Voice of 7

See Page 16 To See Over $4,000,000.00 Awarded To UFCW Local 7 Members Because It Pays To Be Union!

Kim C. Cordova
President

Kevin R. Schneider
Secretary Treasurer
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Major Grocers,

The majority of our contracts with King Soopers / City Market, Safeway, Albertsons and Smith Foods are due to expire in less than eleven (11) months. The membership ratified a two year extension in 2012 requiring the Employers to put 12 million dollars into the Health Fund as well as increased monthly contributions through the term of the agreements. Our Health Plan is doing well and has projected reserves through September 2015. Both the Retail Clerks and Meat Cutters Pension Plans have been Certified green for the last three years. We are now in a good bargaining position to negotiate a good and fair contract.

Over the past two decades workers have taken concessions while the companies continue to prosper. King Soopers / City Market is Colorado’s largest grocery chain with a market share of over 33 percent. It is considered the number one traditional grocer in the country. While King Soopers / City Market are experiencing record profits, they are struggling to recruit and retain employees. Workers do not see these jobs as “career jobs” as they once were in the early 80’s. There is an 80% turnover rate of new hires. The starting wages are too low, it takes a year to get health insurance, no paid sick days, and the unfairness of two-tier doesn’t give a worker an incentive to stay. No one wants to perform the same job and work side by side with someone else who gets better sick pay benefits, pension, vacation, Sunday pay and holiday pay, just because they were hired prior to March of 2005. A customer doesn’t see the difference in an employee’s job nor are there different levels of job expectations, so our members shouldn’t see a different compensation package. Safeway and Albertsons are having the same problems.

It is time that we take a stand and fight for career jobs and for equal pay for equal work. I have requested early Bargaining with King Soopers / City Market. I will make the same request of Albertsons as soon as the sale of Safeway is complete.

I understand that the Safeway shareholders have approved the sale; however, Albertsons is waiting for the Federal Trade Commission (FTC) to approve the sale.

We are prepared to negotiate right now. It is time that these Employers share a piece of the pie. After all it is because of your labor they prosper. Stay united and focused. Together we can achieve great things.

In Solidarity,

Kim. C. Cordova
President
The year has really flown by and the Holiday Season is upon us! So many things have happened this year within our Local Union and so many more big things will be happening this coming year. I serve as your Secretary Treasurer and am honored to hold such position. Over my decades on staff with Local 7, working as an Organizer, Union Representative and also as a Director, it is truly a privilege to now be your Secretary Treasurer. With President Cordova’s leadership, we will move forward in many positive ways this coming year. I look forward to the challenges and triumph’s we will face in negotiations in 2015.

We have over $19,000,000 in your strike fund, which is available to the membership when a strike occurs. Your Executive Board will determine how amounts would be dispersed to the strikers, should a strike occur. It is one of the largest strike funds in the country and you should be very proud. Negotiations will be tough as usual next year and your strength and determination will be vital in obtaining fair and honorable contracts with improvements in wages, benefits and contract language.

Although our current lease on our Colorado Springs Union office runs another 16 months, we have successfully negotiated a lower rent for a larger space at another location. The new office, which will be located at 1120 N. Circle Drive, across the street from Safeway #1466, is being completely renovated and is 1530 sf. (compared to the 1050 sf. we have currently). Our reduced rent will result in a savings of $4800 per year! The new, larger office will also be more centrally located in town, since it is on the northwest corner of N. Circle Drive and Galley Road. Moving date will be in late December, after the renovation is completed.

We also relocated our office in Clifton to Grand Junction and reduced our rent there as well. Our new location is 518 28 Road, Suite B 207.

This past August, Rocky Mountain Clinical Research started leasing space on the first floor of our Wheat Ridge office. In addition to this tenant, we lease space to the U.S. Army, a dental/orthodontic/oral surgery business and a counselor. We also lease roof and office space to Verizon for their cell tower unit. A new tenant moved into a large space on our second floor last month: FRESC, which stands for Front Range Economic Strategy Center. Their mission is to build power to ensure that our economy and political system work for all Colorado residents, especially low income people, communities of color and immigrants. They create this change by engaging unions, workers, faith communities and neighborhoods to advance innovative policy solutions.

Pre-retirement seminars were held in Colorado Springs, Grand Junction, Denver and Loveland this year. They were well attended and very informative. If you are within 3 years of retirement, you should plan on attending to learn about wills, estate planning, your pension plan and retiree health coverage options. Please keep an eye out for our seminars next year, which will be in Pueblo, Denver and probably Cheyenne. You are welcome to bring a guest and there is no charge for the class, which lasts about 6 hours. Dates, times and locations will be posted on your union bulletin boards, as well as on our website: www.ufcw7.org.

Looking for a place to get your hair cut? Want it cut/styled by a union barber? Please patronize the following Union Barber Shops / Salons, which may be located near you:

- Aurora: Moshos Barber Service, 1155 S. Havana Street, Aurora (ask for Dimitrios).
- Englewood: Hair Images, 7400 E. Orchard Road, Englewood (ask for Gary).
- Northglenn: Debonaire Hair, 341 Emory Road, Northglenn (ask for Debra).

In closing, may you and your family have a wonderful Holiday Season and a very prosperous, successful New Year.

In Solidarity,
Kevin R. Schneider
In Memory of our Brother, Dave Boyd

Union Representative Dave Boyd passed away unexpectedly May 15, 2014 at the age of 61. He will be greatly missed. Dave was an outspoken advocate for our members in the south metro Denver area, where he serviced both King Soopers and Safeway stores.

