

## UFCW Proud Sponsor of National Association of Letter Carriers' "Stamp Out Hunger" Food Drive

By Matt Utecht, President

As you'll see in UFCW International Union President Marc Perrone's letter on page 2, the UFCW International Union has become a proud sponsor of the National Letter Carriers' "Stamp Out Hunger" food drive.

I can't think of a more natural partnership for the UFCW to be involved with than partnering in the "Stamp Out Hunger" food drive. The UFCW represents hundreds of thousands of grocery workers across the U.S. and Canada. UFCW Local 653 alone represents over 9,000 grocery workers in Minnesota.

Local 653, along with UFCW locals around the country, is working with the National Letter Carriers Union in designing paper grocery bags (with a UFCW message) that the Letter Carriers will deliver to millions of homes across America, with hopes that people will take those empty bags to their nearest Union grocery

From your bagger to your butcher, we're the **hardworking men and women** of your **neighborhood grocery union**.  
Together, we are proud to put the food on America's tables.

**Help us help those in need!**

The United Food & Commercial Workers International Union invites you to join with us and #StampOutHunger  
**Saturday, May 14, 2016**

**NATIONAL ASSOCIATION OF LETTER CARRIERS**  
**Stamp Out Hunger**  
**FOOD DRIVE**

**UFCW**

[www.ufcw.org/StampOutHunger](http://www.ufcw.org/StampOutHunger)  
Facebook.com/StampOutHunger  
@StampOutHunger

store and fill them with nonperishable food items.

We (Local 653) will have our name prominently displayed, along with that of Cub Foods, on 100,000 grocery bags in the west metro area this year, and my hopes would be to grow our involvement next year to include all of our unionized grocers' names on those bags and increase the number of bags to over one million! Again this would be a natural partnership that would make it easier for the public to know where to shop, not only for the "Stamp Out Hunger" food drive, but also for their everyday grocery shopping. Union Representatives will be putting up posters in all stores with detailed information on how you can participate on May 14, 2016.

### Fill A Bag. Help Feed Families.

**Saturday, May 14, 2016**



Thanks to our local partners and sponsors:



*This is what the "Stamp Out Hunger" grocery bags will look like!*

*("Stamp Out Hunger" continued on page 2)*

# “Stamp Out Hunger” (continued from page 1)



February 5, 2016

Mr. Fredric V. Rolando  
President  
National Association of Letter Carriers  
100 Indiana Avenue, NW  
Washington DC 20001

Dear Fred:

Every day, all across America, millions of hard-working families struggle to put food on the table. Working together, we have the power to make a real difference—to help feed America's hungry.

The 1.3 million-plus members of the United Food and Commercial Workers International Union (UFCW) are honored to be part of the Letter Carriers' "Stamp Out Hunger" food drive. Our members work around the clock feeding and clothing America—in your neighborhood grocery store, at the meatpacking or food manufacturing plant, or at the department store down the road. We are a proud union family, we are your neighbors and friends, and we are committed to improving the lives of others who are having difficulty making ends meet.

The simple fact is that in America, no child, and no family, should go hungry. These struggles are something we see all the time. Every time someone comes through a grocery checkout line and has to put an item back because they cannot afford it, or every time a pharmacy customer has to choose between their medicine and their food—we see the pain it causes, and it motivates us to help fix it.

Joining with all of you, and working with our incredible members in the communities we live in, we are truly excited to be part of the 24th annual "Stamp Out Hunger" food drive.

All across the country, and in every state, we are planning an exciting grassroots and outreach effort to mobilize the customers we serve, as well as our local unions, to make the difference. We are also working with all of our employers in the food industry and asking them to join with us in this critical mission. We will also be reaching out to community allies to help build support. As part of our efforts to do this, you can visit our website at [www.ufcw.org/stampouthunger](http://www.ufcw.org/stampouthunger) to find and share food drives and other donation events in your area.

Regardless of the union we are a part of, the jobs we do, or where we live, we all have a role to play in improving our communities, our workplaces, and the future for our children.

Helping feed America's hungry is a mission we can and must share, and by participating in the Letter Carriers' 24th annual "Stamp Out Hunger" food drive, we can create the better America we all believe in.

