, the condition is known as FAMMM, standing for Familial Atypical Multiple Mole Melanoma Syndrome. People with this syndrome are at the greatest risk of developing melanoma. In contrast, a research study found that those family members who did not have atypical moles were much less likely to develop melanoma.

To help protect yourself from melanoma and other skin cancers, avoid excess time spent in the sun, make sure to always wear sunscreen and reapply often, check your body for changes in moles once a month, and make an appointment to see a dermatologist or other trained health professional once a year for a full body check.

Introducing Jess Alexander--New Local 653 Organizer



Hello to all the members of Local 653. My name is Jess Alexander and I am the newest organizer for Local 653. I am honored to join this union and get to work for you and for all 10,000 members. I am excited to support other grocery and retail workers in organizing unions at their workplaces and to join with us at Local 653. When workers unionize, we all have more power to improve our jobs and provide good lives for ourselves and our families.

Over the past three years, I have been an organizer with Working America, another labor organization. I worked with retail workers across the metro area to improve jobs for all workers in the retail industry. We campaigned for industry-wide improvements in retail, including better scheduling policies, paid sick time for all workers

and an increase in the shamefully low minimum wage. Working America is part of the Raise Retail Coalition with the UFCW, so I worked closely with Local 653 Organizing Director Rena Wong and Local 653 Organizer and Business Rep Ondrea Shallbetter.

Through outreach in retail stores across Minneapolis, talking to workers about improving their jobs and getting them involved in the campaign, I met workers at Linden Hills Co-op and Eastside Food Co-op. When they decided to unionize their stores, I was able to assist them in the process of organizing and joining UFCW Local 653.

Organizing with grocery store workers is exciting for me because my first job as a teenager was as a cashier at the co-op grocery store in my hometown of Corvallis, Oregon. After high school I moved to Oakland, California, and after a short time in college I ended up working different food service jobs--delivering bread, juice and other products to grocery stores all across the San Francisco Bay Area. That whole time I was always active in community organizing, social justice and the labor movement.

In my late twenties I switched careers to enter the construction industry. My grandfather was an electrical contractor and I followed the family tradition by entering the union apprenticeship program of the International Brotherhood of Electrical Workers. I was a very active member in my local union in California, volunteering at union events, participating in political campaigns through my union and helping with new member organizing whenever possible.

After ten years as a proud union electrician in California, I moved with my family to Minnesota in 2011. My wife grew up here in Minneapolis and with two young children we decided to settle here for a more affordable and family-friendly lifestyle. I now live in South Minneapolis where my daughter, age 8, and my son, age 10, are walking distance from their school, several parks and a neighborhood full of other friendly families. My mother-in-law lives on the same block and we enjoy all that Minnesota has to offer: good food, great museums, lots of youth activities (scouting, school play, martial arts, etc.) and camping and hiking across the state.

When I moved here six years ago I was eager to shift from the labor part of the "labor movement" to the movement part. My years in union construction showed me what a difference a union makes to improve your job. After ten years of building buildings, I was hungry to build unions. So I hung up the tools and got to work as an organizer. Besides my time at Working America, I worked with the Minnesotans for a Fair Economy coalition (a coalition of Faith, Community and Labor organizations that included the UFCW), and for the Service Employees International Union.

But now I can truly say I am living the dream: coming from the rank and file of the IBEW, and being a proud union activist, I am truly honored to now be working as an organizer for the members of United Food and Commercial Workers Local 653. Thank you to President Matt Utecht and to all the members of this local. I am looking forward to meeting you all and to working together to assist new workers in organizing their union to join with us at Local 653. We all do better when we are all unionized and have the power to improve our jobs and our lives.

Protect Local Control

By Rena Wong, Director of Organizing

The Minnesota House of Representatives and Senate passed a corporate interference bill that would steal earned sick time from 150,000 Minnesotans. This bill has real consequences. These workers would have to go back to choosing between a paycheck and taking care of their health and family.