Dave worked in a packing house back in Iowa before moving to Denver, where he worked as a meat cutter at Cub Foods starting in 1986. He began his career as a Union Representative in January 2002 and has helped many workers over the past 12 years. He will be truly missed and we are proud to call him our Brother.
Under the leadership of President Cordova and their outstanding bargaining committee, 3000 Local 7 members at the JBS Beef plant in Greeley overwhelmingly ratified a historic new 5 year contract after almost 11 months of negotiations and struggle. This huge victory was not a walk in the park for JBS workers. They were militant and locked arms across all groups in the plant to fight an employer bent on unacceptable concessions while making money hand over fist. Our members rose up and took a decisive strike vote, which forced the company back to the table for a final round of negotiations, which gave them a well-deserved victory. For many of our sisters and brothers who came here from all over the world, this was the first time they cast a vote in any democratic process. They did so with honor and voted with their Union to ensure their family’s future.

Some of the gains guaranteed in the contract are as follows:

* $1.80 hourly pay increase over the 5 year term of the agreement
* $0.60 per hour increase on the first year, which will be paid retroactively to the original contract expiration date of the contract, September 29, 2013, resulting in 10 months of backpay worth over $2 million
* Affordable health insurance which is guaranteed for the life of the contract
* Additional grade increases for 21 specific jobs, resulting in additional pay raises of up to $2.00 per hour
* Funeral and bereavement leave, which now allows time off with pay for grieving and adds aunts, uncles and grandparents as immediate family members
* Plant wide seniority for job bidding
* Improved safety committee
* Vacation scheduling language which guarantees seniority rights
* Separate vacation payments
* Plant closure language with benefits and guarantees in case of plant closing or shift elimination
* Joint Labor Management Committee to improve workforce issues, worker’s compensation, immigration issues, child care and crewing standards
* The right to opt out of direct deposit and electronic payment systems

The membership in the plant now walks tall and proud of their accomplishments in this new contract. The milestones achieved in this agreement have set the bar for the meatpacking industry around the nation. There is nothing we cannot achieve when we stand together, shoulder to shoulder in solidarity.
A new agreement was overwhelmingly ratified at Mission Foods in Pueblo on May 14, 2013. The bargaining team remained united, focused and strong throughout the entire bargaining process. They obtained a resounding victory securing the following:

1. Three year agreement
2. Maintenance of benefits
3. A New four-tiered employee co-premium structure, which lowered the co-premium for the majority of participants
4. Sick days- First Mission Foods in the country to have paid sick days
5. One-hour notice requirement before the company can hold an employee over the end of their shift
6. Rewritten attendance policy saving many jobs
7. Plant closure language– First Mission Foods in the country to have plant closure language
8. Hard money increases, $3 increase for maintenance leads and A mechanics; $1 increase for B mechanics over and above the yearly increase
9. Twelve hours required between shifts
10. The company proposed the elimination of spousal health insurance coverage and a reopener midterm contract to address health insurance costs. The bargaining team stood strong and was able to avoid both

Dedication to the union is a powerful element, one which only the truest of union members can understand. Dedicating your life to the union is another ballgame entirely. Yet that is exactly the allegiance a long-standing union employee gave to you in January of 2010.

John Mathewson had been involved in union activities since 1966, and joined Local 7 in October of 1978. He was a union rep for ten years until becoming a director for the next twenty years. Then in December of 2008, John retired.

When President Cordova asked for assistance to aid in the transition of leadership within Local 7, this strong union advocate unreservedly returned from retirement, bringing with him a wealth of knowledge and unequaled experience. John deserved his well-earned retirement. Now he will be leaving us again, and we appreciate all of his hard work and dedication to the membership. His guidance and his respectful professional example of a true unionist will be greatly missed.
Northern Colorado

- Fort Morgan bargaining unit—January 18, 2015 at 7:00 pm
  Mavericks Restaurant Banquet Room
  1409 Barlow Rd. Fort Morgan, CO 80701

- Estes Park bargaining unit—January 19, 2015 at 7:00 pm
  El Mex-Kal Mexican Restaurant
  160 1st St. Estes Park, CO 80517

- Loveland, Fort Collins, Greeley bargaining units—January 20, 2015 at 6pm-8pm
  The Summit Fun Center—Food buffet, private bowling, and laser tag for activities.
  4455 N. Fairgrounds Ave. Windsor, CO 80550

Denver

- Denver Metro Celebration—December 9, 2014 at 2:00 pm-5:00 pm
  First Floor Union Hall
  7760 W 38th Ave. Wheat Ridge, CO 80033

Colorado Springs

- December 13, 2014 Dinner at 6:00 pm to 7:00 pm
  Party until 11:00 pm
  Double Tree Hotel Circle & I-25
  Member may bring one guest for $5

Pueblo & Southern Colorado

- Alamosa/Monte Vista December 22, 2014 at 6:00 pm
  Oscars Restaurant
  520 Main St. Alamosa, CO 80011

- Pueblo—December 13, 2014 at 6:00pm 11:00pm
  Pueblo Greyhound Race Track
  3215 Lake Ave. Pueblo, CO 81004
  Member may bring one guest for $5
Wyoming

- Riverton/Lander—December 3, 2014 at 6:00 pm
  Sundowner Station Steak Claim Restaurant
  1616 N. Federal Blvd. Riverton, WY

- Sheridan—December 4, 2014 at 6:00 pm
  Rib & Chop House
  847 N. Main St. Sheridan, WY

- Douglas—December 15, 2014 at 7:00 pm
  The Depot Restaurant
  100 W. Walnut St. Douglas, WY

- Laramie—January 5, 2015 at 6:00 pm
  Corona Village
  513 Boswell Dr. Laramie, WY

- Casper—January 6, 2015 at 6:00 pm
  Poor Boy’s Restaurant
  739 N. Center St. Casper, WY

- Wheatland—January 7, 2015 at 6:00 pm
  Big A Restaurant
  1515 South St. Wheatland, WY

- Cheyenne—January 8, 2015 at 6:00 pm
  Little Bear Inn
  1700 I-25 Service Rd. Cheyenne, WY

- Rock Springs—December 17, 2014 at 7:00 pm
  Bitter Creek Brewing Company
  604 Broadway St, Rock Springs, WY 82901