Sincerely and fraternally,

International President

Anthony M. Perrone, *International President*  
Esther R. López, *International Secretary-Treasurer*

United Food & Commercial Workers International Union, AFL-CIO, CLC  
1775 K Street, NW • Washington DC 20006-1598  
Office (202) 223-3111 • Fax (202) 466-1562 • [www.ufcw.org](http://www.ufcw.org)

# New Contract Agreement Brings Changes to Full-Time Waiver

By Paul Crandall, Secretary—Treasurer

The recent ratification of the new union contract covering retail grocery workers has brought a change to the full-time waiver provision in how many waivers the employer may use and the pay rate. The full-time waiver was created to give employers flexibility in scheduling during the year and allows part-time employees to work up to forty hours in the work week without having to pay full-time benefits. The idea behind this waiver was to help the company during peak sales weeks throughout the year. Most employers have used this position for just that purpose – as an extra support to scheduling and also rewarding and reviewing a part-time employee's job performance with an opportunity to see how they handle working forty hours, with the goal of having an opportunity at a permanent full-time promotion. This would be a win-win for the member and the employer. Some employers have promoted from this opportunity to retail specialists and classified assistant positions! Other employers have used the full-time waiver as a replacement to hiring and promoting by putting part-time employees on waivers every week, as many as six to ten employees on any given schedule per store. This **is not** what this position was designed for!

During bargaining the leadership and bargaining committee had discussions

on eliminating this position. After spirited discussions, it was agreed to limit the number of full-time waivers to three per store per two-week schedule. This still gives the employer the flexibility to add help when needed and gives the part-time employee an opportunity to show they can do the job. In addition, the union was successful in improving the rate of pay for the full-time waiver from \$14.93 to the third step in the traditional full-time wage progression of \$15.98. The full-time waiver can be used anytime from January 1 through December 31, and the employee must sign a waiver form each time they are offered to be scheduled as a waiver employee. This copy must be forwarded to the union **prior** to an employee advancing to a full-time status. The maximum hours an employee can work on the waiver is 1,200 hours over said period.

If you have any questions about the full-time waiver or any other changes with the new contract, please feel free to contact your union representative. Look for the blue and gold contact information sheet in your breakroom.

## Executive Board Members

Matthew P. Utecht, President	Lorrie Wayman, Vice President 5
Paul Crandall, Secretary-Treasurer	Nick Stute, Vice President 6
Judi Johnson, Recording Secretary	Paul Merchlewitz, Vice President 7
David Maas, Vice President 1	Melissa Charles, Vice President 8
Tom Potvin, Vice President 2	Michael Gaulrapp, Vice President 9
Doug Dehmer, Vice President 3	John Pignato, Vice President 10
Theresa Kick, Vice President 4	Chris Erickson, Vice President 11

## Understanding the Positive Impact Dental Care Can Have on Your Overall Health

The health of our teeth, gums and mouth are connected to our overall health. In fact, did you know, more than 120 medical conditions can be detected by signs and symptoms in your mouth? That is why it is so important to take advantage of preventive dental care so that your dentist can check for early signs of any oral complications that may be linked to health conditions, as well as check for any medical illnesses that have oral symptoms. If you do have a medical condition, be sure to discuss it with your dental care provider.

### What are some of the medical conditions that can be related to your oral health? (Courtesy of DELTA DENTAL®)

- **Stress and Depression** – Prolonged periods of stress or depression produce a hormone that may contribute to gum disease and makes your body's immune system more susceptible to infection.
- **Your Heart** – Research shows that people with gum disease and poor oral health are at higher risk of heart disease and stroke.
- **Diabetes** – Gum disease and diabetes can impact each other. Having periodontal disease is a risk factor for developing Type 2 Diabetes. If you have diabetes, having high levels of glucose in your saliva raises bacteria growth in the mouth which increases susceptibility to oral disease. Having diabetes can also lead to tooth decay, diminished flow of saliva, burning sensations of the mouth and tongue, fungal infections, change in the way teeth fit together and impaired taste.
- **Your Kidneys** – Studies confirm a link between kidney disease (including those undergoing dialysis) with oral health problems like gum disease and tooth loss.
- **Oral Cancers** – Oral cancer can develop and easily spread to other areas of the body, so preventive care and early detection is important.
- **Your Pregnancy** – Increased hormone levels may lead some women to develop gingivitis during pregnancy.

