

## New Minneapolis Labor Federation President Brings Fresh Perspective

Submitted by Matt Utecht, President



**C**helsie Glaubitz Gabiou has been elected president of the Minneapolis Regional Labor Federation, AFL-CIO — the first woman ever elected to head the Minneapolis central labor body.

At the regular monthly meeting of the MRLF December 9, Glaubitz Gabiou led a slate of candidates who were elected unanimously to four-year terms by delegates from affiliated unions.

The MRLF includes more than 170 affiliated local unions, who together represent more than 75,000 west metro area workers and their families. The membership is diverse and includes workers from all backgrounds, including construction workers, teachers, nurses, government workers, service industry workers, and others.

Glaubitz Gabiou has worked for the Minneapolis Regional Labor Federation since 2012, first as political director then as campaigns manager.

Broad support for Glaubitz Gabiou's candidacy for the top leadership spot in the Minneapolis labor movement reflects a growing nationwide commitment by AFL-CIO unions and federations to advance women and younger labor activists into leadership positions.

"My top priority is supporting our affiliated unions and partner organizations in growing the labor movement," Glaubitz Gabiou said. "Our out-of-balance economy places extreme barriers to working people speaking up together."

Glaubitz Gabiou recently was tapped by the national AFL-CIO to participate in a national leadership development network for emerging labor leaders from across the United States. Recently, she also was appointed to Minneapolis' Workplace Partnership Group, tasked with advising the City of Minneapolis on the earned sick time policy currently being developed.

"We can create policies that allow parents to have the time to care for a sick child," Glaubitz Gabiou said. "We can create policies that encourage family sustaining wages. We can

choose to invest in education, infrastructure and domestic manufacturing. We need to make these choices at the national, state and local level. We need to make these choices in school boards and city halls throughout our region."

Glaubitz Gabiou is a member of United Food and Commercial Workers Local 653.

She started her career in the labor movement as a rank-and-file grocery store clerk at Cub Foods and then worked on several political campaigns, including Senator Al Franken's inaugural Senate race.

Prior to joining the staff of the MRLF, Glaubitz Gabiou worked for the Southeast Area Labor Council, AFL-CIO, where she was a field organizer.

Glaubitz Gabiou, 30, grew up in a working class family in Eagle Lake, Minnesota. She and her husband, Michael Gabiou, have a 1-year old son.

"I did not grow up in a union household," Glaubitz Gabiou said. "I am part of a generation of workers who did not learn about labor unions in school.

This is true for a majority of people now, and

Matt--  
Thank you for engaging in my campaign and enthusiastically supporting me. I look forward to representing UFCW 653 well in my new role.

--Chelsie

the fact that I have found my way into the labor movement, I believe, is a testament to its future."

"Young people care deeply about their communities and feel a strong desire for justice in their lives, their workplaces and in their communities," Glaubitz Gabiou said. "We as a movement of workers are redefining how the union serves its members."

(Reprinted from 12/18/15 Minneapolis Labor Review)



Chelsie Glaubitz Gabiou joined President Matt Utecht on our informational picket line in Victoria last summer.

## I-M-P-O-R-T-A-N-T !

**PLEASE NOTE:** The February membership meeting will be held on **Monday, February 8, 2016 (not February 1)**, due to UFCW International Executive Board meetings the prior week.

# Matt Utecht Elected President of Local 653 for a Second Term!

By Paul Crandall, Secretary-Treasurer

**M**atthew Utecht was elected President of UFCW Local 653 by acclamation for his second three-year term on Monday, December 7, 2015, at the union membership meeting that was filled with rank and file members showing their overwhelming support and endorsement.

Matt's rise to become President of the local union began over 30 years ago as a member of Local 653 working for Hauser's SuperValu in 1979. Matt became a Business Agent in 1983 and served the local in various positions, including as Director of Organizing. Matt has tackled head-on the difficult issues facing the membership and continues to support the issues facing workers and their families with dedication and commitment to improve the lives of all Local 653 members. With a solid staff and Executive Board, Matt's strong passion and leadership will ensure the local union will stay strong for years to come.

Congratulations, President Utecht!