Western Colorado

- Montrose—December 1, 2014 at 7:00 pm
  Fiesta Guadalajara
  157 Ogden Rd Montrose, CO 81401

- Gunnison—December 22, 2014 at 7:00 pm
  Palisade Restaurant
  820 N Main St, Gunnison, CO 81230

- Grand Junction—December 20, 2014 at 6:00 pm to 9:00 pm
  Orchard Mesa Lanes Bowling Alley
  295 27 Rd, Grand Junction, CO 81503

- Steamboat Springs—December 2, 2014 at 6:00 pm– 9:00 pm
  Snow Bowl Bowling Alley
  2090 Snow Bowl Plaza, Steamboat Spgs, CO 80487
The Denver Metro Area is rich with diversity. We embrace each other’s unique gifts while working beside each other toward a common goal. These companies have each and every one of our member’s to thank for their success. All ages are well represented. Unity and the idea to move forward drive’s the labor movement.

We have been inspired by so many of the young members. While we were out in our area’s speaking to member’s about the importance of getting out the vote, we had several of our youth registering for the first time. Many of the youth were already registered and were well informed about the issues and candidates on the ballot! The world we live in today is not the same world that our parents and grandparents grew up in. It’s important to vote and do all we can in our local communities to ensure a bright future and good jobs for the next generation. We are so proud to have such enthusiastic young workers in our stores.

Our retirees have set the foundation for us to be the strongest union in Colorado and this country. They have endured many strikes and have accomplished more than thought achievable. Through their unwavering dedication we enjoy many benefits such as our pension allowing us to retire with dignity and respect.

Continue to learn from each other, embrace our differences and remain Proud to be Union!
Please join me in welcoming Mike Dougless, our new SPUR (Special Project Union Representative). Mike will be out in the stores working for Local 7 and helping represent the Western Slope members. Mike is an All Purpose Clerk from Safeway 1533 with many years of grocery and union experience.

Members, please, sign up and attend your area's Holiday parties. We hope to see as many of you as possible come join us for lots of fun as we all take a break from those crazy busy days. As always, families and guests are welcome!

Special Thank You to all our Stewards, you are the backbone of this local and your hard work is greatly appreciated.

You are a wonderful group of hardworking women and men and it is a pleasure and honor to be your union representative.

Union Rep. Gwen Maynard would like to give honor to long time member, Larry Welch. Larry currently works at KS#130, he has worked for King Soopers for 36 years. He was a steward for 10 years and has previously been a Deputy Secretary for the Union.

Chelsea Hundsfeder is a new Steward for Peterson Air Force Base she currently helped organize the barbers to stand up to a manager who was aggressive, assertive and used derogatory remarks against her co-workers. Chelsea and the other barbers wrote statements for me to turn into to HR, we were successful in having the company remove this manager from her position at Peterson.
Local 7 Members and Staff Come to the Aid of Their Brothers and Sisters.

After last fall's devastating flooding that occurred all over Colorado many of Local 7’s members were drastically impacted. The membership, executive board, and staff of Local 7 felt they could not let their fellow brothers and sisters carry that burden alone. Local 7 staff reached out to our fellow organizations throughout the country. In our outreach we were able to gather through their generous from UFCW Locals and affiliates as well as from individuals, nearly $100,000 to aid our members in need.

Many of our members lost everything as the waters destroyed whatever they came in contact with. The damage ranged from total home damage to vehicles that needed repair. Many of our members were unable either due to flood damage or their loss of transportation to get to their jobs.

We at Local 7 went into action. We began identifying members in need and qualifying them to have access to our Flood Hardship Fund. We immediately began issuing checks. The need was different from member to member. Some needed immediate housing. Some needed clothing and toiletries; some needed help with their transportation needs. The astonishing part of the story is that many of our members who were having their own difficulties were hard to get in contact with because they were volunteering in their own communities to help with the flood damage. Local 7 has never been more proud of all of its members and its sister organizations. When the people of UFCW all come together there is nothing they cannot accomplish.

The hard-working men and women of Local 7 have always known where their priorities lie. We all work hard every day for the corporations that we represent. It is sad that in this time of great need, the company's response was to start disciplinary action for attendance. This simply created another battle that Local 7 Staff was able to address. We quickly reacted and got the companies to see reason.

Be proud to be a member of an organization that has the ability, the resources, and the heart to do these good works for whomever and whenever the need arises.

In solidarity,
Steve Brooke
Union Representative
Notice to Employees Subject to Union Security Clauses

As employees working under UFCW contracts containing union security clauses you are required, as a condition of employment, to pay dues or fees to the union. This is the only obligation under such union security clauses. Individuals who are members pay dues while individuals who are nonmembers pay an equivalent fee. This fee, which is authorized by law, is your fair share of sustaining your union’s broad range of programs in support of you and your co-workers, but nonmembers may file objections to funding expenditures that are nongermane to the collective bargaining process and thereby only be obligated to pay fees representing expenditures germane to the collective bargaining process. Individuals who choose to file such objections should advise their local union or other collective bargaining representatives in writing at its business address and request a description of the procedures which must be followed and to obtain further information as to how these fees are calculated.

In considering these matters, though, you should be aware that choosing to be a nonmember fee payer means you would not have the right to vote on the terms of your contract; the right to participate in the development of contract proposals; the right to nominate and vote for officers of the local union; the right to attend the International Convention as a delegate; the right to participate in strike votes; and the right to numerous other benefits and discounts available to members only.

The most important job right you can have is the right to collective bargaining. Because all employees negotiate together through the union, those represented by the union receive higher wages and better benefits than those in non-union facilities doing similar jobs. Strength in numbers makes this possible. The stronger your union, the better your contract.

Do not take yourself out of the most important process and weaken your union.