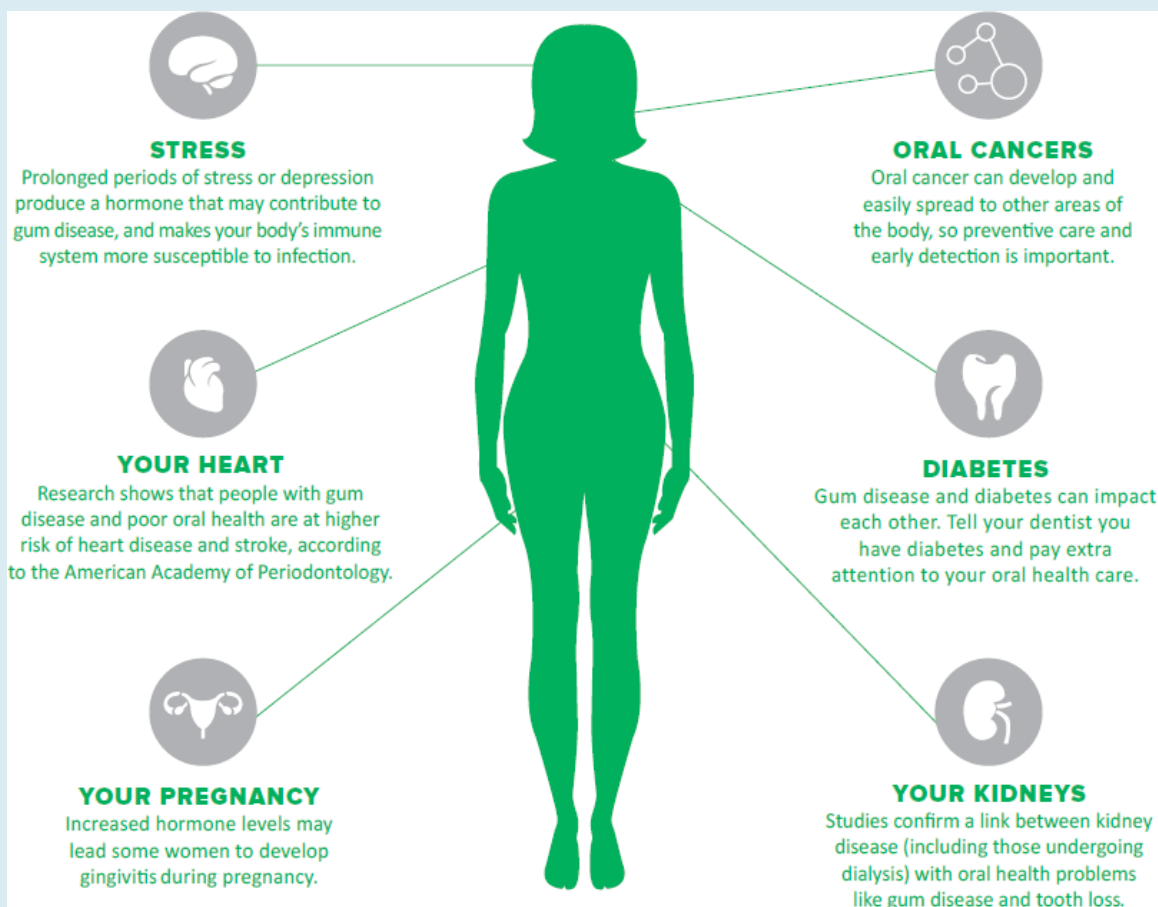
### What can you do to protect your oral health?

- **Brush** – Gently brush your teeth two times per day, paying special attention to the gum line. Make sure to rinse your tooth brush after each use to remove food particles in the brush. Store your brush so that it can air dry. Replace your toothbrush every 3-4 months.
- **Floss** – Floss at least once a day. If you find traditional flossing unpleasant, there are now several different flossing methods available such as using a floss holder, interproximal brushes or a water pick.
- **Dental Visits** – Visit your dentist regularly. Two times in a 12-month period is recommended.
- **Tobacco- Stay away from tobacco!** – Smokers are four times more likely to develop gum disease and have an increased risk of oral and throat cancers.
- **Eat Healthy** – Avoid sugary or starchy foods especially in between meals. Make sure to eat plenty of fruit and vegetables.
- **Limit alcohol use** – Heavy drinking increases your likelihood of developing oral and throat cancer.