## Unanimous Support for President Matt Utecht Leading Local 653 for Another Three-Year Term!

By Mike Gaulrapp, Executive Board

**O**n Monday, December 7, a membership union meeting was conducted in which nominations were taken for the office of President of Local 653. Several Executive Board members, along with many others in attendance, gave strong endorsements as they nominated Matt Utecht. Many of these members are the same ones who make it to the union meetings each and every month. They are also the ones who show strong support at union activities like informational pickets and the successful pickets conducted at stores in Glen Lake and Victoria. I am not going to mention their names as I don't want to miss anybody, and they know who they are. I will say this, however--their efforts do not go unnoticed by President Utecht, Secretary-Treasurer Crandall, the union representatives and the Executive Board.

Tough times require tough decisions to be made and that is certainly an attribute of Matt Utecht. In his heart is a passion to lead this union into a successful future with the entire membership in mind. Healthcare is an area that has affected our members because of changes that are out of our control. Tough decisions had to be made to keep this Fund going forward so as not to incur the huge losses that could lead to the demise of our Health & Welfare Fund. Other Funds around the country that are not making these tough decisions are now in danger of being nonexistent going forward.

Matt has a vision for the future where he is continually thinking of new ideas and innovations that will move our union successfully into the future. Many of these are being worked on at this time and will be rolled out as they become available. With over 30 years of experience at Local 653 and a strong desire to keep our union strong, Matt Utecht has all of the qualifications to lead us into a successful future!

# No Ticket or ID? No Admittance! No Exceptions!

*By Matt Utecht, President*

A ratification meeting for the purpose of voting on the Minneapolis Retail Contract will be held on **Sunday, March 6, 2016, at 12:00 p.m. (noon)** at UFCW Hall 653. **Voting hours will be from 7:00 a.m. to 4:00 p.m.**

As a member of UFCW Local 653 you will receive a letter in February informing you of the date, time and place of the meeting. A ticket with your name and address on it will be included with the letter. In order for you to receive a ballot and be admitted into the meeting, you must present your ticket **and** proper identification at the door. The doors will be open at 7:00 a.m. on Sunday, March 6, 2016.

There are two different colored tickets that are being mailed out, each with an identifying color:

## **Blue Ticket Holder:**

### **Eligible for One Full Vote**

*(Members who have paid the full initiation fee and whose dues are current through January 2016)*

#### **UFCW LOCAL 653 RATIFICATION MEETING**

**Sunday, March 6, 2016 - 12:00 p.m.**

Doors open from 7:00 a.m. - 4:00 p.m.

**UFCW Hall 653**

**13000 63<sup>rd</sup> Ave N, Maple Grove, MN 55369**

Present this ticket with proper identification to receive your **BALLOT** at the door.

## **Yellow Ticket Holder:**

### **Admittance into Meeting Only**

*(Members who owe initiation fees or are arrears in dues through January 2016)*

#### **UFCW LOCAL 653 RATIFICATION MEETING**

**Sunday, March 6, 2016 - 12:00 p.m.**

Doors open from 7:00 a.m. - 4:00 p.m.

**UFCW Hall 653**

**13000 63<sup>rd</sup> Ave N, Maple Grove, MN 55369**

Present this ticket with proper identification to receive your **ADMITTANCE** at the door.

Members who receive a yellow ticket can come to the union office no later than 3:30 p.m. on Friday, March 4, 2016, to pay up any dues or initiation fees that may be in arrears. At that time your yellow ticket will be exchanged for a blue ticket, allowing you one ballot to vote at the ratification meeting on Sunday, March 6, 2016.

**REMEMBER:** In order to be admitted into the meeting and receive a ballot, **YOU MUST PRESENT YOUR BLUE TICKET AND PROPER IDENTIFICATION AT THE DOOR.** Please have these items readily available, as this will allow the process to run as smoothly and quickly as possible. The doors open at 7:00 a.m. for those members who cannot stay for the meeting but wish to vote and leave.

**I URGE ALL MEMBERS TO ATTEND THIS  
IMPORTANT RATIFICATION MEETING!**

## A Healthier You in the New Year

A new year brings new challenges and opportunities. This is a great time to reassess, reset and come at life with fresh energy and renewed motivation. Each January, roughly one in three Americans resolve to better themselves in some way. A much smaller percentage of people actually make good on those resolutions. While about 75% of people stick to their goals for at least a week, less than half (46%) are still on target six months later.

