

UNITED WAY RECOGNIZES JERRY'S FOODS EDEN PRAIRIE

By Matt Utecht, President

Last month I wrote that UFCW Local 653 was joining other local unions at all Jerry's stores and Lunds & Byerlys stores to endorse and support the 2016 United Way campaign in the workplace. You may not know that United Way is the only nonprofit group to have nationwide over 70 years of partnership with organized labor.

When you support our Greater Twin Cities United Way, you also support Working Partnerships, a nonprofit organization dedicated to helping union members in need. Working Partnerships was created by the Minneapolis Regional Labor Federation to help union members and their families during unemployment, layoffs, lockouts, and other emergencies. They educate

union members about public policy issues, provide access to community resources, and promote union volunteerism. In addition, Working Partnerships collaborates with local labor and community organizations around workforce development, training, and economic justice.

On Wednesday, August 31, 2016, I had the distinct honor of being present at Jerry's Foods Eden Prairie as Doug Flateau of Working Partnership Minneapolis presented UFCW Local 653 member Sandra Anderson and her coworkers with a plaque recognizing the workers at Jerry's Foods Eden Prairie for obtaining 100% participation for 11 consecutive years!

"Obtaining 100% participation for the last 11 years is something we at Jerry's Foods Eden Prairie are very proud of. First and foremost we need to remember that Jerry Paulson was an advocate and passionate about United Way and what it does for our community. We would not have the amazing support that we do today without Lynn Gallus. Lynn retired after working for Jerry's for over 40 years and led the foundation of the United Way Campaign. We would also like to say a big thank you to Carol Jackson and her leadership with United Way. It has been a pleasure and a joy to have taken over the campaign at Jerry's Eden Prairie. I have found it easy to obtain 100% participation with the wonderful staff that we have. No one person knows what life will bring them. We all have our own stories and struggles, but with the generosity of those who give to United Way it can make those hard times just a bit easier."

--Sandy Anderson

To everyone at Jerry's Foods Eden Prairie--Congratulations on all your efforts to support the United Way! One hundred percent for 11 years is fantastic!



Shown displaying the plaque recognizing 100% United Way participation for 11 years (left to right): Brett McKenzie, Sandra Anderson, Joe Kremer, Toni Rangel, Beth Miller, Robyn McComb, John Tykwinski, Katie Wick, Sam Verba (baker's union), Mike Cleveland, Adam Skeels, Local 653 President Matt Utecht

[Lunds & Byerlys and other Jerry's stores--please share your stories; I'd like to continue to recognize all your efforts with the rest of the membership of UFCW Local 653.]

Hy-Vee Development Project in Robbinsdale

~~ON HOLD~~

By Paul Crandall, Secretary-Treasurer

On July 13, 2016, the City of Robbinsdale held an open house at its Hubbard Marketplace Transit Station to unveil its plans for the development of the property known as the Terrace Mall. This property was the site of the Rainbow Foods store which originally opened as an Applebaum's in 1981 and closed as a Rainbow Store in April of 2013. At the open house Hy-Vee showed its plan to build a 91,500 square foot grocery store which would result in the demolition of the Terrace Theater, a historic theater that opened in the 1950s and closed in 1999. On July 21, 2016, the City of Robbinsdale Planning Commission held a meeting to vote on approving the plans for this project and forwarded them to the city council.

The staff and members of Local 653 have been very active in voicing their opposition to this plan as this is an out-of-state company from Iowa and it will have a severe impact on local businesses including UCFW Local 653 stores like Cub, Lunds & Byerlys and Almsted's Fresh Market. Letters and flyers were distributed to union members urging them to attend city council meetings and reach out to the Mayor and council members and voice their opposition. The planning commission meeting lasted over four and a half hours, with the majority strongly voicing their opposition to this project.

The next step came at the city council meeting on August 2. That meeting went from 7:00 p.m. until 1:00 a.m. Local 653 members spoke about the impact Hy-Vee would have on the unionized stores in the area and a citizens group called "Save the Terrace Theater" gave passionate speeches on the efforts made to save the theater as an historic landmark. The elected city officials

held a meeting on August 10, as the city's Economic Development Authority. This group unanimously approved the creation of a tax increment financing (TIF) plan for Hy-Vee. This financing plan would pay roughly \$4.7 million over 26 years, including interest and inflation. This is certainly a company who can well afford to finance its own expansion, as Hy-Vee reported **\$9.3 billion** in revenue last year. Flyers were distributed throughout Robbinsdale outlining the city's plan to grant Hy-Vee TIF money. This created quite a buzz at city hall and on social media. Many residents were greatly concerned about their tax dollars being used in this fashion.

After witnessing the friction their proposed project caused among the Robbinsdale residents, the city of Robbinsdale was notified on August 18, 2016, that Hy-Vee was delaying its decision to build the massive grocery store. The next city council meeting was held on August 23, where the city approved the demolition permit for the Terrace Theater; at this time the Hy-Vee project is on hold. Also on August 23, the Save the Terrace Theater group filed a lawsuit in Hennepin County District Court which says it is protected under the Minnesota Environmental Law. The lawsuit claims the theater is a historical resource and cites a raft of documents from the Minnesota Historical Society describing the theater as "glorious" and "one of Minnesota's mid-century masterpieces." The Judge's ruling is scheduled for September 13, 2016.