## What are my dental benefits through the Fund?

- No cost for diagnostic and preventive services. Limited to two check-ups each 12-month period
- \$25.00 deductible per person per calendar year for restorative and prosthetic services, including oral surgery
- Restorative services are covered at 80%
- Prosthetic services are covered at 80%
- Orthodontic services covered at 50% (orthodontic services are available only for a full-time employee's dependents ages 8 through 18)
- Aggregate maximum per person per calendar year for diagnostic and preventive, restoration, and prosthetic services is \$1,000.00
- Orthodontic lifetime maximum per person is \$1,500.00
- Please refer to your Summary Plan Description Booklet or contact the Fund Office at (952) 851-5797 or toll free at (844) 468-5917 for additional information on your dental benefits.

If you would like more information on how you can improve or maintain your oral care, please contact Delta Dental of MN at [DeltaDentalMN.org](http://DeltaDentalMN.org) or at (800) 553-9536.



UFCW Local 653  
13000 63rd Avenue North  
Maple Grove, MN 55369  
www.ufcw653.org  
763-525-1500 or 1-800-292-4105

**Matthew P. Utecht, President**

**Paul Crandall, Secretary-Treasurer**

**JERRY'S FOODS:** Jerry's Sausage

Brainerd / Baxter Cub Foods - Baxter Super One - Crosby  
Super One - Pequot Lakes Supervalu - Byerly's St. Cloud

**CUB FOODS:** Crystal, St. Louis Park

#### Union Representatives

##### Steve Milner

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

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

##### Organizer: Jim Schommer

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

##### Scott Larson

**LUNDS & BYERLYS:** Bloomington, Central, Edina, Hennepin, Lake Street, Minnetonka, Navarre, Plymouth, Prior Lake, Richfield, Wayzata, Lunds & Byerly's Kitchen, Lunds Manufacturing

Villa at Bryn Mawr, New Horizon (Bryn Mawr), Healthcare Services (Bryn Mawr)

##### Doug Rigert

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

**JERRY'S FOODS:** Edina, Eden Prairie, Jerry's Enterprises  
Benedictine @ Innsbruck Healthcare

##### Rick Milbrath

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

**KING'S COUNTY MARKET:** Andover, St. Francis

**KOWALSKI'S MARKETS:** Lyndale, Eagan, Hennepin, Chicago (Parkview), Eden Prairie, Excelsior

##### Nancy Vaillancourt

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

**BONE MARCHE':** St. Louis Park

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

**JERRY'S CUB:** Elk River

Everett's Foods

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

## Procedures for Time Off

By Scott Larson, Union Representative

All approved vacation planners are to be posted no later than March 15 for the following 12 months. Many members have inquired on the proper procedure to take additional weeks off that were not selected on the vacation planner, also when they have asked for time off the employer has denied their request stating it is not on the vacation planner.

So, let's clarify your ability to take additional weeks of vacation after the posting of the vacation planner. If no other member within your classification has selected the week you desire to have off, you must notify your employer prior to the posting of the two-week schedule and follow all other company policies for requesting time off in order to get paid. I would recommend doing this sooner rather than later and in writing. Here are a couple of examples:

1. A journeyman meat cutter has selected the first week of May off on the vacation planner and you are a service employee wanting the same week as the journeyman meat cutter and no other service employee has selected that week off on the vacation planner.
2. A full-time food handler has selected the first week of June on the posted vacation planner and you are a part-time employee requesting the first week of June and no other part-time employee is on the vacation planner for the first week of June.

In both of these examples, the employer must grant the requested vacation time. For both of these examples you must notify the employer in writing prior to the posting of the two-week schedule and follow all other company policies for requesting time off in order to get paid. Furthermore, it is important to point out that anyone requesting vacation time off on weeks where nobody in their job classification has already selected and been approved for that same time off on the posted vacation planner is on a first-come first-served basis. It is not based on seniority.

If you have any questions or concerns, please contact your union representative or call the office at 763-525-1500.