It's hard to keep up the enthusiasm, but it's not impossible. This year, pick a healthy resolution, and stick with it. Here's to your health!

### Quit Smoking

Fear that you've failed too many times to try again? Talk to any ex-smoker, and you'll see that multiple attempts are often the path to success!

Try different methods to find out what works. Think of the cash you'll save, and the huge benefit to your health.



In addition to causing lung diseases and cancer, smoking acts as an accelerator for any disease that you may have. Smoking reduces blood flow to the kidneys and can also interfere with medications used to treat high blood pressure, reducing their effectiveness. Quitting can be difficult, but it is one of the most important lifestyle changes that you can make. To assist with this resolution, the Minneapolis Retail Meat Cutters Health & Welfare plan offers a Quit Coach Stop-Smoking Support Program at no cost to you.

The Quit Coach Program is a tobacco cessation program that connects you with a coach. To access the benefits for Smoking Cessation Products you will need to enroll in the Blue Cross 'Quit for Life' program.

For more information call the Fund Office or call the following number to enroll in the program: **(888) 662-2583**

### Reduce Your Stress

A little pressure now and again won't kill us; in fact, short bouts of stress give us an energy boost. But if stress is chronic, it can increase your risk of—or worsen—insomnia, depression, obesity, heart disease and more.

### Cut Back on Alcohol

While much has been written about the health benefits of a small amount of alcohol, too much can be a bigger problem. Drinking alcohol in excess affects the brain's neurotransmitters and can increase the risk for depression, memory loss, or even seizures. Chronic heavy drinking boosts your risk of liver and heart disease, hypertension, stroke, and mental deterioration, and even cancers of the mouth, throat, liver, and breast.

The Minneapolis Retail Meat Cutters Health & Welfare Plan provides an Employee Assistance Program (EAP) through TEAM. TEAM offers resources and strategies for any area of life where you and your family may need a helping hand and/or desire more knowledge.

Take advantage of TEAM's many resources and ask for the support you need. They welcome your call and all information is confidential.

Total Employee Assistance Management  
Phone: **651-642-0182** | Toll Free: **800-634-7710**  
Email: [team@team-mn.com](mailto:team@team-mn.com) | Website: [www.team-mn.com](http://www.team-mn.com)



### Preventative Care

Remember to schedule your preventative care services. Utilize network providers whenever possible to obtain the best benefit to you and your family. Early detection and prevention is a critical step in managing your health.



# Life at The Villa at Bryn Mawr

By Scott Larson, Union Representative

**W**ithin Local 653, we have a variety of businesses we represent. I have the privilege of working with the most amazing staff at The Villa at Bryn Mawr which consists of healthcare, dietary, and housekeeping services departments. Members include licensed practical nurses, registered nursing assistants, trained medical assistants, cooks, dietary aides and maintenance workers. This nursing home serves up to 120 residents. I realize and appreciate the level of commitment and selflessness our members have in providing exceptional healthcare services to the residents each and every day. They are dedicated to making a positive difference in their lives. Many of these members have worked at this location upwards of 35 years. They are to be commended for their dedication! I was amazed at the show of care and loyalty these members have toward the residents.

After getting to know the members these past nine months, I came to the realization that in order to work day after day providing this type of care to all the residents, you must be born with **compassion, empathy** and a **willingness to serve**. I want to personally thank the hardworking members at The Villa at Bryn Mawr for their commitment and dependability. You are an amazing group of people, and we are proud to have you as part of Local 653.



Ashley Bah - LPN



Audrey Miles and Karen Dahlbloom - dietary



Bonita Benton - dietary  
(union steward)



Charles Leo Smith - housekeeping



Edmond Borboh - NAR (union steward)



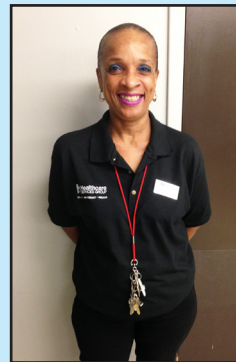
Idris Bakare - LPN



Jack Johnson - maintenance



Julie Iaquinto - LPN



Ruth Haynes-Bradford -  
housekeeping



Lawanda Crutchfield -  
housekeeping



# An Injury to One of Us is an Injury to All of Us!

By Doug Rigert, Union Representative

On Sunday, November 22, 2015, I, along with fellow UFCW Local 653 Union Representatives Jim Schommer and Scott Larson and Special Project Union Representative Ondrea Shallbetter, at the direction of President Matt Utecht, volunteered and participated in a rally and picket of Walker Methodist Nursing Home. We did this to show our support and walk side-by-side with AFSCME union members, including many who work at the nursing home.