As you can see, there have been many moving pieces to this proposed development and we have been there step-by-step trying to convince the elected officials and residents that **HY-VEE IS NOT RIGHT FOR ROBBINSDALE.**

STAY ACTIVE—STAY TUNED!

Local 653 Members Urged to Get Involved

By Rena Wong, Director of Organizing

Working people need to have a greater voice in politics. The only way we can do that is by voting and helping to register fellow union members to vote. According to the U.S. Census, almost 80% of people with yearly household incomes of \$100,000 or higher voted in the 2008 and 2012 elections, compared to just a little over 60% of

those earning less than \$50,000 a year. Numbers matter. If we want to achieve policies that help working people, such as a higher minimum wage, paid family leave, affordable college tuition, or even ensure that nonunion employers (such as Hy-Vee) pay living wages, workers need to exercise their right to vote.

This November when you go to cast your ballot, you're not only voting for president. Policies that directly impact our communities and families will happen at the state, county, and city levels. It is important that we let union members know where political candidates stand on issues that affect working families. Our union participates in the Minneapolis Regional Labor Federation's candidate screenings. All candidates who want a Labor endorsement, regardless of party affiliation, can request to be screened. They are asked to fill out a questionnaire in advance that clearly shows whether they do or do not support worker issues and then candidates are asked to attend an in-person interview where union members ask them to answer questions directly. Only candidates who can show they support Labor are endorsed.

UFCW Local 653 is building a political program to make sure workers have a seat at the table so that politicians hear from workers, not just corporate lobbyists. We need to build political power to ensure HyVee and other nonunion retailers compete based on their goods and services – not by shortchanging

workers and driving down the industry. A dozen Local 653 members volunteered to attend the Minnesota AFL-CIO campaign school in late July to learn about how we can be most effective in talking to other union members about voting, and signed up to volunteer for phone banking and canvassing shifts. There will be opportunities for more members to participate in the larger Minnesota AFL-CIO Labor Days of Action, scheduled for September 8 from 4:30 to 8:30 p.m., October 1 from 10:00 a.m. to 2:30 p.m., and October 15 from 10:00 a.m. to 2:30 p.m. Please call me at 612-865-4345 if you are interested.



Members of Local 653 who attended the MN AFL-CIO campaign school in July (left to right): Jonathon Allie (Kowalski's Lyndale), Jeff Maynus (Cub Fridley), Adrian Eiken (Cub Maple Grove), Drea Shallbetter (Local 653 staff), Anthony Lanners (Festival Andover), Cathy Winter (Jerry's Cub Nicollet), Stephen Waters (Lunds & Byerlys Minnetonka), Courtney Huber (Jerry's Cub Quarry), Lorrie Wayman (Cub Lagoon), Rena Wong (Local 653 staff), Mark Husbyn (Cub Fridley), John Pignato (Cub Plymouth)



Mark Husbyn went door-knocking and met Minnesota Congressman Keith Ellison

Wilson McShane Corporation

Important Information from Wilson-McShane Corporation

As many of you may already know, UFCW Local 653 is in the process of relocating. We wanted to inform you that during this transition process, the Wilson-McShane team will temporarily be located in our Bloomington Office. Once the new offices are complete, our team will once again be located in the Benefits Office of the UFCW Local 653 building to provide you with excellent face-to-face customer service. In the meantime, we are still here to provide you with ongoing dedicated service in order to get all of your health and welfare or pension questions answered through various forms of contact.

Call the 653 Benefits Dedicated Service Team

Wilson-McShane has dedicated phone numbers available solely to UFCW Local 653 Minneapolis Retail Meat Cutters participants, (952) 851-5797 or toll free (844) 468-5917. When you utilize either phone number, our staff instantly recognizes you as a Minneapolis Retail Meat Cutter participant which allows for faster service in getting you to the correct specialist within our office.

Visit Our Office

Our dedicated team is available to serve you in person at our Bloomington location: 3001 Metro Drive, Suite 500, Bloomington, MN 55425. To meet with a dedicated representative who can answer all of your benefit questions, simply make an appointment or visit our office Monday through Friday from 8:00 a.m. - 5:00 p.m.

Explore the Newly Released Website

Another fantastic resource available to the Minneapolis Retail Meat Cutter Plan participants is the newly redesigned website. Visiting www.653benefits.com gives you access to readily available, key information related to your Funds.



Some of the information provided includes your Summary Plan Description booklets, Summary of Benefits and Coverage, beneficiary forms, authorization to release PHI, COBRA election forms, disability supplement forms, pension applications, tax-related forms, as well as several other helpful documents and information.

