

## Local 653 Starting Union Stewards Program

By Matt Utecht, President

**T**his summer, UFCW Local 653 will begin a union stewards program to help build a strong, active union in the workplace. Member involvement is the only way we can have the power needed to protect workers' rights and fight for better wages, hours, working conditions, and quality of life. Stewards will be a key link between our union officers and staff, members, community, and management.

Our stewards' most important job is to be organizers in the workplace. That can include: finding ways to involve more members in the activities of our union, welcoming new workers and letting them know what it means to be a part of our union, or supporting contract negotiations by helping to communicate to the larger membership what is happening at the bargaining table. This can also mean helping on new organizing campaigns, attending community/labor events, planning our union's social activities, and participating in political action, depending on each steward's interests and natural strengths.

The most effective forms of communication are one-on-one workplace conversations. Flyers, newsletters, emails, and meetings are all important, but the best way to

inform members, get feedback, and encourage participation is through personal contact. Stewards will be communicators and educators by listening and learning about workers' ideas and concerns as well as teaching workers about our union, their rights under our contract, bargain-

ing goals, important issues affecting working people, and our political efforts to win for workers.

Actions speak louder than words, so stewards are leaders who will lead by example. They are unifying advocates for workers' rights and build unity by finding common ground on noncontractual issues that threaten to divide coworkers and will help break down barriers. As active participants in union decisions and actions – contract campaigns, conventions, political action, and organizing efforts – our stewards will

set the tone for participation, bring coworkers along, and identify and recruit other leaders.

In the coming weeks we will be accepting nominations and holding workshops to train new stewards. If you are interested in participating or want to learn more about this program, please reach out to your union representative or me personally. I look forward to hearing from you. We will grow a stronger union together!



## Comienzo del Programa de Delegados Sindicales de Local 653

Por Matt Utecht, Presidente

Este verano, el sindicato UFCW Local 653 comenzará un programa de delegados sindicales para ayudar a forjar un sindicato activo y fuerte en el lugar de trabajo. La participación de los afiliados es la única manera de que podamos tener el poder necesario para proteger los derechos de los trabajadores y luchar por mejores salarios, horarios, condiciones laborales y calidad de vida. Los delegados serán el vínculo clave entre las autoridades de nuestro sindicato y el personal, los afiliados, la comunidad y la dirección.

La tarea más importante de nuestros delegados es ser organizadores en el lugar de trabajo. Ello puede incluir: encontrar maneras de que más afiliados participen en las actividades de nuestro sindicato, dar la bienvenida a nuevos trabajadores e informarles sobre lo que significa ser parte de nuestro sindicato; o apoyar negociaciones de contratos, ayudando a comunicar a la comunidad más amplia de afiliados lo que está ocurriendo en la mesa de negociaciones. También puede significar ayudar en nuevas campañas de organización, asistir a eventos laborales o comunitarios, planificar las actividades sociales de nuestro sindicato y participar en acción política, según los intereses y fortalezas naturales de cada delegado.

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# Stress at Work

By Paul Crandall, Secretary-Treasurer

The nature of work is changing at whirlwind speed. Perhaps now, more than ever before, job stress poses a threat to the health of workers. Job stress has become a common and costly problem in the American workplace, leaving few workers untouched. For example, studies report the following:

- One-fourth of employees view their jobs as the number one stressor in their lives.
- Three-fourths of employees believe the worker has more on-the-job stress than a generation ago.
- Problems at work are more strongly associated with health complaints than are any other life stressor—more so even than financial problems or family problems.

Fortunately, research on job stress has greatly expanded in recent years, but in spite of this attention, confusion remains about the causes, effects, and prevention of job stress and what can be done about it.

## **What is Job Stress?**

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury. The concept of job stress is often confused with challenge, but these concepts are not the same. Challenge energizes us psychologically and physically, and it motivates us to learn new skills and master our jobs. When a challenge is met, we feel relaxed and satisfied. Thus, challenge is an important ingredient for health and productive work. The importance of challenge in our work lives is probably what people are referring to when they say, “a little bit of stress is good for you.” But for those workers struggling with stress, the challenge has turned into job demands that cannot be met, relaxation has turned to exhaustion, and a sense of satisfaction has turned into feelings of stress. In short, the stage is set for illness, injury and job failure.

## **What are the Causes of Job Stress?**

Job stress results from the interaction of the worker and the conditions at work.

- Excessive workplace demands
- Not enough help to get the work done
- Not enough training to do the job right
- Changing work schedules
- Management style

- Work roles: conflicting or uncertain job expectations, too much responsibility, too many hats to wear
- Career concerns: lack of opportunity for growth, advancement or promotion, rapid changes for which workers are unprepared

## **Job Stress and Health**

Stress sets off an alarm in the brain, which responds by preparing the body for defensive action. The nervous system is aroused and hormones are released to sharpen the senses, quicken the pulse, deepen respiration and tense the muscles. This response is important because it helps us defend against threatening situations. The response is preprogrammed biologically. Everyone responds in much the same way, regardless of whether the stressful situation is at work or home. Short-lived or infrequent episodes of stress pose little risk. But when stressful situations go unresolved, the body is kept in a constant state of activation, which increases the rate of wear to the biological systems. Ultimately, fatigue or damage results, and the ability of the body to repair and defend itself can become seriously compromised. As a result, the risk of injury or disease escalates. In the past 20 years, many studies have looked at the relationship between job stress and a variety of ailments. Mood and sleep disturbances, upset stomach and headache, and disturbed relationships with family and friends are examples of stress-related problems that are quick to develop.