The reason for the rally and picketing was to educate those in the community, family members of residents in the nursing home, and perhaps anyone driving by about the attempts being made by management of Walker Methodist to break the union. AFSCME and the workers they represent have



Union Rep Jim Schommer, Rachael Larson, SPUR Ondrea Shallbetter, Union Reps Doug Rigert and Scott Larson participated in a picket line and rally at Walker Methodist Nursing Home.



been in a tough and ongoing contract fight with Walker Methodist. Months ago management filed an RM petition with the National Labor Relations Board (NLRB), essentially to call a decertification election. That election was blocked because the NLRB found that Walker Methodist committed five unfair labor practices in the lead-up to the election, including hiring guards to prevent workers from talking to union representatives. It took AFSCME six years to organize and get a contract at Walker Methodist. Currently there are almost 300 AFSCME members working at the nursing home. The management at Walker Methodist has renewed its efforts to bring about another attempt at a decertification election.

AFSCME members have demanded that the employer withdraw its decertification petition, but so far they have refused even after being shown a petition signed by a large majority of the workers opposed to their anti-union tactics.

Although this is not a nursing home that UFCW Local 653 represents, it is every bit as important as if it was. It is important to send a unified message to the management of Walker Methodist and to all others who might attempt to follow their union-busting antics that this will not be tolerated. It means standing up in solidarity to protect the rights of the hardworking union members at Walker.

Please remember that an injury to one of us is an injury to all of us!



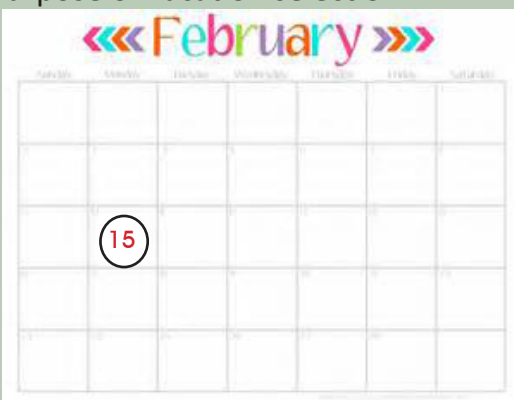
AFSCME Council 5 Executive Director Eliot Seide addresses the labor rally at Walker Methodist Nursing Home.

# Vacation Questions?

By Rick Milbrath, Union Representative

Some companies have a game-playing attitude when it comes to scheduling vacations. Game playing is over. **On page 16, Section 4.6**, the Minneapolis Retail Contract reads:

“Vacation schedules in each store shall be posted by January 1<sup>st</sup> and vacations selected on the basis of seniority by February 15<sup>th</sup> of each year. The approved vacation schedule shall be posted in each market by March 15<sup>th</sup> of each year for the following twelve (12) month period to March 15<sup>th</sup>. Employees who fail to select vacations by February 15<sup>th</sup> will be placed at the bottom of the seniority list for the purpose of vacation selection.”



For those of you who have vacation time coming, please plan your vacation times accordingly. Vacations are a time to get away, clear your head, recharge your batteries from work, and spend quality time with family and friends. After all, you earned it, and it will be guaranteed once it is approved.

Vacations are open to the membership 52 weeks a year in each store. Your employer **does** have the ability to limit the number of employees on vacation each week, but not deny in each store. This limitation is one employee from each classification in each store. What does this mean? The minimum number of employees that could be allowed

to go on vacation is at least one full-time meat cutter and one full-time meat service employee. Additionally, one full-time and one part-time in each store from the following classifications: food handlers, pharmacy, custodial and courtesy. The employer **does not** have the ability to limit only one employee on vacation at a time from a department. Example: They cannot tell a service employee they can't go on vacation because a meat cutter is on vacation the same week. They are different classifications and one employee from each classification would be allowed to go. If two employees from the same classification sign up for the same week of vacation and the employer is only allowing one to be on vacation that week, the senior employee would be allowed to go.