# 2016 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 a dependent, in order to be eligible you must be able to be claimed  
on your parents' 2015 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 30, 2016**

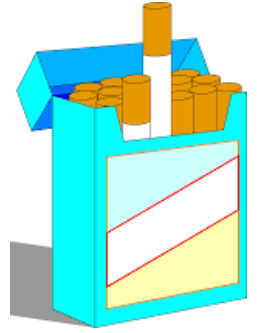
**Mail to: UFCW Local 653, Attn: Scholarships, 13000 63<sup>rd</sup> Ave N, Maple Grove, MN 55369**

# Compliance Checks

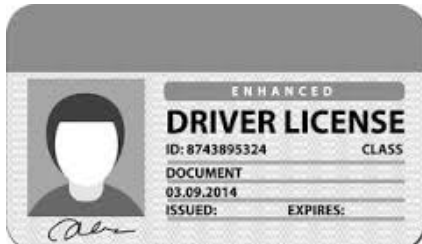
By Jim Schömmer, Union Representative



**A**re you 21 or older?" This is a short, simple question that you should be asking, along with checking a person's ID when selling any alcohol. "Are you 18 or older?" is the question to ask when checking an ID for selling any tobacco products. These questions will help you in a couple of different ways. One, this starts a little conversation with the individual and you can then see if they are nervous or trying to be elusive. Second, if it is a compliance check, by law the minor in this case cannot lie to you or present a false ID. They may give you their ID and then it is up to you to take the time and read it and enter it correctly into the register. Some companies have gone to scanning the ID like a credit card, which then takes away any chance of you misreading it.



Every company has their own policies on this issue. Make sure you know them and follow them. Most companies have zero tolerance for this and you will be disciplined up to and including termination. You also could be issued a citation and fined. The company also faces citations, fines, and could possibly lose their right to sell alcohol and tobacco products.



Just asking for an ID in most cases is not good enough anymore. Ask the simple question: "Are you 18 (or 21) or older?"

# Qualifications for Holiday Pay

By Nancy Vaillancourt, Union Representative

**I**t's finally starting to warm up and signs of spring are starting to show up. Memorial Day is right around the corner. This is just a reminder on summer holidays for those who qualify for holiday pay: Memorial Day, July 4<sup>th</sup>, and Labor Day, if worked, are paid straight time for hours worked, plus holiday pay. If you are going to bank your holiday pay, you must notify your employer immediately.

Holiday pay qualifications are as follows (excluding Group 3): Holiday work weeks are 32 hours for full-time working 8-hour days, or 30 hours for those full-time who work four 10-hour days on a holiday week.

Full-time must be full-time as of the date the holiday occurs. Part-time (excluding Group 3) will be eligible if they have completed 90 calendar days of part-time employment as a part-time employee, except courtesies and custodial who are eligible only after completing one year of continuous service.

You must have also worked **one** of the following: in the week **before** the holiday occurs, or in the **week** the holiday occurs, or in the week **after** the holiday occurs. You must also work your scheduled workday before the holiday and the day after the holiday, unless excused by the employer or absent due to proven illness or injury. If these requirements are not met, you will not be eligible for holiday pay.

If you have any questions, please contact your Union Representative at 763-525-1500.

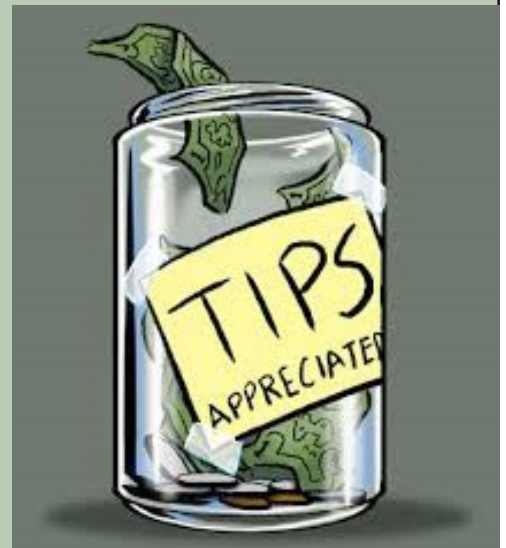
# Tip Jar Revisited

By Steve Milner, Union Representative

**B**ack in March of 2011, I wrote a Fact Finder article about a vacation I took to Arizona. It was about the wonderful conditions of the Red Right to Work state of Arizona. Arizona is a Right to Work state--more commonly called "Right to Work for Less." Recently I was fortunate to take another vacation to the same area. As always, I like to do some research into the conditions of the workforce and how they are treated. I do my best to find out all the information about pay, benefits and working conditions. Not much has changed except that it has become worse.