## **Stress, Health and Productivity**

Some employers assume that stressful working conditions are a necessary evil—that companies must turn up the pressure on workers and set aside health concerns to be productive and profitable. But studies show stressful working conditions are actually associated with increased absenteeism, tardiness and intentions by workers to quit their jobs, all of which have a negative effect on the bottom line. A healthy company is defined as one that has low rates of illness, injury and disability in the workforce and is also competitive in the marketplace.

Companies that have characteristics associated with both healthy, low-stress work and high levels of productivity have the following:

- Recognition of employees for good work

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- performance
- An organization that values the individual worker
- Management actions that are consistent with organizational values

### **Preventing Stress at Work**

How can management prevent job stress?

- Ensure the workload is in line with workers' capabilities and resources
- Design jobs to provide meaning, stimulation, and opportunities for workers to use their skills
- Clearly define workers' roles and responsibilities
- Give workers opportunities to participate in decisions and actions affecting their jobs
- Improve communication – all workers – all departments
- Establish work schedules that are compatible with demands and responsibilities outside of work

### **What Can Be Done About Job Stress?**

Examples of individual and situational factors that can help to reduce the effects of stressful working conditions include the following:

- Balance between work and family or personal

life

- A support network of friends and coworkers
- A relaxed and positive outlook

Your union Health & Welfare Plan has an employee assistance program with Total Employee Assistance Management (T.E.A.M.). T.E.A.M. provides a confidential counseling resource that specializes in meeting the needs of UFCW Local 653 members and their families. Their purpose is to assist you in improving the quality of your life both on and off the job. They can help with:

- Workplace concerns
- Finances
- Elder care
- Relationships
- Legal issues
- Chemical abuse
- Childcare
- Parenting
- Personal development

You can call T.E.A.M. at any time at 651-642-0182 or 1-800-634-7710 or visit their website at [www.team-mn.com](http://www.team-mn.com).

*(Sources for this article included NIOSH Publications and Products)*

## Delegados Sindicales - continued from page 1

Las formas más eficaces de comunicación son las conversaciones uno a uno en el lugar de trabajo. Los volantes, boletines, correos electrónicos y reuniones son importantes, pero la mejor manera de informar a los afiliados, recibir opiniones y alentar la participación es mediante el contacto personal. Los delegados serán comunicadores y educadores al escuchar a los trabajadores, y conocer sus ideas e inquietudes, así como al enseñarles sobre nuestro sindicato, acerca de sus derechos en virtud de nuestras metas contractuales y de negociación, respecto de temas importantes que afectan a los trabajadores y sobre nuestros esfuerzos políticos con el fin de obtener beneficios para los trabajadores.

Las acciones dicen más que las palabras, de modo que los delegados son líderes que conducirán mediante el ejemplo. Son defensores unificadores de los derechos de los trabajadores, forjan la unidad al buscar puntos en común en cuestiones no contractuales que amenacen con dividir a los compañeros de trabajo y ayudan a derribar barreras. Como participantes activos en las decisiones y acciones del sindicato —campañas contractuales, convenciones, acción política y esfuerzos organizativos— nuestros delegados marcarán las pautas para la participación, para llevar a los trabajadores, y para identificar y seleccionar otros líderes.

Durante las próximas semanas aceptaremos designaciones y realizaremos talleres para capacitar a nuevos delegados. Si está interesado en participar o desea conocer algo más sobre este programa, póngase en contacto con su representante sindical o conmigo. Espero tener noticias tuyas. ¡Juntos forjaremos un sindicato más potente!

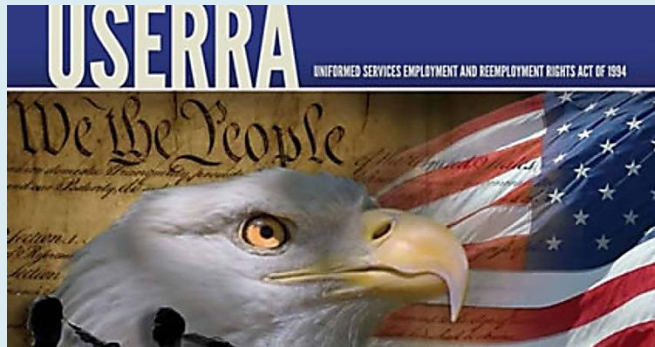
# Wilson McShane Corporation

## What Participants Need to Know About the Uniformed Services Employment and Reemployment Rights Act (USERRA)

The Uniformed Services Employment and Reemployment Rights Act (also known as USERRA) is a federal law that provides reemployment rights to returning veterans and other members of uniformed services. Under USERRA, an individual who leaves his or her civilian job for military service is entitled to return to the job with accrued seniority if he or she satisfies the eligibility requirements set forth under USERRA. USERRA applies to all employees regardless of the size of their employer.

### What types of service are eligible under USERRA?

- Active duty
- Active duty for training
- Initial active duty for training
- Inactive duty training
- Full-time National Guard
- Absence for military examination
- Funeral Honors
- National Disaster Medical System



### What a Participant must do pre-deployment to protect their Health and Welfare benefits and which benefits are available:

- You, an appropriate officer, or your employer must submit advance notice of military service to the Fund Office (unless circumstances of military necessity as determined by the Defense Department make it impossible or unreasonable to give such advance notice).
- You, or an appropriate officer, should submit advance notice of military service to your employer (unless circumstances of military necessity as determined by the Defense Department make it impossible or unreasonable to give such notice).
- If you, an appropriate officer, or your employer, do not submit such notice, your accumulated grace weeks, if any, will be applied until exhausted to further extend your eligibility and the eligibility of your dependent(s). Your coverage will terminate on the date all accumulated grace weeks have been exhausted. Once all accumulated grace weeks have been exhausted, you will not be eligible to continue coverage unless your failure to provide advance notice is excused. The Trustees will, in their sole discretion, determine if your failure to provide notice is excusable under the circumstances and may require that you provide documentation to support the excuse. If the Trustees determine that your failure to provide advance notice is excused, you may elect to continue coverage retroactive to the date you left employment for the purpose of performing services with the uniformed services of the United States, provided that you elect such coverage and pay all amounts required for the continuation coverage.
- For military leaves which are less than 31 days in duration and for which you, an appropriate officer, or your employer submit the required notice and otherwise satisfy the reemployment requirements, coverage for you and your eligible dependent(s) will be continued as though you were actively at work for the duration of such leave.
- For military leaves which are 31 days in duration and for which you, an appropriate officer, or your employer submit the required notice, coverage for you and your eligible dependent(s) will cease and your eligibility status will be frozen as of the date you leave employment for the purposes of performing military service with the uniformed services of the United States. When the Fund Office has been notified that you are entering the military service, you will be given the option of continuing the same class of coverage under the Plan. Continuation coverage is the same as the self-payments provision for COBRA continuation coverage. The rules for election and payment for continuation coverage are the same as the COBRA election and payment rules, provided the COBRA rules do not conflict with USERRA. If you do not elect continuation coverage and do not submit payment for all amounts required to continue coverage within the applicable COBRA timeframe, you will lose your right to continue coverage and such right will not be reinstated.

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- You will have the option of applying accumulated grace weeks, if available, to continue coverage. If grace weeks are not available or you choose not to use them, you are required to make timely self-payments at the COBRA rate to be determined by the Trustees from time to time to purchase COBRA continuation coverage. If you elect to use your grace weeks to pay for continuation coverage and you exhaust your grace weeks prior to the end of the maximum coverage period, you may make self-payments to continue coverage through the end of your maximum period.
- You do have the option to not elect to continue coverage and not use your grace weeks. In such case, you will have your accumulated grace weeks available to reestablish eligibility upon your return from military leave.
- You and your eligible dependent(s) may continue coverage for a period ending the earlier of:
  1. The date that the Plan no longer provides group health care coverage to any employees;
  2. The day after the date you fail to elect continuation coverage as required by the COBRA continuation coverage election rules;
  3. The first day of the month for which a timely self-payment has not been received and your grace weeks have been exhausted;
  4. 24 consecutive months from the first date of absence due to military service; or
  5. The day after the date you fail to apply for reemployment with a participating employer within the applicable time period allowed or otherwise cease to have USERRA reemployment rights. The right to freeze eligibility and make self-payments under this provision ceases when you provide notice that you do not intend to return to work for a participating employer after uniformed services.

### **What a Participant must do upon return of Military Service to protect their Health and Welfare benefits and which benefits are available:**

- Within 14 days of returning to work, provide the Fund Office a copy of your discharge papers, which must indicate the date of induction, the date of discharge or termination of duty, and whether or not the discharge was honorable.
- If you are eligible for benefits when you enter the military service and have sufficient grace weeks or make timely self-payments to maintain coverage upon your return to work, you and your eligible dependent(s) again will be eligible for benefits on the date of your return to work for a participating employer within the following time periods, provided you satisfy the other reemployment requirements of USERRA:
  1. For periods of military service of less than 31 days, you must report to the employer no later than the beginning of the first full regularly scheduled work period on the first full calendar day following completion of the period of military service plus eight hours, after a period of allowing for safe transportation from place of military service to place of your residence.
  2. For periods of military service of more than 30 days but less than 181 days, you must apply for reemployment no later than 14 days after military service is completed.
  3. For periods of military service of more than 180 days, you must apply for reemployment no later than 90 days after military service is completed.
- Such time periods may be extended up to two years for injuries or illnesses, as determined by the Secretary of Veteran Affairs, to have been incurred or aggravated during your service in the uniformed services.
- If you exhaust your grace weeks prior to your return from military service and you do not have USERRA reemployment rights, you will be treated as a new employee.
- If you exhaust your grace weeks prior to your return from military service and you satisfy USERRA reemployment requirements, you will be eligible for benefits on the date of your return to work within the required time periods, provided you make self-payments required to continue eligibility under the self-payment provisions. If you fail to make self-payments as required upon reinstatement in the Plan, your eligibility for coverage will terminate as of the last date of the period for which a timely payment was received and you then will be treated as a new employee.
- These rules are intended to comply with the requirements of USERRA. The USERRA provisions will control in the event there are any inconsistencies between USERRA and the Plan.
- The Plan will provide continuation coverage and reinstatement rights to the extent required by USERRA. You may

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also have continuation coverage rights under COBRA. Although COBRA and USERRA continuation rights are similar, they are not identical. As long as you remain eligible simultaneously for both COBRA and USERRA continuation coverage, you will receive the more generous benefit rights under these statutes. The COBRA and USERRA continuation process will run concurrently.