Local governments are on the front lines in the fight to protect public health and safety and set modern workplace standards. This legislation (House File 600 / Senate File 580) will prohibit local communities from improving labor standards for working people. State law sets a minimum standard that local governments can build and improve on. Communities have diverse needs that only local government can be responsive to. It is wrong for special interest lobbies to use their influence to block local progress.

Groups like the Minnesota Chamber of Commerce and the Minnesota Business Partnership are behind the lobbying for this “preemption” legislation. We should not be denied local control because corporate interests can use their influence at the State Capitol to block local control. This interferes with local democracy and puts corporate profits over citizens.

The state government should not take a one-size-fits-all approach to lawmaking that denies local communities the right to make choices that are best for them. Every community is different and local government exists to reflect and reinforce those unique needs and values. The state government does not always know what works best for every town and county. Local communities need the authority to create standards beyond what the state requires.

Contact Governor Mark Dayton to tell him to protect working people and veto this corporate interference legislation. Call him at 651-201-3400 or (toll free) 800-657-3717, or you can send him an email message at <https://mn.gov/governor/contact-us/form/>.



The Power of Labor in Politics

By Ondrea Shallbetter, Union Representative

Because I am a proud staff/member of Local 653 I have the distinct pleasure of sitting on both the Committee of Political Education (COPE) and Executive Board at the Minneapolis Regional Labor Federation (MRLF). The MRLF is the umbrella organization of Minneapolis area local unions and includes 175 affiliated unions. Affiliated with the AFL-CIO, the Minneapolis RLF’s mission is to organize in the community for social and economic justice for all working people. The COPE board consists of staff and leaders from a variety of different unions. The Board has the responsibility of screening candidates in local and state elections. The COPE board will endorse the candidate with the best platform around pro-worker priorities. Candidates are given a questionnaire in advance to answer questions around the working family agenda. The COPE board receives a copy of the candidate’s answers and has time to review. The interview/screening of the candidate only takes about 15 minutes. This is the time for members to ask for more details around specific policy that will impact their union members directly. After all candidates have been screened, then there is time amongst the board members to discuss and come to a collective decision on who should receive the endorsement from the MRLF.

It is amazing to see all the different politicians who want the working people’s endorsement--this shows the power of workers and unions. It is not enough for us to endorse a candidate who is strong on pro-worker policy, we also must hold them accountable when they win a seat in office. We do this by calling, emailing and going to the offices of our elected officials and demanding that they fight for the workers who got them a seat! The more active we are in our democracy, the more power we will have as the working class.

One entry per person.
Duplicate entries will be discarded.

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

Mail to: UFCW Local 653, Attn: Grants, 6160 Summit Dr N, Suite 600, Brooklyn Center, MN 55430

Service Pins Sent Out January 2017

5 Years

Michael Burt (Gold Cross)
Thomas Drews (Gold Cross)
Kawana Johnson (Lunds & Byerlys—Golden Valley)
Randall McReynolds (Gold Cross)
Douglas Olson (Gold Cross)
Paul Shattuck (Super One—Baxter)
Dustin Socher (Super One—Baxter)
Michelle Ziegler (Gold Cross)

10 Years

Marlene Haugen (Jerry's Cub—Rogers)
Rosie Lodien (Kowalski's—Lyndale)
Georgina Lopez-Quiroz (Jerry's Cub - Eden Prairie)
Reggie Patterson (Jerry's Cub—Nicollet)
Sherrill Ridenour (Driskills—Hopkins)

15 Year

Maria Carrera (Monarch/Oaklawn)
Laurie Gens (Monarch/Oaklawn)
Mary McCanney (Jerry's Cub—Nicollet)
Daniel Nelson (Gold Cross)
Stevie Olson (Gold Cross)
Elissa Quintal (Kowalski's—Lyndale)
Tony Ramberg (Super One—Crosby)

20 Years

Nancy Anderson (Monarch/Oaklawn)
Aaron Durose (Jerry's Cub—Elk River)
Steve Forster (Jerry's Cub—Knollwood)
Benjamin Gustafson (Jerry's Cub—Rogers)
Ralph Richardson (Lunds & Byerlys—Bloomington)
Brenda Schumacher (Cub—Fridley)
Phyllis Starrett (Monarch/Oaklawn)