What I learned from the people I talked to was not a surprise. As before, most of them were very depressed about their working conditions and they are tired of being browbeaten and harassed by their employers. Many work split shifts; schedules are not posted in a timely manner, therefore they do not know if they work from one week to the next. If it's slow on any given day, they are sent home with only a half day of pay. Most do not get vacation pay, there are no paid holidays and the thought of a personal holiday is just a dream. There is no such thing as seniority and there is plenty of favoritism. Many have not been given a raise in years. If they are able to buy medical insurance, it comes with a high deductible with an average cost of \$400.00 per month for single coverage. This is what happens with "at will employment" in a Right to Work state. Wages are also an issue – the average wage is \$8.00 per hour even after five to eight years of service. Many jobs pay minimum wage or less. Seventy percent of minimum wage earners are adults and half of them are women.

The most curious part of my findings was not explained until I got home. This was from my first visit. It was the tip jar. They were everywhere, anyplace there was a cash register or any type of service counter. I did some research on the tip jar. I went to the Department of Labor website and found a provision that deals with tipped employees. It states that any employer can ask any employee if they want to be a tipped employee. If the employee agrees and signs an agreement, they can be paid \$4.35 per hour. This provision can also pertain to commission sales. Talking to the people this time, I asked them why they agreed to the tip jar option. The answer was always the same, "It's the cash, man, we do not report cash." I would have to say this is a wonderful benefit when you live in a Red Right to Work for Less state. I do hope that my next job is as a tip jar salesman.



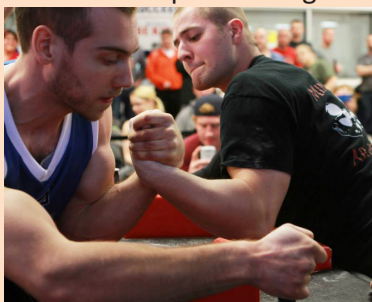
**Union Yes**  
**United We Bargain—Divided We Beg**

# A True Story that Started with a Handshake

By Rick Milbrath, Union Representative

Hirshfield's Paint Manufacturing employee Josh Handeland has been competitively arm wrestling since 2008. He holds two national titles and 13 state titles; in fact, he is the current left-handed USAA National Champion in the 155-176 pound weight class. He has competed in 20 different states in the last eight years, and has even traveled all the way to Kazakhstan (located in Asia) for the World Championship in 2011. He paid his own way there with no money on the line, all for a chance to compete against the best in the world and to try to win the World title. He ended up taking 8<sup>th</sup> place left-handed (his money arm) and 16<sup>th</sup> place right-handed in the 143-154 pound weight division – better than he had expected to do. There were competitors at the Championship from over 40 different countries and over 1,000 competitors total across all divisions.

Josh has loved to arm wrestle his entire life, but never knew there were actually organized competitions until the end of 2006. His first competition was at the age of 18 in May 2008 in Cresco, Iowa. He didn't win a single match. Unfazed, Josh started training to get ready for the next one. He won the amateur division left-handed later that summer at the Wisconsin State Championship. He didn't win his first amateur class right-handed until the following summer, at the South Dakota State Championship, where he would also go on to win his first pro state title left-handed the same year. In 2010 Josh attended his first national tournament in Billings, Montana. The World Championship that year was to take place in Mesquite, Nevada (it changes country every year), and with it being in the home country Josh wanted to go. So did everybody else from the USA, and the national tournament was stacked. The top two at Nationals qualify to compete at Worlds. Josh competed in the 155-165 pound weight class, and didn't win a



Josh and opponent arm wrestling left-handed

single match. He still attended the Worlds, just as a spectator. He attended the Nationals again in 2011 where he was plagued by an injury to his left hand, so he only competed right-handed. There he took second place

and qualified for the Worlds in Kazakhstan!!! He decided to go (most people don't attend due to the expense) and compete right-hand only. His goal: to win one match. Following the Nationals, Josh decided to find out what was wrong with his left hand, as he heard and felt something pop in his hand or wrist during a match several months before. The pain was still troubling him. He had a CT scan done on his hand, which confirmed that he had fractured his hamate bone. Josh had surgery on his left hand in October 2011. The recovery time from surgery was six weeks. The World Championship was in six weeks and one day! Although Josh had only qualified to go to Worlds right-handed, since neither of the guys that qualified left-handed decided to go, he had the opportunity to compete there left-handed as well even though he wasn't sure if his left hand would be healed by then.