### **What a participant must do to protect their Defined Benefit Pension Benefits pre-deployment and upon return of Military Service:**

- You, an appropriate officer, or your employer must submit advance notice of military service to the Fund Office (unless circumstances of military necessity, as determined by the Defense Department, make it impossible or unreasonable to give such advance notice).
- You, or an appropriate officer, should submit advance notice of military service to your employer (unless circumstances of military necessity, as determined by the Defense Department, make it impossible or unreasonable to give such notice).
- Credited service may be granted to you for military service, provided:
  1. You enter active service within 90 days from your last date of employment in the industry;
  2. You return to employment in the industry within 90 days of discharge from the military for such military period;
  3. You are reemployed for at least one year; and
  4. You received an honorable discharge from military service.
- If your military service ended on or after October 13, 1998, you will be entitled to credited service and vesting service (and will not experience a Break In Service as a result of military service) if you return to work for a Contributing Employer following an honorable discharge within the following time limits:
  1. If you were in military service for less than 31 days, you must return to work on the next regularly scheduled work day following an eight-hour period after discharge.
  2. If you were in military service for 31 to 180 days, you must return to work within 14 days of discharge.
  3. If you were in military service for more than 180 days, you must return to work within 90 days of discharge.
  4. These time limits may be extended (according to federal law) if you suffered a service-connected injury or illness.
- If you return to employment with a Contributing Employer, you must:
  1. Within 14 days of returning to work, provide the Fund Office a copy of your discharge papers which must indicate the date of induction, the date of discharge or termination of duty, and whether or not the discharge was honorable; and
  2. Notify the Fund Office if you have returned to work for a different Contributing Employer than the one you were employed by at the time of your entry to military service.
- Again, you must be honorably discharged to be eligible for benefits.
- The amount of service credited to you upon return from military service will be determined by multiplying the total period of military service (stated in weeks and decimal portions by weeks) by the weekly average number of hours you worked for all Contributing Employers in the 12 consecutive month period immediately preceding your entry into military service. If you had been employed by Contributing Employers for less than 12 months prior to entering military service, the weekly average hours worked will be calculated over the shorter period.
- Beginning January 1, 2007, if you die while in military service, you will be treated as if you have returned to employment with a Contributing Employer immediately prior to your death. You will be granted credited service and vesting service (and will not experience a Break in Service as a result of your military service) from the date you entered military service up to the date of your death.

If you have additional questions related to USERRA and how it affects you, please contact the Fund Office at (952) 851-5797 or toll free at (844) 468-5917.



# Working Together Key to Improving Workers' Lives

By Rena Wong, Director of Organizing

"Power, properly understood, is the ability to achieve purpose. It is the strength required to bring about social, political or economic changes. In this sense power is not only desirable but necessary in order to implement the demands of love and justice." Dr. Martin Luther King, Jr. wrote this in 1967 in *Where Do We Go from Here: Chaos or Community?*

It is just as relevant today in 2016 in the current context of our union and the labor movement. We must strive together with other unions and organizations dedicated to improving workers' lives to build power so we can lift standards for all workers. To achieve that end, our union must become more active not just in collective bargaining, but work together with like-minded individuals and organizations to win for workers in other arenas. We build power for our members, and all workers, by taking a larger view of organizing that includes: making sure we have strong, diverse stewards and an active membership in our union shops, participating in politics via issue campaigns that improve workers' lives, and building relationships with community and faith organizations.

This year, we participated in the Juneteenth celebration in North Minneapolis with POCUM (People of Color Union Members). Juneteenth, short for "June nineteenth" is a holiday commemorating the effective end of slavery in the United States. On June 19, 1865, two months after Confederate General Robert Lee's surrender in Virginia, Union General Gordon Granger and approximately 1,800 federal troops arrived in Galveston, Texas, to take control of the



Local 653 Special Project Union Representative Ondrea Shallbetter (in blue in back row) joins with POCUM at annual Juneteenth celebration.

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# Trabajando juntos, clave para mejorar la vida de los trabajadores

Por Rena Wong, Directora de Organizar

"El poder, entendido de la manera adecuada, es la capacidad para lograr un objetivo. Es la fuerza necesaria para dar lugar a cambios sociales, políticos o económicos. En este sentido, el poder no solo es deseable sino necesario, a fin de instrumentar las demandas de amor y justicia". El doctor Martin Luther King, Jr. escribió este texto en 1967, en *¿A dónde vamos, caos o comunidad?*

Sigue siendo relevante hoy en día, en 2016, en el actual contexto de nuestro sindicato y del movimiento laboral. Junto con otros sindicatos y organizaciones dedicadas a mejorar la vida de los trabajadores, debemos tratar de construir



Local 653 Director of Organizing Rena Wong and SPUR Ondrea Shallbetter (2nd and 3rd from right) enjoying time with members of 15NOW at Juneteenth celebration)

poder, de modo que podamos elevar el nivel de todos los trabajadores. Para lograr eso, nuestro sindicato debe ser más activo no solamente en la negociación colectiva, sino también en el trabajo conjunto con individuos y organizaciones afines con el objeto de obtener beneficios para todos los trabajadores. Construimos poder para nuestros afiliados y todos los trabajadores, teniendo en cuenta un amplio panorama de organización, que incluye: asegurarnos de tener delegados diversos y fuertes, y una membresía activa en nuestros centros de trabajo sindicalizados; participar en política mediante campañas sobre temas específicos para mejorar la vida de los trabajadores; y forjar relaciones con las organizaciones comunitarias y

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state and enforce the Emancipation Proclamation. The Juneteenth celebration took place at the North Mississippi Regional Park, which is less than four miles away from the Cub Foods located at 701 W. Broadway, where UFCW 653 members work. This area would be considered a “food desert” if this Cub did not exist. Together with NOC (Neighborhoods Organizing for Change) and 15 NOW, we also helped move a petition that calls for an increase to the Minneapolis minimum wage.