Also provided are answers to frequently asked questions related to your benefits, links to other Fund providers such as Blue Cross Blue Shield of MN, and a contact page to send us an email with your questions.

An additional resource provided on the website is the Healthier Living articles page. These articles provide information on programs and features available to you as well as offering tips on living a healthier lifestyle. If you are interested in accessing your eligibility for health and welfare benefits, or are interested in viewing your pension status, simply register online to create a username and password.

If you have any questions, please feel free to contact us in any of the aforementioned methods. Wilson-McShane Corporation is dedicated to your Fund and assisting you in any way we can.

Wilson-McShane Corporation - 952-851-5797 or 1-844-468-5917



Family Picnic and Fishing Contest

By Scott Larson, Union Representative

On Wednesday, July 20, 2016, UFCW Local 653 held our annual family picnic and fishing contest. It was a fantastic day together with members, family and friends. The day's events were held at Beebe Lake Regional Park in Wright County. There was a lot of fun for all and the fishing was great from the pier. It was nice to see members and their families having such a wonderful time. At noon lunch was served by Local 653 staff, and prizes and drawings followed. I want to thank President Matt Utecht and Secretary-Treasurer Paul Crandall for hosting this event for the membership.

Fishing Tournament Prize Winners:

Group I (Ages 1-11)

Largest Fish: Allison Reinhardt

Pair of Twins Tickets

Smallest Fish: Evanrude Johnson

Pair of Twins Tickets

Group II (Ages 12-17)

Largest Fish: Marcus Ogren

2-Night Stay at Ours Resort

Most Species: Matthew Schommer

Pair of Twins Tickets

Group III (Age 18 +)

Largest Fish: Ron Peltier

3-Night Stay at Our Resort

Most Species: Josh Myrum

Pair of Twins Tickets



Congratulations to Our 2016 Educational Grant Winners!



Kaylee Anderson (Jerry's Foods - Edina)

I graduated from John F. Kennedy High School in Bloomington in 2014. I then attended Normandale Community College where I completed generals and then transferred to Hamline University. I am a double major in women's studies and legal studies. My dream is to one day become a paralegal and work in downtown Minneapolis in the Government Center as one. I will graduate in 2018 with a Bachelors in both majors and a paralegal certificate. I have worked at Jerry's in Edina for 2 1/2 years now as a deli clerk.



Katelyn Bergstrom

(daughter of Thea Bergstrom of Jerry's Cub - Quarry)

I graduated from St. Anthony Village High School where I participated in the color guard for my school's marching band, theater, speech, National Honor Society, and connection crew. I will be attending the University of Minnesota - Morris. I hope to continue theater at Morris and find lots of other cool new activities there, too. At Morris I'll be majoring in pre-med and biochemistry. I hope to have a career in CLS or some other form of medical science.



Meghan Krieger (Jerry's Cub - Bloomington)

I started working at Cub - Bloomington Valley West a little over a year ago in the bakery, where I still work, because it was close to school and home. I have lived in Bloomington my whole life and just recently graduated from Thomas Jefferson High School, where I was involved in many activities. These included National Honor Society, Pathfinders, Science Olympiad, swimming, softball, and Positive Forces for Change. Additionally, I took part in TOPPLE, which I was co-president of, and Spanish Club, in which I was secretary. I was also in the academic top 10% of my class all four years, lettered in academics all three eligible years, and was a two-time National Honor Scholar. I took every AP class available at my school, with the exception of the languages I did not participate in, and doing so allowed me to graduate high school with 36 college credits, a GPA around 4.2, and an honors diploma. Outside of school, I held two jobs and participated in peer ministry and mentoring through my church, as well as going on two mission trips through Youthworks. Next year I will be majoring in nursing at the University of Wisconsin - Eau Claire and have been accepted into the university honors program, as well as the nursing honors program. I am also minoring in foreign language, studying both Spanish and German. I plan to be licensed as an RN, then proceed to earn my master's degree, and someday I hope to work with the Red Cross organization.

Leeah Schuhwerck

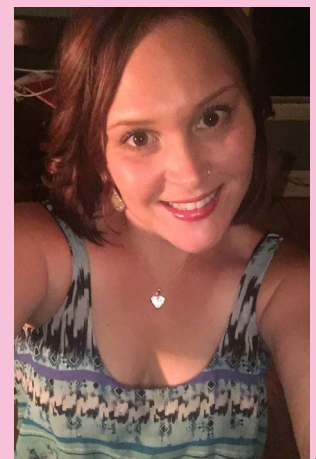
(daughter of Michael Schuhwerck of Cub - St. Louis Park)

My name is Leeah Schuhwerck, daughter of Michael Schuhwerck who is employed by Cub Foods. I am a senior at the University of Minnesota - Twin Cities working towards a degree in Dance with a Fashion Studies minor. For the future, I hope to find a career in the arts that allows me to work in a creative environment.