25 Years

Melissa Charles (Kowalski's—Lyndale)
Adeline Drevlow (Cub—Shorewood)
Lynette Edmonds (Kowalski's—Lyndale)
John Harding (Gold Cross)
Yvonne Johnson (Jerry's Cub—Bloomington)
Sandra Nieson (Cub—Savage)
John Polnaszek (Cub—Chaska)
Daniel Sandberg (Lunds & Byerlys—Maple Grove)
Wanda Westberg (Monarch/Oaklawn)

30 Years

Melanie Pierce (Kowalski's—Lyndale)
Bruce Kretlow (Cub—Lakeville)
Kathleen Hanson (Cub—Fridley)
Deborah Baca (Cub—Eagan East)
Steve Soeder (Rainbow Foods)

35 Years

Brad Jueneman (Jerry's Cub—Knollwood)
Judith Krenzel (Lunds & Byerlys—Ridgedale)

40 Years

Mike Kline (Kowalski's—Chicago Avenue)
Mary Martinson (Cub—Fridley)
Lisa Sorbo (Cub—Fridley)

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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)

Jess Alexander, Organizer (jessa@ufcw653.org, 612-567-1225)

Amber Allen, Union Representative (amberra@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

Radermacher's Shakopee Cub
Park Health & Rehab, Healthcare Services at Park H&R

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

Almsted's - Bergan's - Cooper's - Driskill's - Everett's - Ingebretsen's - Jubilee - Oxendale's

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

KING'S COUNTY MARKET: Andover, St. Francis

Hirshfield's
Minnesota Meat Masters
Brede Exposition Services
Swanson's Meats

Monarch Healthcare - 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

KNOWLAN'S FESTIVAL FOODS: Andover, Bloomington, Brooklyn Park
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

KOWALSKI'S MARKETS: Chicago (Parkview), Eagan, Eden Prairie, Excelsior, Hennepin, Lyndale
Homestead at Anoka, Gold Cross, Monarch Healthcare - Oaklawn

Ondrea Shallbetter, Union Representative/Organizing Dept.

(ondreas@ufcw653.org, 612-406-9419)

CUB FOODS: Plymouth Station, St. Louis Park

Active Members Keep Our Union Strong

By Rena Wong, Director of Organizing

Over the last three months, our Local has had three members on a union leave as Special Project Union Representatives (SPURs). Anthony Lanners, Cassy Hanson, and Erik Hasse volunteered to participate in this member-to-member outreach program to help start a Rapid Response Network for our Local. This communications network will create the ability for Local 653 members to receive important information quickly so they can take action when needed. These members have visited other members at every UFCW Local 653 retail store across all shifts and days of the week.

Thanks to Anthony, Cassy, and Erik for educating and activating other members to keep our union strong!

Here is what they said about their time as SPURs:

Anthony Lanners, Andover Festival Foods

“Participating in the SPUR program these last three months has changed me as a member of UFCW 653. It has changed me for the better because I have been introduced to countless experiences, events, and most importantly, people, that I would never have met otherwise. This has really opened my eyes to the situation and struggles our membership is currently and will be facing in the future – with the changes in the retail industry and the growth of non-union stores. But these are struggles we can overcome if we come together and fight. United we are strong.”

Cassy Hanson, Maple Grove Cub Foods

“When I joined the SPUR program I knew I wanted to grow and learn. Three months later and I have definitely grown with the knowledge of how UFCW 653 members and staff work hard to make our union stronger and better. I learned from community



Erik Hasse, Anthony Lanners, and Cassy Hanson

members and workers about their struggles with wage theft and other issues because they are non-union and do not have the protections we have in our contracts. I learned about people all over the state and political issues like corporate interference. I wasn't aware of all this until I had this opportunity. We are stronger together. We can be the change we want to see in the world. I encourage other members to get involved.”