On July 26, we will participate with other Twin Cities unions in the AFL-CIO campaign school. The goal is to train union activists and staff about how we can elect leaders who share our values and support organizing, collective bargaining and labor’s collective policy priorities. We will discuss why politics matter for union members and their families; messaging and the 2016 elections – how to have the most impactful conversations with our coworkers and friends; the latest technology; organizing at your worksite; and opportunities for volunteering. Over the last few weeks, more than a hundred UFCW Local 653 members have expressed interest in coming to learn and become more involved in politics. If you are interested in attending this campaign school on July 26, you will need to ask to be scheduled off work that day and contact me to register.

This summer, we will also run a stewards training to start an internal organizing program that builds power for members, and we will begin to prepare for a citizenship workshop for members who are U.S. residents that qualify to become U.S. citizens.

If you are interested in participating in any of these activities, please reach out to me at (612) 865-4345 or [rwong@ufcw653.org](mailto:rwong@ufcw653.org).

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religiosas.

Este año hemos participado en la celebración de *Juneteenth* en North Minneapolis con POCUM (siglas en inglés de Afiliados Sindicales, Gente de Color). *Juneteenth* —esta palabra es una combinación abreviada de las palabras *June* (junio) y *nineteenth* (diecinueve)— es un día festivo por el que se conmemora el fin de la esclavitud en Estados Unidos. El 19 de junio de 1865, dos meses después de la rendición del general confederado Robert Lee en Virginia, el general de la Unión Gordon Granger y unos 1800 soldados federales llegaron a Galveston, Texas, para tomar el control del estado y hacer cumplir la Proclamación de Emancipación. La celebración fue en el North Mississippi Regional Park, que se encuentra a menos de seis kilómetros de Cub Foods, en 701 W. Broadway, donde trabajan los miembros de UFCW 653. Esta zona podría ser considerada un “desierto alimentario” si no existiera este Cub. Junto con NOC (siglas en inglés de Organización de Vecindarios para el Cambio) y 15 NOW, también hemos colaborado con una petición por un incremento en el salario mínimo de Minneapolis.

El 26 de julio participaremos con otros sindicatos de Minneapolis y Saint Paul en la escuela de campaña de AFL-CIO. El objetivo es instruir a los activistas del sindicato y al personal sobre el modo en que podemos elegir líderes que compartan nuestros valores y apoyen la organización, la negociación colectiva y las prioridades respecto de políticas laborales colectivas. Hablaremos de por qué la política es importante para los afiliados sindicales y sus familias; del envío de mensajes y de las elecciones de 2016, de cómo mantener conversaciones de gran impacto con nuestros colaboradores y amigos; de las últimas tecnologías; de la organización en el lugar de trabajo y de las oportunidades para ofrecerse como voluntario. Durante las últimas semanas, más de un centenar de afiliados a UFCW Local 653 han expresado interés en venir a aprender y en participar más en las políticas. Si está interesado en participar en esta escuela de campaña el 26 de julio, necesita solicitar ese día libres en su trabajo y comunicarse conmigo para registrarse.

Además, este verano vamos a tener un entrenamiento para delegados, a fin de comenzar un programa de organizar interna que construya poder para los afiliados, y empezaremos a preparar un programa de ciudadanía para afiliados que son residentes en Estados Unidos que quieren ser ciudadanos estadounidenses.

Si está interesado en participar en cualquiera de estas actividades, comuníquese conmigo llamando al (612) 865-4345 o enviando un correo electrónico a [rwong@ufcw653.org](mailto:rwong@ufcw653.org).



# It's Golf Tournament Sign-up Time!

By Scott Larson, Union Representative



Our 7<sup>th</sup> Annual John Lego Memorial Golf Tournament is scheduled for Wednesday, August 24, 2016. It again will be held at Brookview Golf Course in Golden Valley. It will be a shotgun start at 8:00 a.m. Check-in will start at 7:00 a.m. As always, it will be played as a four-person scramble. There will be longest putt and closest to the pin events.

This event is open to active members and retirees. We will provide water and pop on the course and lunch will be served at the conclusion of play. The award ceremony and prizes will top off a great day of golf.

The cost again this year is \$180.00 for a foursome, which is only \$45.00 per person, which includes a golf cart.

Questions: Call Scott Larson at 763-525-1500.

## 7th Annual John Lego Memorial 4-Person Scramble Golf Tournament

1.		
(Team Captain)	Work Location	Telephone
2.		
	Work Location	Telephone
3.		
	Work Location	Telephone
4.		
	Work Location	Telephone

Make checks payable to: **UFCW Local 653**

Deadline: August 15, 2016

Until July 31, mail  
payment and entry  
form to:

*UFCW Local 653  
Attn: Golf Tournament  
13000 63rd Ave N  
Maple Grove, MN 55369*

After July 31, mail  
payment and entry  
form to:

*UFCW Local 653  
Attn: Golf Tournament  
6160 Summit Dr N, Ste 600  
Brooklyn Center, MN 55430*

# If Something Seems Too Good To Be True, It Probably Is...

By Doug Rigert, Union Representative

Recently at one of the stores on my route, I had an issue arise that got the attention of the company and some of the employees who asked me to get involved on their behalf. The issue involved several employees, as well as customers, who purchased unusually large quantities of a sale item that was on display. After some time had passed, it came to the attention of representatives of the store that the item was somehow ringing up at a drastically reduced and incorrect price, and with each purchase of this item the company was losing a significant amount of money. During the investigation of this matter, the company not only discovered how and why this error occurred but identified several employees who purchased this item in large quantities. When some of those employees were going to be questioned about this by the company, they contacted me to be there with them as their union representative during the questioning.