Rebecca Somerville (daughter of Deborah Somerville of Lunds Manufacturing)

I currently am working at a women's treatment center as a recovery advocate! Helping others with addiction is my passion. I am currently going to school at Metropolitan State University to pursue my career in this field! I am working towards a Bachelors in Licensed Alcohol and Drug Counseling, then will pursue my Masters degree for marriage family therapist. I hope to someday own my own practice!





Maria Case (Lunds & Byerlys - Plymouth)

I have been working on my Bachelors for four years now, while working full-time the entire time. I attend Concordia University in St. Paul, and I am looking forward to being finished with my degree in Spring 2017. I have been working at Lunds and Byerlys since 2008 and have already used what I have learned in school to help me in my day-to-day work duties. It is my hope to continue to work with them long term. Some of my personal hobbies include soccer, networking, playing piano, and reading is my favorite!



Emma Schifferle (daughter of Paul Schifferle of Lunds & Byerlys - St. Louis Park)

Emma graduated with honors from Maple Grove High School. She will be playing softball for the University of Sioux Falls Cougars and plans to major in chemistry. In her spare time, she likes to coach and mentor young girls in softball. She enjoys giving back as so many people contributed to where she is today. When not playing or coaching softball, she likes hanging out with her friends and family.

Ben Lawrence (son of Kent Lawrence of Lunds & Byerlys - Eden Prairie)

Ben began his collegiate career at Normandale Community College in 2013. He spent two years there before transferring to the University of St. Thomas. He began his studies to earn a degree in Operations and Supply Chain Management. Ben has a passion for weightlifting and fitness and he hopes to work within that field following his graduation. Ben spent two years in the UFCW while he worked as a grocery bagger at LFHI.



Alex Evenson (Daughter of Bruce Evenson of Kowalski's - Hennepin)

Alex Evenson attended Washburn High School in Minneapolis and graduated with honors. She worked extremely hard to graduate with both IB and AP credit to take to college with her. Throughout high school she worked at Kowalski's Markets and is planning to take her work experience to college with her. Alex will be attending the University of Minnesota - Duluth and will be studying management in the Labovitz School of Business and Economics.



Elise Borman (Lunds & Byerlys - Eagan)

I attended Eagan High School for four years and graduated in the spring of 2016. I joined the Red Pine Elementary School band program as a percussionist in 5th grade, and since then I've been hooked on music. I grew up singing and playing piano, started percussion in fifth grade, and have now also learned the ukulele. I am going to the University of Minnesota - Twin Cities this fall 2016 as a student in the School of Music. I will be studying to be a Percussion Performance Major. I am also interested in minoring/ double majoring in linguistics. Besides band and music, my interests include playing tennis, writing, drawing, and volunteering to help those in need. And of course, working at Lunds & Byerlys!

Benefits of Belonging to a Union

By Amber Allen, Union Representative

With more and more nonunion competition entering our market, it has been tempting for some of our members to “test the waters” or see if the “grass is greener” elsewhere. In case you were wondering, let me tell you the grass *is not* greener, in fact we are seeing many who have left our union companies coming back, or at least trying to come back.

A few of the biggest differences that I think are really important in union vs nonunion positions are:

~~Union Job~~

- *Guaranteed pay raises
- *Guaranteed number of minimum hours per week
- *Paid holidays for qualified part-time and full-time positions
- *Paid vacations and personal holidays for those who qualify
- *Grievance Procedure--
3-step procedure to settle disputes at work. No cost to the employee.

~~Nonunion Job~~

- *No guarantee of increases
- *No guaranteed numbers of hours; it is up to the employer
- *Employer decides who gets holiday pay.
- *Paid vacations and personal days not required
- *None--
Once they make a decision to terminate/discipline, their decision is final.

And finally, the most important difference in my mind as to why it pays to belong to a union is that every member has a voice! I cannot urge you enough to use that voice, whether it is through union membership meetings, contract negotiations, suggestions you may have, grievance procedures, etc. Take pride and ownership in being a member of Local 653!

Remember--Membership meetings are the first
Monday of each month, October – May, at the new time of 6:00 p.m.

See you there!!

The **2016 Health Fair**
has been
CANCELLED.

See future issues of
the Fact Finder for
information on the
2017 Health Fair.

THANK YOU SO MUCH FOR THE AWE-
SOME TICKETS TO THE TWINS GAME
ON AUGUST 11TH! IT WAS A VERY HOT
DAY AND NOT A GOOD GAME FOR THE
TWINS, BUT THE SEATS WERE WONDER-
FUL! WE HAD SO MUCH FUN CHEERING
THE TWINS ON!
THANKS FOR MAKING GOING TO A GAME
A POSSIBILITY!

--SANDY

THANK YOU VERY MUCH FOR THE
RENAISSANCE FESTIVAL TICKETS!
MY HUSBAND AND I WILL ENJOY
GOING!

--DONNA

What a pleasant surprise to receive
State Fair tickets from the Union.
I hate to see summer winding down,
but attending the State Fair is certainly
something to look forward to.

--Jape

Just a note to say thank you
so much for the State Fair
tickets - we are so looking
forward to going! I really
appreciate all the tickets I've
won and have used them all!