Individuals who nevertheless elect to be nonmember fee payers may object to funding expenditures nongermane to the collective bargaining process. Examples of expenditures germane to the collective bargaining process are those made for negotiation, enforcement and administration of collective bargaining agreements; meetings with employer and union representatives; proceedings on behalf of workers under the grievance procedure, including arbitration; servicing; organizing in competitive markets; internal union administration; and other matters related to the above activities. Examples of expenditures nongermane to the collective bargaining process are those made for political purposes; for general community service; for organizing in non-competitive markets; for lobbying activities; for members only benefits; and for certain affiliation costs.
UFCW Local 7 leaders are preparing for labor contract negotiations, which will commence in the Spring of 2015. Securing another industry-leading agreement remains our number one goal. Local 7 has represented health care professionals in Kaiser for over thirty years, and it is plain to see that the wages and benefits we have bargained for over thirty years continue to make working for Kaiser one of the very best places for health care professionals. These wages and benefits are not a result of the benevolence of the employer. They have come from workers fighting for them. The company has done very well financially and with a membership growth of approximately 15% in the last year. You have carried the company this year through some extremely challenging times. You are the greatest asset this company has, and we need to work together to make sure that your hard work is honored with improvements in your wages, benefits, and working conditions next year. Please be sure to stay informed and to keep union leaders informed of any issues that come up.

Across the Board Wage Increases 2014
In 2012 contract negotiations, the union negotiated hard – and successfully!! – to ensure all of our Kaiser workers received a yearly wage increase. On the October 17th paycheck all UFCW Local 7 Kaiser employees should have seen an increase in their wages by 2%. Solid wage increases will again be a major focus for us in bargaining in the coming year.

Kaiser Negotiations – We Need to Hear from You
On October 10th, approximately 15 Kaiser union stewards blitzed 29 Kaiser facilities providing members with a link to the 2015 bargaining survey. Make sure your voice is heard. Please visit the survey website at http://2015kpnegotiations.questionpro.com

Also, please stay informed by signing up for our email updates. Email Nate Bernstein with your personal email address at nbernstein@ufcw7.com.
Ebola Preparation

As the Ebola virus has captured the attention of the country, UFCW Local 7 has worked steadfastly to improve patient and worker safety. Our primary focus has been to ensure that clinics have the required personal protective equipment and that employees receive the training needed to don and doff the PPE. Staying informed is crucial here, and we will work to the best of our ability to ensure you have the information you need. If you are unable to get the assistance you need at the clinic-level related to Ebola, a health plan administrator can be reached at the following pager 24/7-303-203-4218.

We are collaborating at the national and regional levels to ensure the use of best practices and to diminish unwanted discrepancies in such practices. In fact, at the national level we are engaging in effects bargaining.

Classes on Ebola Available on CE Direct. In addition, to the safety practices being rolled out to the region, all UFCW Local 7 members are able to take CE Direct courses related to the Ebola virus for free. The link for CE Direct is CEDirect.com.

Total Health Incentive Plan – We Reached 76% Employee Participation!

In 2012, the unions and the company came to a historic agreement on the topic of employee health, establishing an unprecedented Total Health Incentive Plan (THIP). Details of the plan can be found at http://lmpartnership.org/tools/guide-total-health-incentive-plan. While many employers throughout the country have increased the burden on employees to cover health costs. We were able to negotiate maintenance of benefits in 2012.

The first gate of the plan for employees to receive a payout is that 75% of health plan employees complete the Total Health Assessment (kp.org/tha). Colorado became the first region to achieve this goal (to date), with our completion rate at 76%. Thank you to everyone who took the THA!

However, because of the hiring (and “churn”) of employees we are not out of the woods yet. We want to make sure we maintain this 75% goal by the end of the year. If you have yet to take the Total Health Assessment, please complete it today.

Total Health Incentive Plan Agreement Reach for 2015. In addition to our accomplishments on the THIP in 2014, the unions and the company maintained the terms of its Total Health Incentive Plan for 2015. This means all elements remain the same; however, we must again achieve our THA completion rate for 2015 for a payout to occur at that point. The look-back period for THA completion, is a three-year period. In order for health plan employees to achieve the THIP target in 2015, you must have taken the THA in 2013, 2014, or 2015. This means that if the last time you took the Total Health Assessment was in 2012, in order for us to reach 75% completion for next year, you will need to take it again.
## Union Representative Settlements from 1/1/10 through 10/31/14

Includes Arbitration Awards from August 2013 through October 31, 2014

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<th>Termination Reinstatement</th>
<th>Suspension Settlements</th>
<th>Discipline Removed (pay issues, working conditions, harassment, scheduling, BU work, not following CBA, etc.)</th>
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<td>Mark Trujillo</td>
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<td>13</td>
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<td>$4,071.82</td>
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<td>Christine Smith</td>
<td>16</td>
<td>19</td>
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<td>Michael Staley</td>
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<td>Nancy Elston</td>
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<td>WYOMING GROCERY/MEAT BARBERS</td>
<td>Kyle Welsh</td>
<td>18</td>
<td>18</td>
<td>35</td>
<td>$137,362.02</td>
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</table>

**CC's Checking Settlements**: $11,775.20

**TOTALS**: 359 Reinstatements, 687 Monetary Settlements, 1015 Arbitration Awards

**Money to Members**: $1,325,024.89

---

### Arbitrations

<table>
<thead>
<tr>
<th>ARBITRATIONS</th>
<th>Jamie Scubelek</th>
<th>Back Pay Totaling</th>
<th>Kim Cordova</th>
<th>Grand Total</th>
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<tr>
<td>JBS Contract Settlement</td>
<td>33</td>
<td>$51,250.00</td>
<td>$2,088,436.00</td>
<td>$4,363,581.89</td>
</tr>
</tbody>
</table>
1. Members from Local 400 in Roanoke, Virginia ratified a new agreement with no dependent coverage, a reopener to discuss spousal coverage in 2014, and an increase of the minimum required work hours for benefit coverage.