The employer **does not** have the right to tell or make their employees feel that they cannot go on vacation certain weeks of the year. A lot of times they try to do this by color coding or blocking off certain weeks on the vacation schedule or planner. They usually do this to try to discourage employees from signing up on certain weeks of the year. Remember, employers can limit but not deny any of the 52 weeks of the year. Vacations are not a use-it-or-lose-it program under our contract, and you should never be scheduled vacation or personal days off **without your consent**.

I would strongly recommend that you, as a union member, take the time to read the vacation clause beginning on page 14 of the collective bargaining agreement (union book). This clause will tell you everything there is to know about your vacation time and qualifications. If you have any questions on management blocking off certain weeks of vacation in 2016 or any other issues, feel free to give us a call at the union office (763-525-1500).



# January 2016

## Member News and Events

*Hall 653*

*is proud to partner with*



LUNDS & BYERLYS CATERING

The Hall at Local 653 can hold up to 300 guests for a formal plated dinner service with classic decor, decorative lighting, raised ceilings and a beautiful room design. We would love to host an event you are planning – whether it is a casual meeting or an elegant affair.

Partnering with Lunds & Byerlys Catering takes the stress out of entertaining. Their event planners will work with you one-on-one to make your vision a reality. They can help you arrange food, wine and spirits, linens, floral arrangements, entertainment and full-service staffing!

*Arrange a visit or consultation today!*

Please contact Jessica B. or Paulette T. at

**952-897-9800**

### FOR ANY OCCASION

- Wedding
- Social Gatherings
- Corporate Events
- Graduation
- Family Reunion
- Formal Dinner

LUNDS & BYERLYS  
**CATERING**

Visit us online at [Hall653.org](http://Hall653.org) or [Catering.lundsandbyerlys.com](http://Catering.lundsandbyerlys.com)

## Service Pins Sent Out December 2015

### 10 Years

Amanda Steffen (Driskill's Foods)

### 15 Year

Sherry Krueger (Cub—Quarry)

Alfonso Cruz (Swanson's Meats)

### 20 Years

Beverley Franklin (Jerry's Cub—Broadway)

### 25 Years

Chad Adams (Cub—Rockford Rd)

Lisa Dallman (Lunds & Byerlys—Prior Lake)

Paul Farrington (Jerry's Cub—Quarry)

Barb Fahey (Cub—Coon Rapids)

Deb Lambert (Cub—Coon Rapids)

Diane Olsen (Cub—Coon Rapids)

Mary Roemhildt (Cub—Coon Rapids)

Kevin Johnson (Cub—Coon Rapids)

Paul Merchlewitz (Cub—Coon Rapids)

Brian Dudziak (Cub—Coon Rapids)

Brian Call, Jr. (Cub—Coon Rapids)

Todd Smith (Cub—Coon Rapids)

Christina Davis-Johnson (Cub—Coon Rapids)

### 45 Years

Michael McGinty (Cub—Brooklyn Park North)

Just sending a little note saying thank you so much for picking my name for the State Fair tickets. We take our handicapped son every year. It is his happiest place on earth and he cannot wait to go next year. He screams with excitement as soon as he hears about it. Thanks again for the tickets!! --Barb

I wanted to say thanks for the Viking tickets. They were great seats. Had a good time, except the Vikings lost their game. I appreciate your thoughtfulness. --Lynnett



# Certified Pharmacy Technician

By Nancy Vaillancourt, Union Representative



Tracy Baron is a Certified Pharmacy Technician at the Cub Foods in Elk River. She started in Elk River as a cashier about 15 years ago and became a Pharmacy Technician nine years ago. Tracy has been the “go-to person” since the pharmacy took over OTC sales a few years ago.

Tracy recently led an Over the Counter (OTC) training session for approximately 30 pharmacy associates.

Her class touched on

several areas including inventory control, proper stocking procedures, handling returns, and ordering displays to maximize OTC sales. The class was very well received by all, as they took tips back to put to use in their own stores.

Keep up the great work, Tracy!