--Barb

Thank you for the fair tickets! Looking
forward to taking in all the entertain-
ment.

--Mary Ann

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 (mutecht@ufcw653.org, 612-965-4307)

Paul Crandall, Secretary-Treasurer (paulc@ufcw653.org, 612-965-4301)

JERRY'S FOODS: Jerry's Sausage

Brainerd / Baxter Cub Foods - Baxter Super One - Crosby Super One - Pequot Lakes Supervalu - Lunds & Byerlys St. Cloud

CUB FOODS: Crystal, St. Louis Park

Rena Wong, Director of Organizing (rwong@ufcw653.org, 612-865-4345)

Amber Allen, Union Representative (ambera@ufcw653.org, 612-865-6755)

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

Scott Larson, Union Representative (scottl@ufcw653.org, 612-961-6305)

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

Villa at Bryn Mawr, Senova (Bryn Mawr), Healthcare Services (Bryn Mawr)

Rick Milbrath, Union Representative (rmilbrath@ufcw653.org, 612-965-4310)

Ingebretsen's - Swanson Meats - Cooper's Foods - Almsted's Fresh Market - Jubilee Foods - Cub Foods Shakopee - Driskill's Foods - Oxendale's Market - Bergen's SuperValu - Hirshfield's - Brede Exposition Services

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

KING'S COUNTY MARKET: Andover, St. Francis

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

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

Doug Rigert, Union Representative (dougr@ufcw653.org, 612-889-9121)

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

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

Jim Schommer, Union Representative (jims@ufcw653.org, 612-965-4308)

CORPORATE CUB FOODS: Blaine North, Blaine South, Brooklyn Park North, Brooklyn Park South, Champlin, Coon Rapids South, Fridley, Lagoon, Maple Grove, Monticello, New Brighton, Plymouth Station, Rockford Road, Silver Lake Road, Vicksburg

Homestead at Anoka, Gold Cross, Monarch Healthcare

Nancy Vaillancourt, Union Representative (nancyv@ufcw653.org, 612-965-4309)

LUNDS & BYERLYS: Burnsville, Chanhassen, Eagan, Eden Prairie, Edina, Glen Lake, Golden Valley, Maple Grove, Ridgedale, 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



Local 653 invites you to join us for our 6th annual Fall Harvest Festival

When: Sunday, October 30, 2016
Noon – 3:00 p.m.

Where: Lake Katrina Group Horse Camp
Baker Park Reserve

Cost: \$5.00/family, plus a nonperishable food item for donation to a local food shelf

Note new location!

Join us for a fun-filled afternoon of hay rides, face painting, treat bags, and pumpkin decorating.

Brats, hot dogs, chips and apple cider will be served.

Children are encouraged to wear Halloween costumes.



Directions: Lake Katrina Group Horse Camp is part of Baker Park Reserve, located off Highways 12 and 6. When you exit off of Highway 12W onto Highway 6, make an immediate left onto a gravel road, which will take you to the shelter area where the Harvest Festival is being held.

Fall Harvest Festival Registration Form

Send payment and registration form to the Local 653 office **by Thursday, October 20.**

UFCW Local 653
Attn: Harvest Festival
6160 Summit Dr N Ste 600
Brooklyn Center, MN 55430

Member Name:	
Phone #:	
Store/Employer:	
Attendance:	# of adults_____ + # of kids_____ = Total # of people _____
Cost:	\$5.00 per family. Make checks payable to UFCW Local 653. (Please bring nonperishable food item to Harvest Festival.)