2. Southern California Grocery Settlement:
   A. Seven UFCW local unions reached a two-year agreement with Albertson’s, Ralphs and Vons.
   B. Thirty cent (.30) bonus and twenty-five cent (.25) bonus
   C. Seventeen and 6/10 cents (.176) into the pension

3. Kroger – Cincinnati Settlement
   A. Members of Local 75 reached an agreement with Kroger on July 21, 2014.
   B. Part time employees have to work an average of 28 hours a month to qualify for health insurance. They have a 12 hour weekly guarantee.
   C. Spouse coverage eliminated.
   D. Deductibles are doubled if biometric screenings not done. Kroger continues to seek devastating contract concessions around the country.

4. Safeway and Kroger – Arizona Settlement
   A. UFCW members working for Safeway and Kroger reached a two year agreement with $.25 per hour hard money increases each year.

5. Kroger – New Mexico Settlement
   A. UFCW members working for Kroger reached a four year agreement with two hard money wage increases and two lump sum bonuses.
   B. They merged their health fund with the Arizona health fund.
<table>
<thead>
<tr>
<th>Name</th>
<th>Ext</th>
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<tbody>
<tr>
<td>Chuck Aguinaldo</td>
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<tr>
<td>Safeway—10, 322, 390, 631, 836, 1132, 2792, 2824</td>
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<tr>
<td>King Soopers—20, 60, 64, 82</td>
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<td>Dale Lee</td>
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<td>Danny Craine</td>
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<td>Safeway—2246, 2714, 6530</td>
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<td>Janet Hobbs</td>
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<td>Manny Lopez</td>
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<td>Paul Marquez</td>
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<td>Brenda Montez</td>
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<td>Safeway—722, 1115, 1577, 1681, 1721, 1760, 1975, 2810, 3714, 3715, 3723, 3727, 3729</td>
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<td>Randy Blea</td>
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<td>Ron Lucero</td>
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<td>Safeway—1286, 1466, 1499, 1792, 2816, 2817, 3728</td>
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<tr>
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<td>Colorado Premium</td>
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<tr>
<td>Darling National – National By-Products</td>
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<td>Darling National – Pepcol</td>
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<tr>
<td>Gino Morena Enterprises – Buckley Air Force Base</td>
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<tr>
<td>Gino Morena Enterprises – FE Warren Air Force Base</td>
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<tr>
<td>Gino Morena Enterprises – Fort Carson</td>
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<td>Gino Morena Enterprises – Peterson Field</td>
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<tr>
<td>JBS Swift</td>
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<td>Kaiser Permanente</td>
</tr>
<tr>
<td>Mission Foods</td>
</tr>
<tr>
<td>Smith Foods</td>
</tr>
<tr>
<td>Office Responder 8:00 am—5:00 pm M-F</td>
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</table>
Same-sex marriage is now legally recognized under Colorado law and as a result the Rocky Mountain UFCW Unions & Employers Health Benefit Plan now provides coverage to same-sex spouses. For more information contact the Plan Office ASAP at 303-430-9334 or 800-527-1647.

**A Flu shot can keep you from getting seriously ill, especially if you fall into a high-risk category, including pregnant women, people with chronic health conditions (e.g., diabetes, asthma, heart disease), young children, or anyone over age 50.**

In addition to getting your FREE flu shot, you should also take these preventive actions:

- Wash your hands as often as possible.
- Cover your nose and mouth when you cough or sneeze.
- Avoid touching your face, eyes, nose or mouth.
- Try to avoid contact with individuals who are sick.

**Flu Season is Coming—And We’ve Got You Covered!**

FREE flu shots are available at Participating Network Pharmacies for eligible participants in the CIGNA PPO Medical Plan.

⇒ Get your flu shot at an Albertsons, City Market, King Soopers or Safeway pharmacy, and the pharmacy will submit a claim for you.

⇒ Get your flu shot at other Participating Network Pharmacies, and you may need to pay for your shot and then submit a paper claim form to the Plan Office.

For more information, visit MyCIGNA.com or call 800-CIGNA24 (800-244-6224). You can also call the Plan Office at 303-430-9334 or 800-527-1647.

If you have coverage through the Kaiser Permanente HMO Plan, go to kp.org/flu or call Kaiser’s flu hotline: 303-344-7600 for Denver/Boulder and 866-868-7091.

**Kaiser Permanente**

Account Rep–

Tony Licata

303-306-2510

Cigna Account Rep–

Raquel Yslas

303-691-3130
Congratulations to the 2014 Local 7 Scholarship winners!

Scholarship Awards:
1- $3,000
2- $2,000
6- $1,000

<table>
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<th>Amount</th>
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<td>Diamante C. Aragon</td>
<td>Mother–Kaiser #0002</td>
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<tr>
<td>$2,000</td>
<td>Cori Kaz Terahara</td>
<td>Mother–KS #0100</td>
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<td>$2,000</td>
<td>Ramona Ortiz</td>
<td>Self–SW #2469</td>
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<td>Mauricio Macias Chavez</td>
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<td>Cheyenne Scritchfield</td>
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<td>Sydnee Mekelburg</td>
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<td>$1,000</td>
<td>Hannah Soister</td>
<td>Father–Kaiser #0026R</td>
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UFCW Local 7 2015 Scholarship Opportunity

Applications will be available in the near future from your Union Representative or the Local 7 Office. Visit our website www.ufcw7.org in January for details.
United Food and Commercial Workers
Local 7 Members Only
DENVER NUGGETS DISCOUNTS!

Denver Nuggets discounts are available to all UFCW members for games all season!

Visit the link below regularly to find out which games are featured as it will be updated throughout the season!

If you are interested in a different seat location or a different game, please contact Trevor directly as discounted pricing applies to most Nuggets home games!!

www.nuggetstix.com/ufcw14

These discounts can be shared with all friends, family members, clients, etc. Please call if you wish to set up a group outing for your Company.