Without boring you with all the details surrounding this matter, at the heart of most of the questions the company was asking these employees was how they knew about the incredibly low price of the item given that it was ringing up lower than the stated sale price, and why, if it was ringing up lower than the stated sale price, did they not bring it to the attention of management. Each member I sat with was honest and forthcoming when answering the questions put forth to them. I am very proud of each of them for reaching out

to me to be there to represent them and protect their rights. It is absolutely understandable and reasonable for the company to investigate a matter such as this when it costs the company a significant amount of money based on the huge quantities sold and to avoid or prevent this from happening in the future. It only stands to reason that in order for the company to continue to hire people to meet the needs of the customers they have to sell enough products at a profit in order to do so. It can't be overstated enough that the employees involved did nothing wrong by purchasing larger than normal quantities of this item. These employees did not set or have anything to do with the pricing of this sale item.

With that being said, I believe going forward there should be a **shared responsibility** between the employer and the employee to do as much as possible to ensure and maximize the profitability of the store(s) so that they will continue to be financially strong and provide existing as well as future employees with good-paying jobs and benefits. We all need to do what we can to help the employer when errors in pricing of goods occur. As an employee, if you notice a price of an item that appears to be unusually or suspiciously low (or perhaps too high), please bring it to the attention of your store director, manager on duty or someone who handles pricing issues, before purchasing the item for yourself. Remember the saying, "If something seems too good to be true, it probably is."

## Check the Schedules for Time-off Requests

By Jim Schommer, Union Representative

One of the most frequent calls we get at the union office is about schedules and time-off requests. We have written many articles about this subject and the proper way to request time off. What I want to address is what happens after the schedule is posted. All too often we get a call the day the member asked to be off, or we get a call the next week when the member was disciplined for a no-call/no-show because they assumed they had the time off but didn't check the schedule.

**Please check the schedules** to see if your time off was approved. **Don't just assume it.** If it was approved, great. But if for some reason it was not, check with your manager or HR person right away. If you can't work it out, contact your union representative to see if we can help.

As I stated earlier, by checking the schedules right away there is time to try to get problems addressed. If you wait until the day before or even the day of, we probably won't be able to help you. If you get a no-call/no-

show the next week, it's a lot harder to help you when the schedules had been posted for one to two weeks in advance. Make sure you check your schedules – don't just assume anything.



# Hirshfield's: "Shop Union—Buy Union"

By Rick Milbrath, Union Representative

If you plan on painting your house this summer or down the road--whether it's inside or outside--remember Hirshfield's. Got a project that needs staining like a deck or wood project? Again--remember Hirshfield's. How about wallpaper, window coverings, draperies, side panels? You guessed it--Hirshfield's. They even have shop-at-home appointments that help you pick out anything from the right colors for a paint job to the right wallpaper and window treatment.

Except for management, the full-time men and woman with all this experience who staff these locations listed below are UFCW Local 653 members. We also have members who work in the office, along with warehouse and paint factory employees who make the base paint colors.

Hirshfield's opened two new locations this year, one in

Ramsey, and moved their Eden Prairie store just around the corner from their old location.

Hirshfield's, at 120 years old, is not only the oldest wallpaper and paint store, but it's the only union wallpaper and paint company in the metro area. When you walk into one of their locations, you will find the most knowledgeable staff in the industry. They will take all--and I mean all--of the guesswork out of any project you have. They have all the painting tips along with interior and exterior paint solutions. They even have "how to" classes on many of the products they sell. So the next project that you have for your house, condo or apartment that needs sprucing up, think union--think Hirshfield's. Stop in or call one of these locations and have one of our brothers and sisters who are members of UFCW Local 653 assist you. Remember: **SHOP UNION--BUY UNION.**

## Southdale-Retail Store

3441 Hazelton Rd  
Edina MN 55435  
952-927-4649  
M-F 7:30 a.m. - 8:00 p.m.  
Sat. 9:00 a.m. - 5:00 p.m.  
Sun. 11:00 a.m. - 5:00 p.m.

## Southdale Contractor Svc Ctr

3441 Hazelton Rd -  
Back Entrance  
Edina MN 55435  
612-861-3316  
M-F 7:00 a.m. - 5:00 p.m.

## Savage Contractor Svc Ctr

3981 W 143<sup>rd</sup> St  
Savage MN 55378  
952-890-7881  
M-F 7:00 a.m. - 5:00 p.m.



*Rodney Wimberly of the Savage Contractor Service Center*

## Lakeville

16975 Kenyon Ave  
Lakeville MN 55044  
952-435-8541  
M-F 7:00 a.m. - 7:00 p.m.  
Sat. 9:00 a.m. - 5:00 p.m.  
Sun. 11:00 a.m. - 5:00 p.m.

## Maple Grove

7880 Vinewood Ln N  
Maple Grove MN 55369  
763-416-6584  
M-F 7:00 a.m. - 8:00 p.m.  
Sat. 9:00 a.m. - 5:00 p.m.  
Sun. 11:00 a.m. - 5:00 p.m.

## Minneapolis Contractor Svc Ctr

725 2nd Ave N  
Minneapolis MN 55405  
612-377-9970  
M-F 6:30 a.m. - 4:30 p.m.

## Eden Prairie

950 Prairie Center Dr  
Eden Prairie MN 55344  
952-996-0644  
M-F 7:30 a.m. - 8:00 p.m.  
Sat. 9:00 a.m. - 5:00 p.m.  
Sun. 11:00 a.m. - 5:00 p.m.

## Ramsey

7129 Hwy 10  
Ramsey MN 55303  
763-427-6474

## Chaska

2948 N Chestnut St  
Chaska MN 55318  
952-445-2336  
M-F 7:00 a.m. - 6:00 p.m.  
Sat. 9:00 a.m. - 5:00 p.m.  
Sun. 11:00 a.m. - 5:00 p.m.