## Executive Board Members

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

**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  
 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, Plymouth Rainbow

**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

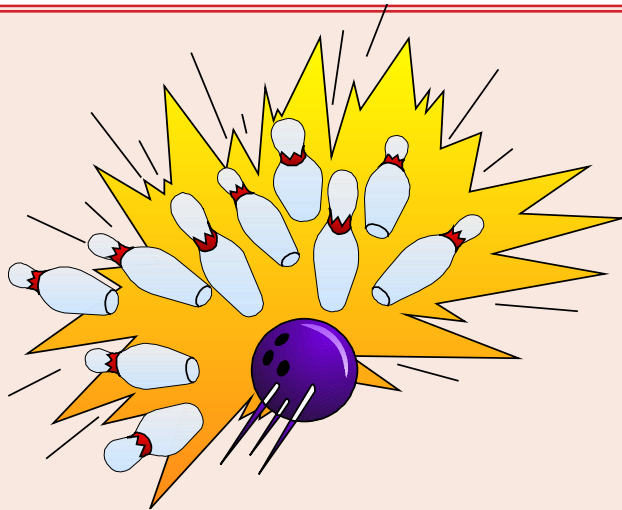


# 2015 Breakfast with Santa









# UFCW Local 653's 32<sup>nd</sup> Annual 9-Pin No-Tap **Cosmic Bowling** Tournament

**Date:** Sunday, February 21, 2016  
**Start Times:** 12:00 noon  
**Check in:** 11:00 a.m.  
**Location:** New Hope Bowl  
7107 42nd Avenue North  
New Hope, MN 55427  
**Cost:** \$9.00 per person (includes shoes)  
**Events:** Men's Singles, Women's Singles  
Team (2 men and 2 women)

*All monies collected from entry fees will be donated to:*

## **The Leukemia & Lymphoma Society**

- All members, their family and guests are welcome to participate. Winning teams or individual winners must be members.
- A team consists of two men and two women.
- As a "No-Tap" Tournament, we will not be using handicaps.

**--Prizes for first place in team, men's singles and women's singles.**  
**--Prizes for getting a strike with a colored head pin (9 pins is a strike).**  
**--Drawings for door prizes.**

Questions? Need more entry blanks? Call Steve Milner at 763-525-1500.

**Money must accompany your entry.**

**Entries must be received by Thursday, February 11, 2016.**

**RESERVE EARLY!**



# UFCW Local 653 32<sup>nd</sup> Annual Bowling 9 Pin No-Tap Tournament

## Sunday, February 21, 2016

**New Hope Bowl**  
**7107 42nd Avenue North**  
**New Hope, MN 55427**

Captain Name: \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ MN, Zip: \_\_\_\_\_  
 Employer: \_\_\_\_\_

Mail or stop in  
 the union office  
 by or before  
 Thursday,  
 February 11, 2016.

Payment must  
 accompany  
 registration form!

UFCW Local 653  
 Attn: Steve Milner  
 13000 63rd Ave N  
 Maple Grove, MN  
 55369

Questions?  
 Call Steve Milner  
 at 763-525-1500.

### Singles Entries

12:00 noon

Check-in at 11:00 a.m.

M/F	Singles Entries -- Print Names	Amount
		\$9.00
		\$9.00
		\$9.00
		\$9.00
		\$9.00
		\$9.00
Total for singles:		

Team Name: \_\_\_\_\_

12:00 noon

Check-in at 11:00 a.m.

M/F	Team members -- Print Names	Amount
		\$9.00
		\$9.00
		\$9.00
		\$9.00
Total for team:		\$36.00



**1/2  
PRICE!**

## Ours Resort - Have We Got a Deal for You!



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

Sound interesting? We're making it even more affordable than usual! Starting December 1, reservations made for stays between January 1 - April 30, 2016, are **HALF PRICE!**

Ours Resort is owned and operated by UFCW Local 653. It consists of six cabins on Lake Superior in Lutsen, MN. Each cabin is fully furnished--you only need to bring your food, clothes, and personal items. (Check our website--[www.ucfw653.org](http://www.ucfw653.org)--under Member Benefits for more information.)