NO TICKET FEES OR CONVENIENCE CHARGES!
Tickets are sold on a first-come, first-serve basis and are subject to availability.

For more information, call Trevor Cowan at 303.405.1693
Or email tcowan@pepsicenter.com
Check it out: www.unionplus.org

Union Plus Legal Service Program

- **Free Consultation** - up to 30 minutes with a lawyer (in person or over the phone).
- **30% discount** off hourly rates and flat fees, including lawyer's hourly rates and flat fees for most common legal cases.
- **Free simple document review** and explanation. Members can avoid mistakes by understanding what they sign. Members are provided with an oral interpretation of personal documents like leases, insurance policies and installment sales contracts.
- **Free follow-up services**, including a simple letter or phone call, if likely to resolve a legal matter.
- **Written fee agreement** - protecting members and preventing any surprises.
- **Over 2,000 law offices** nationwide.
- **Over 25 years** serving union members - over 1 million member referrals.
- **Instant access** - no enrollment fee, no sign-up required.
- **Get free legal advice today** - call 1-888-993-8886 or search for a lawyer online at unionplus.org

The Union Plus Scholarship Difference:

- Helping union members and their children attend college. For the past 22 years, Union Plus has distributed over 3.6 million scholarship dollars to working families.
- The 2015 Union Plus Scholarship application is now available.
- To receive mobile text alerts about education-related deadlines and information, text STUDENT to 22555*.
- The 2015 Union Plus Scholarship application **deadline is Saturday January 31, 2015, 12pm (noon) ET. You can only apply online at www.unionplus.org/college-education-financing/union-plus-scholarship.**
- Since 1992, the Union Plus Scholarship Program has awarded more than $3.6 million to students of working families who want to begin or continue their post-secondary education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation.
- **Scholarship award** amounts range from $500 to $4,000. These one-time cash awards are for study beginning in the Fall each year. Students may re-apply each year. The selection process is very competitive since they receive over 5,000 applications each year. This past year, 116 union members and/or union family members were awarded $150,000 in scholarships.

Eligibility criteria:

- Current and retired members of unions participating in any Union Plus program, their spouses and their dependent children (as defined by IRS regulations) are eligible. Grandchildren are not eligible unless a legal dependent (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31, 2015.
- Members of participating unions from the U.S., Puerto Rico, Guam and the U.S. Virgin Islands and Canada.
- The applicant must be accepted into a U.S. accredited college, university, community college, technical or trade school at the time the award is issued. Awards must be used for the 2015 - 2016 school year.
- Undergraduate and graduate students are eligible to apply.

Tax Tips

You might be eligible for a valuable tax credit. A tax credit is a dollar-for-dollar reduction of taxes owed. Some credits are even refundable, which means you might receive a refund rather than owe any taxes at all. Here are five popular tax credits you should consider before filing your 2014 Federal Income Tax Return:

- The Earned Income Tax Credit is a refundable credit for certain people who work and have earned income from wages, self-employment or farming. Income, age and the number of qualifying children determine the amount of the credit. EITC reduces the amount of tax you owe and may also give you a refund. For more information see IRS Publication 596, Earned Income Credit.
- The Child and Dependent Care Credit is for expenses paid for the care of your qualifying children under age 13, or for a disabled spouse or dependent, to enable you to work or look for work. For more information, see IRS Publication 503, Child and Dependent Care Expenses.
- The Child Tax Credit is for people who have a qualifying child. The maximum amount of the credit is $1,000 for each qualifying child. This credit can be claimed in addition to the credit for child and dependent care expenses. For more information on the Child Tax Credit, see IRS Publication 972, Child Tax Credit.
The Retirement Savings Contributions Credit, also known as the Saver’s Credit, is designed to help low-to-moderate income workers save for retirement. You may qualify if your income is below a certain limit and you contribute to an IRA or workplace retirement plan, such as a 401(k) plan. The Saver’s Credit is available in addition to any other tax savings that apply. For more information, see IRS Publication 590, Individual Retirement Arrangements (IRAs).

The Health Coverage Tax Credit pays up to 80% of the health insurance premiums for eligible Trade Adjustment Assistance recipients and Pension Benefit Guaranty Corporation payees. You can complete IRS Form 8885, Health Coverage Tax Credit to claim the credit on your tax return. To determine if you’re qualified, or to find out how to receive the HCTC each month, visit IRS.gov and search for “HCTC.”

Financial Aid

Eligible union members facing financial hardship can turn to Union Plus programs:

Have you been laid off?

Worried about paying your bills?
Do you have large, unpaid medical bills?
Have you been on strike for more than 30 days?
Have you become disabled within the last 12 months (and been out of work at least 90 days)?
Have you faced financial hardship due to a FEMA natural disaster?

If you answered yes to any of the questions above AND you participate in Union Plus programs — such as the Union Plus Credit Card, Union Plus Insurance and/or the Union Plus Mortgage program — you could be eligible for special financial help. Check out unionplus.org for more details.

Union Plus Car Rental Discounts

- Union families save up to 25% with Car Rental Deals from Union Plus.
- Choose from 6 different car rental companies: Alamo, Avis, Budget, Enterprise, Hertz, & National.
- Save even more when you choose to "pay now" when you reserve online at Avis, Budget, & Hertz.
- Support your fellow union members who work for Alamo, Avis, Budget, Hertz and National:
  - Get discount car rental rate quotes and make rental car reservations online or over the phone.