On Friday, November 25, 2011 (the day after Thanksgiving), Josh left Minneapolis to head to Kazakhstan for the World Championship. The flight was 24 hours and the goal was to win one match, right-handed. Josh arrived Sunday morning and would not be competing with his right hand until Saturday. At the very last minute Josh decided to compete left-handed. He had not trained or practiced with his left hand since his surgery, but he decided to throw caution to the wind and try in hopes that his hand was fully healed. On Friday, December 2, in Almaty, Kazakhstan, Josh nervously walked up onto the stage to compete with his left arm. His first match was against the 4th place finisher from Bulgaria. Josh got slammed in an instant. He went on to win not one but two matches before he was knocked out of the competition by the 5th place finisher from Kazakhstan. Far from 100%, fresh off a surgery to his hand and he still won two matches on the World Stage and placed 8th – quite an achievement! The next day he competed right-handed where he met his goal and won one match.



Josh Handeland at work at Hirshfield's Paint Manufacturing plant

*("Handshake" continued on page 11)*

## Handshake (continued from page 10)

Josh came home satisfied but vowed to go back and win the World title one day. He kept training and competing, winning state titles in Missouri, Nebraska, Minnesota and South Dakota. He traveled to Las Vegas for the Ultimate Arm Wrestling League Championship in 2013 and again in 2014 and 2015 for the World Arm Wrestling League Regional Championship. Rising up the USA ranks he took home another second place finish from Nationals as well as two third place and one fourth place. However, he didn't win his first National title until 2014 when he traveled to Buffalo, New York, to take home the AAA National title in the left 155-165 pound weight class! Josh won again left-handed in 2015 at the USAA National Championship in Atlantic City in the 155-176 pound weight class. However, he opted not to go to the Worlds either year. The trip was expensive and he needed to save some funds and also wanted to be sure he was ready before he went back again. Now the year has come. Josh fully intends to go to Bulgaria for the 2016 World Championship. There is no money to be won, only fame and glory (the fame

will be mostly within the arm wrestling community). The competition will be fierce and the goal will be first place. However, if Josh should come home with a medal that would mean he placed in the top three and he will be very satisfied. First he will have to travel to Atlantic City, New Jersey, to compete for the National title on May 14, 2016. From there the training for the World Championship resumes.

The best part about arm wrestling is that anyone can do it, young or old, big or small, male or female. All are welcome to practice with Josh and the rest of the Minnesota Arm Wrestlers. To get started, email Josh at [joshthejedimaster@yahoo.com](mailto:joshthejedimaster@yahoo.com) or look up Minnesota Arm Wrestling on Facebook. There is a danger of breaking your arm if you don't know what you're doing. And if you've never attended an arm wrestling tournament or organized arm wrestling practice, you don't know what you're doing. Please be safe everyone.

You can check out most of Josh Handeland's matches and some training on the YouTube channel "handelandj."

## 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.

## UFCW Local 653 Members:

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

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

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

Mail your entry to:

UFCW Local 653

Attn: Tickets

13000 63<sup>rd</sup> Ave N

Maple Grove, MN 55369



## Retiree's Club Meeting Notice

**Knights of Columbus -  
Marian Hall**

1114 American Blvd. W.  
Bloomington, MN 55420

**Thursday, April 21, 2016**

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

For more information:

Thea Gullekson:

952-831-3143

Char Hanson:

612-869-9035

or Marlen Wahl:

952-888-3220

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

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Permit No. 2899  
Twin Cities, MN**

## Are You a Soccer Enthusiast?



How would you like to go to the first-ever soccer match at Target Field on Saturday,  
June 25, 2016, when Minnesota United FC will compete against Mexico's Club Leon?

For a chance to win two tickets to the event, just fill out the entry form below and return it to:

UFCW Local 653

Attn: Tickets

13000 63<sup>rd</sup> Ave N

Maple Grove, MN 55369

Entries must be received by May 31, 2016. (Both drawing entries from this page can be mailed in the same envelope.)



<b>Member Name:</b>	
<b>Address:</b>	
<b>City/State/Zip:</b>	
<b>Phone #:</b>	
<b>Employer:</b>	