Serving Colorado & Wyoming

a VOICE for working people

VOICE OF 7
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Sisters and Brothers,

The state of our Union is strong! We continue to bargain all gains no loss contracts for our membership. Earlier this year Wyoming members working at Safeway, Albertsons and Smith’s Foods ratified forty (40) month contracts. We were able to secure the same economic improvements, language, high quality healthcare and pension improvements as our Colorado retail contracts that were ratified in 2015.

Our Gino Morena Barbers working on the military bases have contracts that expire this year. Members working at the Peterson Air Force Base ratified a new improved agreement which increased their commission and also contained a bonus to be paid in December of this year.

The merger of the Retail Clerks and Meat Cutters Pension Plan has been finalized to be fully funded. Our pension fund is one of very few UFCW Taft-Hartley plans to be considered in the green zone (80% or more funded). Secretary-Treasurer Kevin Schneider, Martin Garcia, Dale Lee and I continue to work hard as trustees on the pension fund, monitoring the contributions by employers and ensuring the investments are enough to keep our members pension plan healthy.

The Rocky Mountain Union and Employers Health Plan is in good shape as well.

Safeway/Albertsons continued to close stores this year. Albertsons closed one store in Grand Junction, Colorado and Safeway closed a store in Fort Collins, Colorado. Twenty-eight (28) stores have closed since the merger. We have been successful in getting most of our members placed in existing stores.

Local 7 has the largest UFCW strike fund in the country. We are well prepared and positioned to fight for strong contracts for our membership. Your staff, Executive Board and leadership have maintained a balanced budget in the general fund.

Although we have had much success, these victories are threatened by the results of the 2016 Presidential Election. Labor has already seen some of the most anti-worker elements in recent history.

Make no mistake—the Federal Government is about to wage war on working people. The strength of our membership, community allies and Union Leadership make a formidable foe.

We won’t back down despite the upcoming challenges. We will continue to fight to improve the lives of our membership. Together we will stand up to employers and Washington bullies to keep our Union strong!

In Solidarity,

Kim C. Cordova
UFCW Local 7 President
International Vice President
Happy 2017! As you will see in this publication, we are recognizing many people: both those who have retired from the stores and those who were retired and have passed away. We celebrate those who have achieved the lifelong goal of being able to retire. We mourn for the loss of our union brothers and sisters who have died.

Many of you may not know Cindy Fanning or Shirley Carrado, both of whom have served the membership of Local 7 for over 35 years each. Shirley retired from our membership records department at the end of January and Cindy will be retiring from her position as Executive Secretary at the end of March. Both of these women dedicated their lives to help make your Union run efficiently and effectively. The everyday things that must get done: adding new members into our system, processing withdrawal cards, billing of member dues accounts were all a daily part of Shirley’s day. Cindy has so much knowledge of how things here run. She worked in our legal department, handled grievances, was a union representative for a while, was the secretary to the President and most recently was my secretary. She is a gem. She is the big sister I never had and I will miss her – but I am so happy she gets to retire and enjoy life even more! Congratulations to you both. Congratulations as well to Gerald Jaramillo who retired after 19 years as our senior maintenance person. Gerald is very quiet and spent 22 years in the packing houses before coming to work as one of our janitors.

As for other happenings, we relocated our Cheyenne office and the new place is less expensive than our old Cheyenne office. We will be relocating our Pueblo office in a few months to a much nicer office building, which will also save us nearly 33% on our rent there. Our Greeley office had the roof replaced due to hail and wind damage, which was covered by insurance. We will be replacing the heating/cooling units on top of our Denver office this month and the majority of costs are also covered by insurance, due again to hail damage.

We ended the year on a positive note, with over $20,000,000 in your strike fund. We finally got the King Soopers and City Market contract books distributed and have been working diligently to get the Safeway and Albertson’s contract books printed and out to you. Unfortunately, Safeway officials were not being cooperative in approving the draft versions, but after months of discussions, they finally saw things our way.

Your pension plan performed alright for 2016. We made our 7.5% rate of return, which is exactly the benchmark. Of course it would have been great to have had even higher returns, but it is better than low or negative returns. Your funds are very diversified and not in high risk investments, so they don’t necessarily rocket off the chart when the market does really well, but it also won’t tank if the market has a super down year either. Your pension plan, for King Soopers, Safeway, City Market, Albertsons, Denver Processing and Darling International, is worth over $1 Billion now!

Every Spring we have Scholarships that are given away, and every year there are so few members that apply. I know most of you are working because you need the money – not because you love to work. The scholarship information contained in this publication is for your benefit. Check it out!

On a final note, I wanted to thank all of your staff and stewards that work so hard for you day in and day out. We have one of the best run local unions in the country and you should be proud to be members of UFCW Local 7!

Kevin R. Schneider
UFCW Local 7 Secretary-Treasurer
UFCW LOCAL 7 STAFF RETIRED

Shirley was always very helpful, pleasant, considerate, thorough, friendly and has immense knowledge of the Membership Records Department and all of the things involved in taking care of the dues paid and collected from our membership. Thank you Shirley for your 37+ years working for UFCW Local 7 and servicing the membership. We hope Shirley enjoys her well deserved retirement with her family and friends!