Alamo Rent A Car
By phone: 1-800-462-5266
(referene contract I.D. # 7015700)

National Car Rental
By phone: 1-800-227-7368
(referene contract I.D. # 5029562)

Avis Car Rental
By phone: 1-800-698-5685
(referene union I.D. # B723700)

Hertz Car Rental
By phone: 1-800-654-2200
(referene union I.D. # 205666)

Budget Car Rental
By phone: 1-800-455-2848
(referene union I.D. # V816100)

Enterprise Rent-A-Car
By phone: 1-877-222-9711

Union Plus Car Leasing or Purchasing

- Thanks to the Union Plus Auto Buying Service, buying or leasing a car or truck doesn't have to be a hassle! Members can get up-front pricing from dealers in your area in three minutes online and use the no-hassle Union Plus program through TrueCar.
- Additionally, members can get up to $350 rebated when you make a down payment or deposit with their Union Plus Credit Card on a new vehicle. There’s also a $100 rebate on purchases of new union-made cars and a $200 rebate for purchases of new union-made, EPA Green Cars. Note: In order to be eligible for any of the Union Plus rebates the car must be purchased through the Union Plus portal to TrueCar. Sales through other sources are not eligible.
SET THE TABLE
* Homer Laughlin China (GMP)
* FiestaWare (GMP)
* All-Clad (USW)
* Anchor Hocking (GMP)
* Libbey Glassware (USW and GMP)
* Claus Knives (USW)
* Pyrex (USW)
* Corning Ware (USW)
* Bennington Potters (UNITE HERE)
* Klear Vu chair pads (UNITE HERE)

FOR THE FEAST
Fresh Whole Turkey
* Butterball (UFCW)
* Foster Farms (UFCW)

Stuffing
* Manischewitz (UFCW)
* Stroehmann Bakery Products

Cranberries/Cranberry Sauce
* Ocean Spray (IAMAW)

Vegetables
* Andy Boy (UFW)
* Muranka (UFW)
* Eurofresh (UFCW)
* Birds Eye (UFCW)
* Mann’s (UFCW)
* Sunripe Produce (UFCW)

Bread
* Pillsbury rolls (BCTGM)
* Aunt Millie’s bread products (UFCW)

Pie
* Entenmann’s (BCTGM)
* Marie Callender’s (UFCW)
* Pillsbury Pie Crust (BCTGM)
* Sara Lee (BCTGM)
* Banquet Fruit Pies (UFCW)

Many products are made both in the USA and abroad. As with all of our do buy lists, check the packaging to ensure the product you are purchasing is union-made-in-the-USA.

RECIPE
All Union-Made Green Bean Casserole

2 cans (10 3/4 ounces each) Campbell’s® Condensed Cream of Mushroom Soup (Regular, 98% Fat Free or Healthy Request®)
1 cup Horizon milk
2 teaspoons LaChoy soy sauce
1/4 teaspoon Durkee ground black pepper
8 cups Birds Eye cooked cut green beans
2 2/3 cups French’s® French Fried Onions
HOSPITALITY, TRANSPORTATION & TRAVEL

SUBMITTED BY UNITE HERE!

Please support the workers in these hotels by continuing to boycott the following properties:

> MASSACHUSETTS: Hyatt Harborside Boston, Hyatt Regency Boston and Hyatt Regency Cambridge
> CALIFORNIA: Hilton LAX, Hyatt Regency Santa Clara, the Hyatt Regency Sacramento and the Hyatt Fisherman’s Wharf in San Francisco
> TEXAS: Grand Hyatt San Antonio and Hyatt Regency San Antonio
> SEATTLE: Grand Hyatt Seattle and Hyatt at Olive 8 Seattle
> INDIANA: Hyatt Regency Indianapolis
> ANCHORAGE, AK, Hilton: Sheraton
> IRVINE, CA, Embassy Suites Irvine
> LONG BEACH, CA, Hilton Long Beach
> SACRAMENTO, Arden West
> SAN DIEGO, Le Meridien
> ARIZONA, Hyatt Regency Scottsdale Resort & Spa and Gainey Ranch

SUBMITTED BY
United Steelworkers (USW)
> PALERMO PIZZA

ENTERTAINMENT & RECREATION

SUBMITTED BY Communications Workers of America
> ECHOSTAR DISHNETWORK: Satellite Television Service

LEGAL

SUBMITTED BY American Federation of State, County & Municipal Employees
> GLEASON, DUNN, WALSH & O’SHEA
> HARDIN, LAZARUS AND LEWIS, LLC
> MCDONALD, LAMOND, CANZONERI AND HICKERNELL

OTHERS

SUBMITTED BY Bakery, Confectionery, Tobacco Workers & Grain Millers International Union
> R.J. REYNOLDS TOBACCO CO. Camel (cigarettes, snus, orbs, strips and sticks), Pall Mall, Winston, Salem, Doral, Kool, Misty, Capri, Santa Fe Natural Tobacco Co. is a non-union sister company of RJR producing Santa Fe Natural American Spirit cigarettes

The global Hyatt boycott has ended. However, there are a number of local Hyatts with continuing labor disputes.

To avoid current or future strikes, boycotts, and other labor disputes at Hyatts or any other venues, use the UNITE HERE Union Hotel Guide at unionhotelguide.com or download their iPhone App. Which lists which hotels to patronize or avoid.

To avoid the prospect of labor conflict during your stay at a hotel, insist on protective contractual language when you make a reservation or organize an event. Suggested model protection language can be found on UNITE HERE!’s website at http://www.hotelworkersrising.org/media/modelprotectivelanguage.pdf

AFL-CIO NATIONAL BOYCOTTS

POLICY GUIDELINE FOR ENDORSEMENT OF AFFILIATES’ BOYCOTTS

The AFL-CIO Executive Council has developed policy guidelines that regulate how the federation endorses boycotts undertaken by its affiliates. To get AFL-CIO sanction, boycotts should be directed at primary employers.