Erik Hasse, Rockford Road Cub Foods

“Being a SPUR for Local 653 these last three months has been amazing. I have enjoyed hearing and sharing stories with fellow union members and getting more members actively involved and participating as stewards in the stores to keep our union strong and growing. I would invite anyone who is interested in being more active or who wants to learn more about our union and what it does to call and sign up.”

“Thank you” so much for the tickets for the St. Paul Osman Shrine Circus! I am thankful to spend time with my son and grandson (3 years old). He will really enjoy it!

--Jane

Thanks for the Shrine Circus tickets! I took my niece and we all had a great time.

--Derek

Theft is Not Just of Product Anymore

By Jim Schommer, Union Representative

Over the years many members have been terminated for theft. Theft of product and theft of time are the two major reasons for this. Two other examples of theft are “sweet-hearting” and coupon fraud. Theft comes in many different forms and many articles have been written about them over the years.

I want to remind everyone of lesser-known or often-not-thought-about ways of stealing.

- Computer use: This includes perusing the internet, Facebook, Instagram, Twitter, Pinterest, personal emails and shopping online. Many of our members do not use computers while at work, however this does affect some. Also the use of smart phones--using them while on the clock to do personal business--is considered theft of time.
- Making photocopies for personal use.
- Postage: taking a stamp or two for your personal use.
- Supplies: taking supplies home such as paper, pens, pencils, tape, staples, etc.

These are things that happen every day that many people do not give a second thought to. Just remember that there are cameras everywhere and Loss Prevention is watching you. They generally spend more time watching the employees than the customers walking out the door.

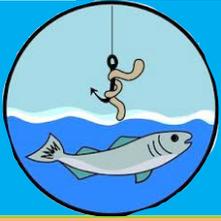
Is Retirement in Your Near Future?

By Amber Allen, Union Representative

Retirement is a huge “next step” in life and I just wanted to address a general starting point, as some may be considering their future. It is your responsibility to do your homework when preparing for this transition. First, I’d highly suggest that approximately one year in advance you get a pension update; this can be done by calling Wilson-McShane at 952-851-5797 or by visiting their web site at www.benefits653.com. A pension update will give you up-to-date account information regarding your vested and credited years of service along with a total dollar amount available to you at the time of your retirement.

Once you have all the information you need and have a planned date of retirement, contact Wilson-McShane once again to schedule a sit-down meeting with them three months prior to your retirement date. At that time get any unanswered questions clarified and begin the paperwork process. There are many rules and regulations around collecting your pension check, and timing plays a big part of it. There is a waiting period before collecting your first check and that waiting period does not begin until you have officially resigned your position and all earned paid time off is either used up or paid out in a lump sum. **Remember--timing is a critical piece to the retirement puzzle.**

Another huge factor to consider is health care coverage into retirement. There are numerous options out there and it can be overwhelming and confusing. Wilson-McShane can help you navigate the best and most affordable plan for your needs. As our health care and pension administrator, Wilson-McShane has very qualified employees that can answer any questions you may have and they are a great tool in guiding you through the process of retiring. Contact them and let them ease you through the retirement process.



ANNUAL FAMILY FISHING CONTEST WEDNESDAY, JULY 19, 2017

All members and their family, friends and retirees are welcome to fish or just come and have a great time. You can fish from shore, the fishing pier or from a boat (you provide the boat).

This is a catch / photo / release contest, so bring your camera.

There will be drawings for other prizes during lunch at the Beebe Lake Shelter.

All participants 16 and over must have a valid fishing license.

Directions:

To Beebe Lake Regional Park: Take 94 west to Maple Grove Parkway (Hennepin County Road 30). Go west on County Road 30 eight (8) miles to County Road 19. Turn right towards Hanover. After three (3) miles take a left on Wright County Road 34 (also listed as 10th Street). Go four (4) miles to Beebe Lake Park.

To Boat Ramp: Go ½ mile south of Beebe Lake Park on County Road 34 to Garrison. Go right (west) to 20th Street NE, then turn right (north). Ramp is ¼ mile on your right.