BAKER PARK RESERVE

Three Rivers
PARK DISTRICT
threeiversparks.org

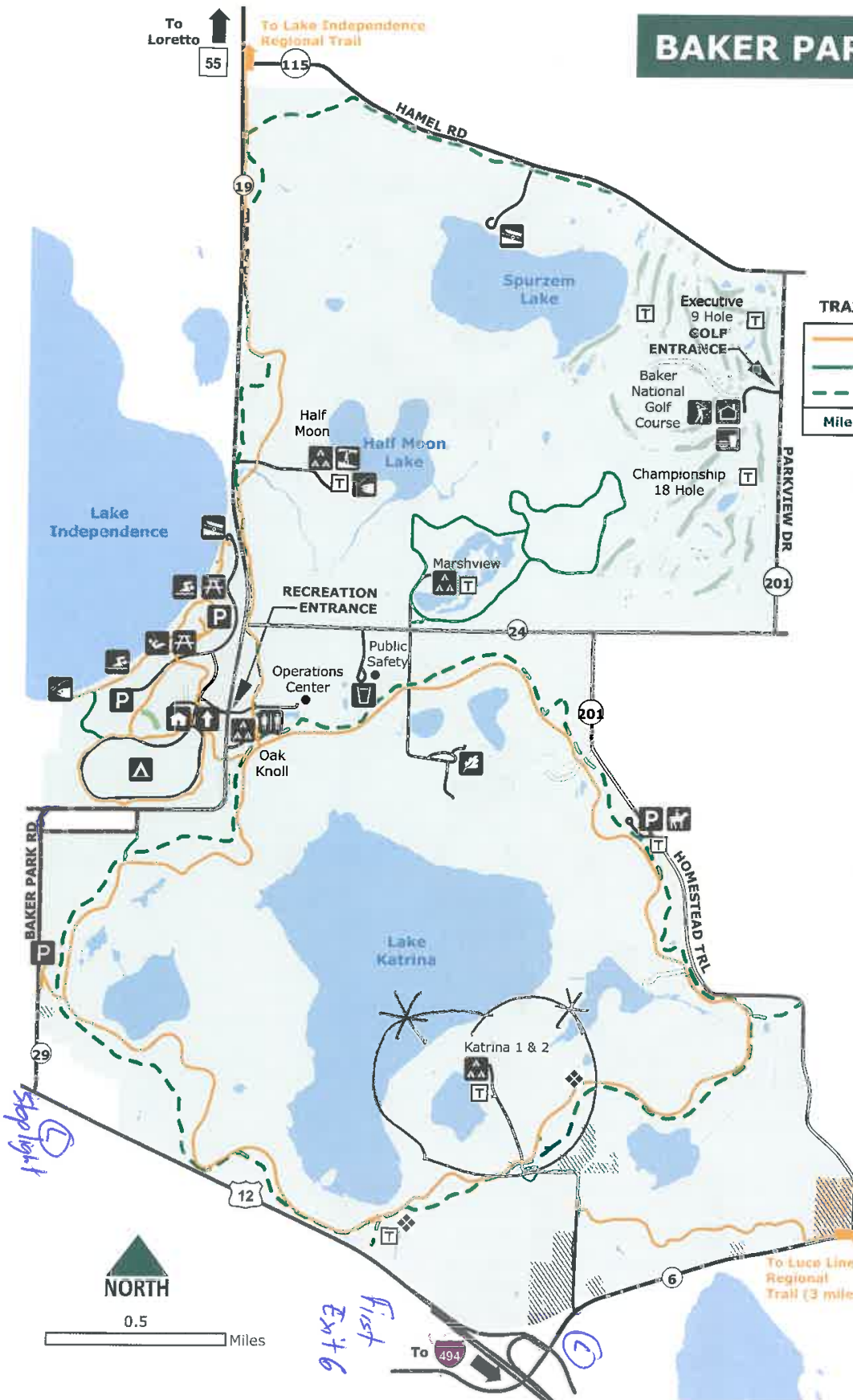
TRAIL				
Miles	23.9	12.5	12.5	9.0

LEGEND: Updated: 2/23/2016

- boat carry-in access
- boat launch
- campground
- campground office
- camping - group reservation
- clubhouse
- concessions
- drinking water
- fishing pier
- golfing/driving range
- horse trailhead
- near-wilderness settlement - reservations only
- parking
- picnic area
- play area
- rest area/bench
- restroom
- swimming
- toilet
- trails at your pace

- paved trail
- unpaved trail
- road
- service road

- Golf Course**
- bunker
 - fairway/tee box
 - green
 - park boundary
 - private property
 - water body



Know Your Company's Policies

By Rick Milbrath, Union Representative

Just about every company I know has a handbook or a number of policies in place covering the workplace and their environment. These are put into place to have some sort of guidelines that your company expects you to follow. They can range from dress codes, reporting injuries, harassment, time clock, payroll, tobacco and smoking policies, along with a number of other ones they choose to have. With new ones added continually, it would not surprise me that they have policies that cover their policies. Sometimes I find neither rhyme nor reason for some of their policies, but that is only my opinion. Because it has become an attorney-filled society, the companies have found reasons to develop more and add specific policies and procedures in order to cover all their bases.

I would like to start out first of all by saying that a company has the right to develop their own individual policies, as long as they do not conflict with the union contract. We have the right to grieve any disciplinary action they may take against a member. Some of the policies that the companies seem to be developing pertain to time and attendance, cutting and grinding procedures, shelf life of products, reworking of products, harassment and sexual harassment. Depending on which company you work for, some of these may have been in place for years, while other companies are starting them because problems have started to develop in the stores or as they are changing their product lines.

What should the member do when presented with a policy or procedure corrective action notice? **The first thing that you should do is read it very carefully.** If you have any questions, you should ask your store manager, department head or human resource specialist. If it is a corrective action notice or a Performance Improvement Plan, you have the right to explain your side of the situation. There are always two sides to every story--it is always best to explain your side while it is fresh on your mind.

I know sometimes it seems that there are so many rules and regulations, how are we supposed to remember them all? I wonder if the company even knows all of their own policies. While I don't believe the companies are out to get or fire anyone or set anyone up to fail, we hope that they understand that

people do make mistakes and human error comes into play. But if you intentionally violate or refuse to correct problems, you could be facing discipline. While we may not always agree with policies or procedures, we all have rules to follow.