THE GUIDELINES INCLUDE THESE PROVISIONS:

> All requests to the national AFL-CIO for endorsements must be made by national or international union
> Any affiliated union with a contract in force with the same primary employer will be contacted by the AFL-CIO to determine whether there is an objection to the federation’s endorsement.
> Affiliates will be asked to provide the AFL-CIO with background information on the dispute in confidential information survey. Prior to endorsement of the boycott, the executive officers, or their designees, will meet with the national union’s officers, or their designees, to discuss the union’s strategic plan and timetable for the boycott, or other appropriate tactics, and to discuss the federation’s role.
> The national or international union initiating the boycott is primarily responsible for all boycott activities: the AFL-CIO will provide supplemental support.
> Boycotts will be carried on the AFL-CIO national boycott list for a period of one year, and the endorsement will expire automatically at the end of that time. National and International unions may request one-year extensions of the listings for actions where an organization or bargaining campaign is actively in place.

(These guidelines were adopted by the AFL-CIO Executive Council in April 2011.)
WAL-MART WORKERS ANNOUNCE BLACK FRIDAY STRIKES

Tens of thousands of teachers, voters, clergy, environmentalists, civil rights leaders to join workers at 1600 protests, calling on Walton family to pay $15 an hour and provide full-time work.

NATIONWIDE – In the wake of the first-ever sit down strike at Walmart, members of OUR Walmart announced today that they will strike across the country on Black Friday in protest of the company’s illegal silencing of workers who are standing up for better jobs. Tens of thousands of Americans said they plan to support workers that day at 1600 protests nationwide—the largest mobilization of working families—calling on Walmart’s owners to raise wages to a minimum of $15 an hour and provide consistent, full-time work.

Even as Walmart brings in $16 billion in annual profits and Walmart’s owners—the Waltons—build on their $150 billion in wealth, the majority of Walmart workers are paid less than $25,000 a year.

“Walmart’s low pay business model isn’t working for our families, for our customers and for the company, but change is possible,” said Barbara Gertz, a Walmart associate from Colorado. “Walmart needs to listen to workers like us about how to fix these problems by adding hours and improving pay so that we can get the job done. Threatening and firing us for speaking out about how to improve the stores is illegal and shortsighted. That’s why I’m going on strike on Black Friday and why so many of my co-workers are joining me.”

The unprecedented Black Friday mobilization comes as an increasing number of Americans and Walmart workers point to OUR Walmart as making significant changes at the country’s largest retailer. Most recently, after public calls from OUR Walmart, the company committed to raise wages for its lowest paid workers and rolled out a new scheduling system that allows workers to sign up for open shifts. To date, workers at more than 2,100 Walmart stores nationwide have signed a petition calling on Walmart and the Waltons to publicly commit to paying $15 an hour and providing consistent, full-time hours.

A broad group of Americans who plan to protest on Black Friday, including tens of thousands of teachers, voters, members of the clergy, elected officials, civil rights leaders and women’s rights activists say America’s largest employer and richest family are driving the income inequality problems that are holding the country back. In Washington, residents plan to protest at all 60 Walmart stores in the state. In other states, Americans are planning flash mobs, marches and prayer vigils to support striking Walmart workers and call on the company to improve jobs.

“Shame on Walmart and the Waltons for creating a reality where many Walmart workers say they can’t even afford to give their kids Thanksgiving dinner because of their low pay. As someone who has dedicated her career to helping children grow and achieve their dreams, that tears me apart,” said teacher and AFT New Mexico President Stephanie Ly. “This Black Friday, teachers, parents and students will all be out protesting at Walmart like never before saying we’ve had enough. Walmart needs to raise pay and provide full-time work now so workers can feed and support their families.”
The Black Friday strikes and protest announcement comes on the heels of the first-ever sit down strikes in company history in Los Angeles, where workers sat down in Crenshaw and Pico Rivera stores, and 23 people were arrested. Los Angeles is also the site of the first-ever strikes at Walmart. The group of striking workers, from stores throughout California, placed tape over their mouths signifying the company’s illegal efforts to silence workers who are calling for better jobs. Striking workers held signs resembling those of the first retail sit-down strike at Woolworth in 1937, when retail workers at the then-largest retailer in the country called for the company to increase pay, provide a 40-hour work week and stop the retaliation against workers who spoke out.

“While today, the disparity of wealth and poverty in the U.S. is just as outrageous as it was during the Great Depression, Walmart is far larger and more global than Woolworth’s ever was, and thus even more dangerous,” said labor historian Dana Frank. “Like the Woolworth’s women in 1937, the workers in OUR Walmart are challenging a mass retailer with tentacles all over the world to treat its employees with respect, and inspiring a growing national movement against inequality and for the just treatment of all working people.”

A growing number of Americans say Walmart and its owners are robbing workers of a decent living by paying the majority of associates poverty wages and manipulating their hours. The Walton family, which controls the Walmart empire, is the richest family in the U.S.—with the wealth of 43% of American families combined. While many Walmart workers are unable to feed and clothe their families, the Walton family takes in $8.6 million a day in Walmart dividends alone to build on its $150 billion in wealth. Walmart brings in $16 billion in annual profits.

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UFCW and OUR Walmart have the purpose of helping Walmart employees as individuals or groups in their dealings with Walmart over labor rights and standards and their efforts to have Walmart publicly commit to adhere to labor rights and standards. UFCW and OUR Walmart have no intent to have Walmart recognize or bargain with UFCW or OUR Walmart as the representative of its employees.

For more information please see OUR Walmart’s website at forrespect.org
Active Ballot Club

You can help elect worker-friendly candidates by contributing through payroll deduction via the Union’s Active Ballot Club (ABC).

Your contributions to ABC will ensure Local 7 members and the public are educated in the facts which will guarantee our rights as Union members.

By working together to fund the ABC, our futures will be secure and without it, we have no voice.

This form is for your use, please fill out completely, including the amount you wish to have withheld on a weekly basis from your paycheck.

When completed, mail your form to UFCW Local 7, 7760 West 38th Avenue, Wheat Ridge, CO 80033.

Whatever you are able to contribute, be assured it will go a long way toward stopping Right-to-Work (for Less) in Colorado. Thank you!