There will be three prize groups, and prizes will be awarded as follows:

Group I **Ages 1 – 11**
Largest Fish – Set of Twins tickets
Smallest Fish – Set of Twins tickets

Group II **Ages 12 – 17**
Largest Fish – 2 nights at Ours Resort
Most Species – Set of Twins tickets

Group III **Adults**
Largest Fish – 3 nights at Ours Resort
Most Species – Set of Twins tickets

Location: Beebe Lake Regional Park
7250 10th Street Northeast
(Wright County Road 34)

Time: 9:00 a.m. – 12:00 noon (8:30 a.m. check-in)
Awards, prizes and lunch will start promptly at 12:00 noon

Registrations must be received by Thursday, July 13, 2017. If you have any questions, call Scott Larson at the union office (763-525-1500).

**Hot dogs and pop
will be served for lunch!**



2017 UFCW LOCAL 653 FISHING CONTEST

Print Full Name: _____

Employer: _____

NUMBER OF PEOPLE ATTENDING IN THE FOLLOWING AGE GROUPS:

1 - 11 years old _____ 12 - 17 years old _____ 18+ years old _____

Mail entry form to: UFCW Local 653
Attn: Fishing Contest
6160 Summit Dr N, Ste 600
Brooklyn Center, MN 55430

Life is Precious - Regrets are Not

By Doug Rigert, Union Representative

Recently a dear friend of mine passed away. In doing so she is now among the precious others I've lost yet had the pleasure and good fortune to have known in my life. Perhaps it's just the age I find myself at, but this seems to be happening more frequently than ever before. It is one thing among several others that causes me to think and look much deeper within myself and at life in general. Maybe in doing so I might grasp a greater understanding or perspective about the meaning of my own life and mortality as well as that of those around me.

The very subject matter makes it difficult to go there without getting too heavy or overthinking things. One very strong thought and the basis for this article is the role that work plays in most of our lives. We all do whatever we do to make a living in this world as we attempt to navigate through a lifetime of economic or financial challenges that come our way. Like it or not, that is a part of belonging to the working class life. However, it is also a part of life for us to recognize, prioritize and put into practice what is really most important if we are ever to be truly content, healthy and in balance not only for our own well-being but also for the benefit of those around us. Of course this is much easier said than done, but

necessary just the same in order to enhance and bring about the clarity needed to understand the real purpose and meaning of our lives as well as those around us.

Please don't get me wrong--I am not trying to undermine or understate the importance work can play in our lives. There can be great value and virtue far beyond the monetary reasons most of us go to work each day. No matter what some hardworking person does for a living (as long as they are not harming themselves or others) they deserve all of our respect and recognition. What concerns me is when work dominates too much of someone's life and unnecessarily throws it out of balance and into turmoil. When this happens what naturally follows is stress, anxiety, sleeplessness, unhappiness, dissatisfaction and burnout, just to name a few. It is easy for it to creep up on us and for us to become blinded to or fall into the trap that work can sometimes create or expect of us. Unrealistic deadlines, hours of work, expectations, responsibilities and workloads are not without serious consequences. Unfortunately, if not recognized and changed the consequences come at the expense and sacrifice of the worker and the ultimate outcome is always the same—how could it not be? It is important to work hard

but not to be defined by what we do for a living or we may lose our real identity (soul) simply because the demands of work have decided to steal it and replace it with something inferior in the big picture or purpose of our life as well as the lives of those closest to us.

Work has its place in our lives, and unless we have jobs or careers in some field that is truly noble, it is largely overvalued and overrated. For example, you never hear someone say they would rather miss their son's or daughter's baseball game so that they can work instead. Moments like those and many others are irreplaceable and one example of what life is really about. The job or career we have, the amount of money we make or have, the car we drive, the smart phone we use, the size and quality of the house or apartment we live in and all the nice material objects in the world to fill it are meaningless and superficial. In the real world (the only one that counts) the one with the most toys is the biggest loser in life. What matters most in life is and always will be people. How we will all be remembered one day will depend on how we treated, cared for, and in some cases loved one another for the brief time we were on this earth together and nothing more.