A Conversation About Union

By Ondrea Shallbetter, Union Representative

As UFCW Local 653 members you know what the labor movement is, what your union does, what collective bargaining is, and why unions are important. With that being said there are still many people who don't understand the great significance of labor unions, and one of the best methods of educating is having a conversation. To make that conversation a bit easier it is good to have a few talking points to get started.

➤ **What is the labor movement?**

The labor movement is a general term for the large spectrum of labor unions, workers and affiliate organizations acting collectively to achieve respect and economic justice for all workers.

➤ **What is a union and what do unions do?**

A union is an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits, and working conditions, etc. Unions carry out a course of action that serves in the best interests of their members and communities. Some endeavors include representing members and negotiating with employers, recruiting new members, and taking part in political action to support policies that improve working conditions for all workers.

➤ **What is collective bargaining?**

Collective bargaining is the process by which wages, hours, rules, and working conditions are negotiated and agreed upon by a union's negotiation committee and an employer for all the employees collectively whom it represents.

➤ **Why are unions important?**

Unions are important because they set industry standards for education, skill levels, wages, working conditions, and quality of life for workers. Union workers' wages and benefits are generally superior to what nonunion workers receive. Most union contracts provide far more protections than state and federal laws. (Union FAQs, n.d.)

What is Overtime? And is Your Company Paying it Properly When it Occurs?

By Doug Rigert, Union Representative

The topic of overtime is one of those common discussions that come up often. There seems to be some misunderstanding and confusion surrounding the issue, such as, "What is the definition of overtime," "What triggers it to go into effect," as well as, "Is the company paying it properly as they are required to do under the current union contract?" My hope is that this article will help to answer and clarify these questions.

Overtime, which is referred to as one and one-half times an employee's regular hourly rate of pay, occurs anytime a part-time employee is scheduled to work beyond eight hours on any given workday or is asked to work past eight hours by the manager on duty or other qualified company personnel who has the authority to do so. When it comes to a full-time employee who is normally scheduled to work eight-hour days, the same rules apply. However, if a full-time employee is normally scheduled to work

ten-hour days, one and one-half times their regular hourly rate of pay occurs only when they work beyond ten hours as either the result of being scheduled as such, or being asked by the manager on duty or some other qualified company personnel who has the authority to do so.

I have heard from too many members who have told me that they have worked approved overtime but did not receive it.



The most common example are employees who are asked if they can work past their scheduled eight-hour shift by the manager on duty or some other qualified company personnel who has the authority to do so. Then later in the same week they are asked to go home by the same personnel an equivalent number of hours earlier than they are scheduled to work to counter or avoid the company from having to pay them the overtime they worked

earlier in the same week. For the record, leaving earlier than scheduled does not allow or let the company off the hook for the overtime worked earlier in the week. If this happens to you, contact your store director first to give them a chance to fix it and pay you the overtime owed to you. If for some reason they don't, please contact your Union Representative immediately to help resolve the issue.

Contrary to the belief and understanding of some, overtime or one and one-half times an employee's regular hourly rate of pay can occur as stated in the examples above, and not just as some people commonly think applies **only** if an employee works **more than 40 hours** sometime between Monday and Saturday as a result of either being scheduled or asked to do so. The one exception to this would apply to courtesy employees in the following way: Courtesy employees may work up to 40 hours of work per week at straight time and be paid one and one-half times their regular rate of pay after 40 hours only. Please remember, the employer is only required to pay you overtime if you are scheduled as such or additional hours that you worked on any given day were the result of the manager on duty, or some other qualified company personnel who has the authority to do so, asking or approving it.

Executive Board Members

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



Lunds & Byerlys' Eagan Store is Remodeled

By Nancy Vallencourt, Union Representative

On Saturday, July 16, 2016, the Eagan Lunds & Byerlys celebrated its newly remodeled store by holding an open house. Festivities included live music, special deals throughout the store along with special giveaways and demonstrations.

The deli, dairy/frozen departments, and the center store were impacted the most with this remodel. The deli had a complete remodel featuring a beautiful new artisan cheese counter, the center store has wider aisles, and the dairy/frozen section installed new cases with doors. There is a new Creations Café featuring breakfast, lunch and dinner, along with Hissho Sushi, Big Bowl, and a taco bar. The meat department continues to feature their well-known

Reserve Aged Choice beef and fresh seafood, the bakery has a beautiful selection of freshly baked pastries and cakes, and produce continues to have a wide variety of fresh, locally grown organic items. Other amenities include a Bone Marché pet store, Lunds & Byerlys Pharmacy, Lunds & Byerlys Wine and Spirits, Caribou Coffee, Mulberry Garment Care, Bachman's Floral and a US Bank.

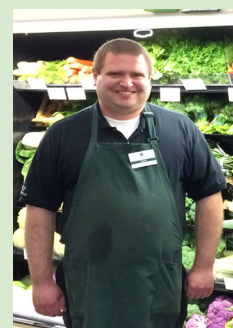
With the re-grand opening there were also some promotions! Congratulations to the four employees who were promoted to Retail Specialist!! Great job by all the employees! Remodels, as we know, are a lot of work, but the end result is a beautiful new store you should all be proud of.