## Robbinsdale-Lathrop

4138 W Broadway  
Robbinsdale MN 55422  
763-537-2991  
M-F 7:00 a.m. - 5:00 p.m.  
Sat. 9:00 a.m. - 2:00 p.m.

## Uptown-Lathrop

2741 Hennepin Ave S  
Minneapolis MN 55408  
612-870-0200  
M-F 7:00 a.m. - 6:00 p.m.  
Sat. 9:00 a.m. - 5:00 p.m.

## Apple Valley

15265 Galaxie Ave  
Apple Valley MN 55124  
952-432-5000  
M-F 7:00 a.m. - 7:00 p.m.  
Sat. 9:00 a.m. - 5:00 p.m.  
Sun. 11:00 a.m. - 5:00 p.m.

## Plymouth Contractor Svc Ctr

1975 Annapolis Ln  
Plymouth MN 55441  
763-577-9864  
M-F 6:30 a.m. - 5:00 p.m.



*Amy Hansen of the Chaska Hirshfield's store*

## Design Resource

721 2nd Ave N  
Minneapolis MN 55405  
**Commercial Wallcovering**  
612-374-9006  
M-F 8:00 a.m. - 4:30 p.m.  
**Design Showroom**  
612-374-8901  
M-F 8:00 a.m. - 4:30 p.m.

## Hirshfield's Paint MFG

4450 Lyndale Ave N  
Minneapolis MN 55412  
612-522-6621  
M-F 6:30 a.m. - 4:30 p.m.

## Rosedale Square Shop at Home

1655 West Cty Rd C  
Roseville MN 55113  
651-366-6969  
M-F 8:00 a.m. - 5:00 p.m.

**Be sure to sign up for Hirshfield's "Color Club" and receive a discount on your purchases!**



# Coming Together

By Nancy Vaillancourt, Union Representative

FCW Local 653 has been out the past few weeks showing its solidarity by joining with the Teamsters to picket US Foods in Plymouth on a one-day strike. We also stood with nurses from the Minnesota Nurses Association (MNA) in their seven-day strike against Allina Health--picketing at Abbott Northwestern Hospital and Phillips Eye Institute in Minneapolis, United Hospital in St. Paul, Unity Hospital in Fridley, and Mercy Hospital in Coon Rapids--joining them in their fight to save their health care benefits and address contract language issues. The MNA was thrilled that we were supporting their picket lines at all five of their hospital locations.



Local 653 Union Representative Nancy Vaillancourt (in green) joins Allina Health nurses on the picket line

Local 653 has had several informational picket lines in the past, including our six-month picket line at the Victoria and Glen Lake Markets, which have since closed.

This was my first time picketing on an actual "strike." I have gained a great deal of knowledge. It is good being out there supporting fellow union members from Teamsters Locals 792, 320 and 120, and from the MNA. President Utecht feels that by participating on these picket lines with the other union locals we are building very important and strong relationships, as you never know when we may need their support. We will be remembered as team players. It was great seeing all the members involved as well as the strong support from the community!

"Coming together is a beginning; keeping together is progress; working together is success." (Henry Ford)



Local 653 Union Representatives (from left in green) Amber Allen, Rick Milbrath, Jim Schommer and Scott Larson picketing US Foods with Teamsters members



Local 653 President Matt Utecht stands in solidarity with Teamsters on the picket line at US Foods



# We Need You!!

By Amber Allen, Union Representative

In the short two months I've been on staff here at Local 653, I have participated on four different picket lines for a total of nine days. This aspect of my job never occurred to me; however, it makes perfect sense! While serving our members is our top priority, it is also important that we support each other and other unions that are in the midst of fighting for what is right for their members. Recently we have been supporting the Teamsters and the Minnesota Nurses Association, who are

both equally appreciative and have vowed to return the favor/support if we are ever in need.

The problem is that we as staff **cannot** do it alone--**we need you**. There are so many opportunities for you to get involved, from attending monthly membership meetings, walking the picket line (even one hour helps) or getting involved in upcoming election events. Again, there are numerous opportunities and **WE NEED YOU!** If you are interested in any of these

opportunities or in hearing what else is available, please contact your Union Representative for further details and information.

*"Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved."*  
(Mattie Stepanek)



We Need  
You

## International Solidarity

By Ondrea Shallbetter, Special Project Union Representative

At the end of May, I had the chance to join our local's President Matt Utecht, Secretary-Treasurer Paul Crandall, and our newly appointed Director of Organizing Rena Wong, at the International UFCW Retail and Legislative Conference in Las Vegas, Nevada, for a stretch of four days. And wow, what an amazing experience! I feel extremely privileged to have had the chance to attend this conference, and to be able to come together with various UFCW leaders and organizers from around the country! Being able to compare and share ideas with a wealth of diverse union staff was a tremendously educational experience.

The conference began with some motivating opening remarks from our International President Marc Perrone, International Secretary-Treasurer Esther López, and International Vice President Kevin Williamson. Each day we attended an array of informational workshops starting at 8:00 in the morning and wrapping up around 4:00 in the evening. The workshops that were available ranged from organizing, communications, collective bargaining, to union-oriented legislation and how to implement the

most effective use of data for your local.

The class that resonated with me most was an informational class about fair scheduling legislation and its importance to the many service and retail employees from coast to coast. Minnesota currently has active legislation on the table for law such as this. I found it interesting how locals are thinking outside of the box and utilizing other tools in getting just and fair rights for members and nonmembers alike. Fair scheduling is just as important for workers as a living wage is – they go hand-in-hand in increasing the growth of the working class. This class further proves to me that unions continue to set the standards for every workplace with new and innovative approaches.