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



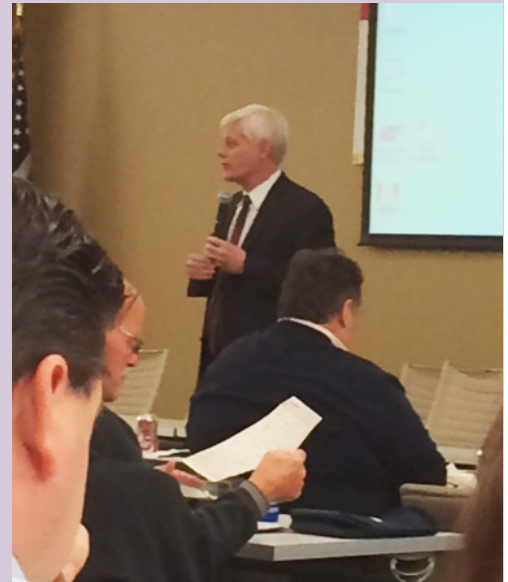


# MN AFL-CIO 2016 Legislative and Political Conference

By Jim Schommer, Organizer

I had the privilege to attend this conference which was held at the Minnesota Nurses Association and SEIU Health Care Minnesota in St. Paul.

There were many great speakers from the Labor Movement in Minnesota. The main topic was: How do we get organized labor engaged in the upcoming 2016 elections--from local elections all the way up to the presidential election? Speakers shared what worked and what didn't work for them in getting membership involved and engaged in the political process. It is more than just voting for the labor-friendly candidates, it's about getting involved with your union. Members can help knock on doors, make phone calls, attend rallies and leaflet job sites, etc. More than ever, organized labor's future (**OUR** future) will be tied to the outcome of these elections.



*State Representative Paul Thissen addressing the conference*



It is not too early to start thinking about how union members can play an active role in educating fellow union members about the importance unions play in the lives of middle class America. Along with the excellent speakers at this conference, there were many workshops with a wide range of topics. The highlight for me was listening to State Representative Paul Thissen, Minority Leader of the Minnesota House.

## The Youth and Unions

By Ondrea Shallbetter, Special Project Union Representative

I know that our union and unions in general are critical to the infrastructure of working America, but when I have conversations with former coworkers and peers, it seems they are less informed. This could be a problem for the future of unions if we do not become proactive in engaging the youth. We can't just assume that young workers are uninterested in being involved with our union; they maybe are just not familiar with how it works.

The younger generation has the mindset of "you go to college, get a degree, find a great job, and climb up the corporate ladder." Most of us know that in this predominantly service-oriented economy, life often doesn't work out that way. In all of my educational years (K – 12) I was

never taught about labor unions and the history of them, so I wouldn't expect any less from the current educational system. In order to secure the future for all unions and the working class we need to become the teachers and reach out, educate, and inspire young workers to get active. Be persistent; help them to understand their rights as union members and how they can create change in their workplace. Try to remember that nothing worth having in life comes easy. The power is in our numbers and knowledge; we can use both of these tools to engage young coworkers. If you have any questions or ideas, please call me at the office (763-525-1500)!

## UFCW Local 653 Members:

Union Meetings are usually  
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, February 8, 2016  
*(note change of date)*  
Monday, March 7, 2016

## Retiree's Club Meeting Notice

### Knights of Columbus - Marian Hall

1114 American Blvd. W.  
Bloomington, MN 55420

Thursday, January 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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## Communicate—Communication

By Steve Milner, Union Representative

### Communicate:

- To make known
- To have an interchange of ideas
- To express oneself in such a way that one is readily and clearly understood

### Communication:

- The exchange of thoughts, messages or the like, as by speech, signals or writing

As you can see, the act of communication is that you need to communicate. I believe with all of the technology that we have today we have lost the ability to communicate. Email and texts are a quick way for a simple one-item question to be asked or answered. However, that is the problem. Many times we forget that the best way to communicate is face-to-face. More can be accomplished in a two-minute conversation than in several emails or texts. In using the print form of communication there has to be several exchanges to cover all questions and answers. All of this can take a considerable amount of time.

I am of the belief that the best way to handle problems is to talk to the people involved face-to-face. If that is not possible, the old-fashioned phone is the way to go. So if you are having a problem, PLEASE talk things over with the person or persons involved.

**To communicate you need communication.** Try the old fashioned way – you might be pleasantly surprised how quickly a situation can be resolved.

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