"We make a living by what we get, but we make a life by what we give."

--Winston Churchill

Local 653's 33rd Annual Bowling Tournament

By Scott Larson, Union Representative

Our 33rd Annual Bowling Tournament to benefit the Leukemia & Lymphoma Society (LLS) was held on Sunday, February 12, at the New Hope Bowl. LLS exists to find cures and ensure access to treatments for blood cancer patients. They are the leading source of free, highly specialized blood cancer information, education and support for patients, survivors, families and healthcare professionals. It was a great day for all the members and their guests. Once again the generosity of the members is to be commended. The benefit raised \$3,236.00 for LLS!



The bowling winners were Carolyn Sprague for high score female bowler, Joe Schneider for high score male bowler and the winning team from Cub Foods included Mike Hartfiel, Julie Hartfiel, Tim Thompson and Sandy Thompson. Congratulations!

Our office and President Matt Utecht want to thank everyone for coming out and supporting this great cause. It is always enjoyable to see the members outside of the work locations and is a pleasure to meet their families and friends. Thank you for your generous donations. See you next year!

Winners!



Carolyn Sprague,
women's high score



Joe Schneider, men's
high score



Mike Hartfiel, on
winning team



“The Only Thing Constant is Change”

By Rick Milbrath, Union Representative

A couple of months ago President Matt Utecht changed some of the union representatives' routes. With the new changes I will be picking up some new sites and taking on some of my previous sites. I have always said that with change comes opportunity. It also makes for an interesting time. The challenge I face is to try to meet members that are new to me but not necessarily new to the union. It's always good to tour the new companies that I am unfamiliar with. I have been in this union 40 years this month and the greatest challenge at my age is remembering names. The old saying, “my memory is good but it's short” holds true with me. Believe me, most of the time I rely heavily on name tags and pretend that I remembered their name. I have met a lot of new members with this change and look forward to meeting many more. Bear with me and give me some time--my goal is to meet all the members on my route.

The one thing I can tell you is that with the new store changes it can refresh you as a union representative and you become more attentive with the new people you meet. I also found with these changes comes what I call “old home week.” That's when you meet members that you have not seen in many years. In catching up with old members you find out how dedicated the members of this union are to their jobs. These are members who day in and day out serve the consumer 24/7 and do it for years.

I find it really enjoyable visiting some of the larger stores in this business. It is quite a bit different from my most recent history with the smaller conventional sized stores. The one thing we all have in common is the talented membership and their outstanding customer service. All the companies that work under a Local 653 union contract should look at their employees as an asset, and not treat them like a liability. Without question, our union companies by far have the best workforce in this market.

Again, bear with me during this change. I'm really looking forward to meeting each of you. And yes, as Mark Twain once said: “The only person who likes change is a wet baby.”



Local 653 Staff Member, Family and Friends Volunteer at Ronald McDonald House

The Ronald McDonald House Cooks for Kids Dinner service was on March 25. We purchased groceries and prepared a taco bar dinner and were able to serve over 85 people whose children are receiving care in the ICU at Children's Hospital. It is incredibly touching to hear their stories and realize just how much one meal means to these guests. They were beyond appreciative.

Thank you again, Local 653, for your support in providing all the meat for the taco bar! The candy was an extra special treat and it was a huge hit!!

Sincerely,
Sandy and Amy



Local 653 Receptionist Sandy Sjoberg and her daughter Amy (center front) and friends prepared dinner at Ronald McDonald House

**UFCW Local 653
Members:**

**Union Meetings are
recessed for the summer.
They will resume on
Monday, October 2, 2017.**

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

**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, May 18, 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

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

**Renaissance
Festival**



SAVE THE DATE

1st Annual Twin Cities LLS Shoot for a Cure
Hosted by UFCW Local 653
Raising Money for Leukemia/Lymphoma Research

Tuesday, August 29th 2017 – Caribou Gun Club, Le Sueur, MN

*Sponsorships are available. Contact mark@shootforcure.us for more info.
Please join us this year!*

Invitations coming soon!!!