In attending the Retail Conference, I gained so much fresh and useful knowledge to take back and implement in projects at our local. I am beyond thrilled that our leadership is actively involved in spearheading the cutting edge union models created to strengthen our UFCW locally and nationwide. I am so grateful for the amazing learning opportunity in attending the UFCW International Retail and

*"Where there is unity there is always victory." (Publilius Syrus)*

# Meet and Greets

By Scott Larson, Union Representative

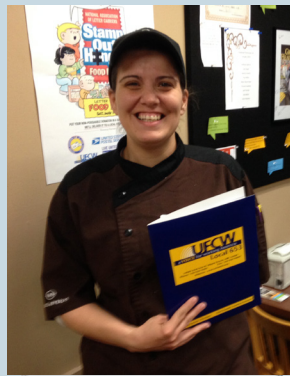
Over the past few months I have had the privilege of having several “Meet and Greets” at my Lunds & Byerlys stores. During these visits I have met many new members as well as long-term members. It has been my pleasure to discuss the changes in our industry and discuss the benefits of being a member of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

After listening to the views and ideas of so many members, I must say I am optimistic and excited by the dedication of the membership. They have a great desire to strengthen the industry even when companies are increasing standards and reducing the number of labor hours for our members. Members stand strong with determination and motivation to give great service that exceeds customers’ expectations.

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



Anthony Gabriel - front end  
L&B Richfield



Chrystal Sweeny - deli  
L&B Richfield



Tim Hestenes - meat  
L&B Richfield



Karen Regan - meat  
L&B Richfield



Monica Hays - bakery and Jeanne Osowski - grocery  
L&B Richfield



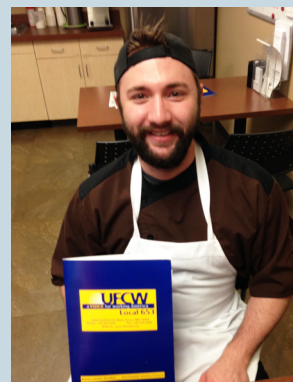
Bethany Maddox - deli  
L&B Richfield



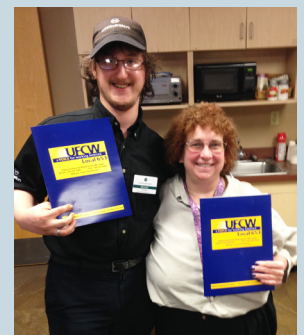
Julie Mjolsness - cheese specialist  
L&B Richfield



Tsega Kassa - deli  
L&B Richfield



John Nutt - deli  
L&B - Bloomington



Michael Smith and Trish Bunkholt -  
courtesy  
L&B - Bloomington





Betty Byers - deli  
L&B - Bloomington



Amber Pastorino - cashier  
L&B - Bloomington



Carmen Milagro Francia - deli  
L&B - Bloomington



Dan Hoffman - security  
L&B - Bloomington



Andrew Thomas - deli  
L&B - Bloomington



Patty Erickson - deli  
L&B - Bloomington



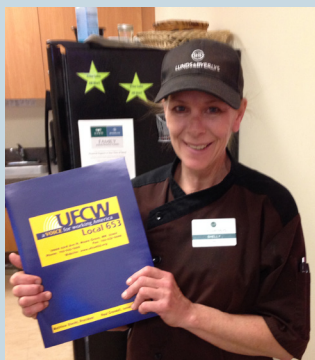
Brian Korthof - dairy/frozen  
L&B - Bloomington



Sig Buck - front end  
L&B - Bloomington



Kurt Boegeman - dairy/frozen  
L&B Prior Lake



Shelley Weckman - deli  
L&B Prior Lake



Rick Wolfe - dairy/frozen  
L&B Prior Lake



Mariah Kraus - deli  
L&B Prior Lake



Mary Olson - Bakery and  
Linda Platt - front end  
L&B Prior Lake



Shelly Anderson - deli  
L&B Prior Lake



Wendy Erck - deli  
L&B Prior Lake



Les Medin - produce and Tom  
Hoff - meat

## UFCW Local 653 Members:

Union Meetings are  
recessed for the summer.  
They will resume on  
Monday, October 3, 2016.

**SEND IN THE ENTIRE ADDRESS  
BOX AT THE RIGHT  
FOR A CHANCE TO WIN 2 TICKETS  
TO A GOPHER FOOTBALL GAME!**  
All active, dues-paying members  
are eligible for drawings.

Prior to 7/31/16, mail your entry to:  
UFCW Local 653  
Attn: Tickets  
13000 63<sup>rd</sup> Ave N  
Maple Grove, MN 55369

After 7/31/16, mail your entry to:  
UFCW Local 653  
Attn: Tickets  
6160 Summit Dr N, Ste 600  
Brooklyn Center, MN 55430

## Retiree's Club Meeting Notice

**Knights of Columbus -  
Marian Hall**

1114 American Blvd. W.  
Bloomington, MN 55420

**Thursday, July 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

Change Service Requested

**Gopher Football**

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



For an opportunity to win tickets to the 2016  
Minnesota State Fair, send in this entry form.

Prior to July 31, mail to:  
UFCW Local 653  
Attn: Tickets  
13000 63<sup>rd</sup> Ave N  
Maple Grove, MN 55369

After July 31, mail to:  
UFCW Local 653  
Attn: Tickets  
6160 Summit Dr N, Ste 600  
Brooklyn Center, MN 55430

(Deadline for entry: August 8, 2016)



I would like (circle one):	2 tickets	4 tickets
Name:		
Address:		
Employer:		