Pat Gabriel - front end



Amy Lehr - deli and Caleb Morrison - produce



Jason Lepage - produce



Kit Keegan, John O'Toole, Matt Lang - meat



Charlie Neil - dairy/frozen and Traci Buffalo - inventory control



Yvonne Johnson - deli



Sueli Ost - bakery



Bev MacRae - deli



New Cub Store in Plymouth

By Jim Schommer, Union Representative



On July 12, 2016, Cub held its Grand Opening of the newly remodeled Plymouth Station Store. Cub recently purchased this location from Lunds & Byerlys and converted it to a Cub from its original Rainbow format. I wrote an article a few months ago about the upcoming remodel and it turned out great and the store is beautiful! They added a pharmacy back into the store; also a nice sitting area was added. In the meat department they installed a new full-service fresh meat and seafood case along with a new self-service meat case. The natural foods department was expanded and they added a bulk honey station. Many new cases were added and all new signage was hung along with a fresh, updated Cub paint scheme. If you are in the area, stop by and take a look.



Collin Booth -
grocery manager



Jason Knaus -
assistant manager



Souad Sami - deli



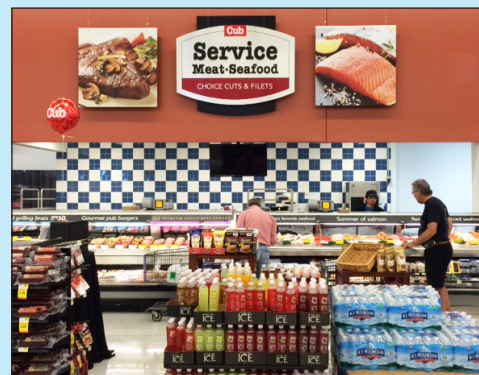
Merri Hemkin - dairy



Josh Maloney, Scott Larsen,
Khamsai Lor - produce



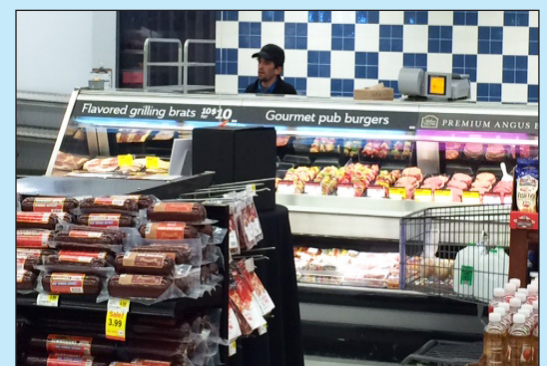
Aftab Ahmed - grocery



Al Peterson - meat



Tim Adams - meat



UFCW Local 653 Members:

Union Meetings will
be held the first
Monday of each month
at 6:00 p.m. at Embassy Suites
by Hilton Mpls North, 6300 Earle
Brown Drive in Brooklyn Center.

Upcoming meetings:

Monday, October 3, 2016
Monday, November 7, 2016

Retiree's Club Meeting Notice

**Knights of Columbus -
Marian Hall**

1114 American Blvd. W.
Bloomington, MN 55420

Thursday, October 20, 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
6160 Summit Dr N Ste 600
Brooklyn Center, MN 55430
763-525-1500 or 1-800-292-4105

Change Service Requested

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Sorry--
No ticket entries
this month.

Local 653 at the Game Fair

By Jim Schommer, Union Representative



Game Fair has been held on two weekends in August for the past 34 years. The event is held in Ramsey, Minnesota, at the Armstrong Ranch Kennels. Game Fair is a sporting event for the entire family. Your dogs can participate in the longest dock jump and agility contests, and you can show off your talents by shooting clay pigeons. There are many activities throughout the fair that your family will enjoy.

It is held in the great outdoors on 80 beautiful acres of woods and water. Game Fair has everything you need to celebrate the great outdoors. It reminds me of a small county fair specializing in hunting, fishing and anything else you can do in the wonderful outdoors. It has plenty of exhibitors and food concessions.

Over the years, the Minneapolis Regional Labor Federation, of which UFCW Local 653 is a part, has had a booth at Game Fair promoting the many local unions of the Twin Cities. In the past they have held a raffle for a shotgun that as a union member you could register for. It was a huge success! This year we raffled off a \$500.00 gift card to Capra's Sporting Goods, which went over even better. Local 653 has been involved with this for many years. In the last few years, Local 653 has added our own raffle. We gave away \$50.00 Cub Foods gift cards each day for anyone who wanted to fill out a ticket. That is \$300.00 over the six days of the Game Fair. This gave us an opportunity to educate people on our union and who we represent, as well as the union movement in general. It is a fantastic time, and if you enjoy the outdoors you should plan on attending next year and stopping by our Labor booth.



Rena Wong and Jim Schommer of Local 653 spent time in the Mpls Regional Labor Federation booth at the 2016 Game Fair.