Gerald was our night shift maintenance man who would welcome the Local 7 staff every morning with a smile as he completed his shift. He always made sure the meeting rooms were supplied with the necessary items needed including food and beverages. Gerald excelled in different styles of martial arts including Taekwondo. He enjoys purchasing collectibles, listening to music and watching movies. We wish him a very happy retire-

As the most senior Executive Secretary, Cindy contains a tremendous wealth of knowledge in all of the administrative aspects of UFCW Local 7. She always is willing to pitch in whenever something needs to get done although she has an extremely busy desk that she manages so eloquently. Cindy always puts everyone’s needs first and does so with a smile. We hope Cindy enjoys vacationing on her retirement!

LaRue retired last year as the President’s Secretary and the Contract Secretary. She generously agreed to come back on a contractual basis to assist with the editing, proofing and publishing of the contracts. LaRue encompasses a wealth of wisdom in word processing and is always willing to lend a helping hand and share her intelligence. LaRue also excels in Taekwondo and is studying Kali while she enjoys her retirement.

PRE-RETIREMENT SEMINARS

UFCW Local 7 Members are Cordially Invited to Attend the Below Pre-Retirement Seminars:

Metro Denver & Surrounding Areas
Tuesday, April 25, 2017
9:00 am to 3:00 pm
UFCW Local 7 Union Hall
7760 West 38th Ave.
Wheat Ridge, CO 80033

Southern Colorado
Thursday, June 22, 2017
9:00 am to 3:00 pm
IBEW Local 12
2901 Farabaugh Lane
Pueblo, CO 81005

Members and their spouses are invited at no charge. Lunch provided.
Please make a reservation in advance as seating is limited.
Contact Cindy Fanning or Gwen Maynard at (303) 425-0897 or (800) 854-7054, ext. 399 or cfanning@ufcw7.com or www.ufcw7.org
Applications are available from your Union Representative, online at www.ufcw7.org or at the Local 7 Office, located at 7760 W. 38th Ave. Suite 400 in Wheat Ridge, CO.

Completed scholarship applications must be postmarked by April 1, 2017.

Scholarship Awards:
One—$3,000
Two—$2,000
Six—$1,000

Questions, please call Cindy Fanning or Gwen Maynard at (800) 754-7054 or (303) 425-0897, ext. 399 or email cfanning@ufcw7.com

Educating the mind without educating the heart is no education at all. — Aristotle
Education is the most powerful weapon which you can use to change the world. —Nelson Mandela

In 2017 the UFCW Charity Foundation will award several SCHOLARSHIPS, up to $8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:

www.ufcwcharityfoundation.org/scholarship

The scholarship application will be available online from February 6-May 8, 2017.

If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006 or by e-mail at cfscholarship@ufcw.org.

If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you. UFCW employed officers, staff, and their immediate families are not eligible.
Performance Sharing Plan Payout on March 17th 2016. UFCW Local 7 Kaiser membership performed exceedingly well in accomplishing the PSP goals for 2016. Union members will receive a 118.75% payout for the 2016 plan year. By comparison, if you had reached target on each of the goals, you would receive a 100% payout, and you performed better than that despite many of the changes that Kaiser experienced.

Congratulations to our hard-working, professional membership, in achieving such a high payout under the 2016 PSP. 2016 was indeed a challenging year for Kaiser, but the PSP amount demonstrates the great work and commitment of our membership to KP patients. The PSP will be paid to union members on or about March 17th. The company has yet to announce or provide the average payout amount.

2017. Local 7 and Local 105 leaders continue to meet with management representatives to arrive at a PSP agreement for 2017. Our main focus remains making sure that the PSP package is line-of-sight for employees, meaning that the goals are in areas that employees can actually have an impact on. Critical also is that each goal fits the SMART framework (Specific, Measureable, Attainable, Realistic, and Time-Bound). Additionally, we want to keep the goals to a maximum of five factors, so that our Local 7 members understand the priorities that impact their bonus payout.

The Union and JBS agreed to a Referral Bonus Program in 2016 and has continued into 2017. The bonus would be for members that were hired for heavy skilled jobs (bone chuck, pull tenderloin, pull clods, bone ribs, bone strips and bone top butts). Our members and have received a payout of $123,000.00!

We also agreed to modify two jobs placing them at a higher Grade scale. Inventory Walker - Grade 2 ($14.80) to Grade 3 ($15.10). Bone Tenderloin - Grade 6 ($16.90) to Grade 7 ($18.15).

We continue to make sure that our members are getting paid correctly and in a timely matter. For 2016, we were able to get a total of $91,640.40 in pay corrections (time deducted from Kronos, ID’s not working, overtime pay, holiday pay, Pre-Arb cases settled, and penalty pay).

We were able to use the Multi-Cultural Educational Fund to purchase UFCW Local 7 bandanas, replace the carpet in the Prayer room at the plant, candy for the Trunk – or- Treat, toys, cookies and drinks for the Winter Celebrations.

Our Union Representatives and Stewards work very hard to help our members. I am very proud of the work that they do every day.
UFCW Local 7 has four contracts in Colorado and Wyoming expiring with Gino Morena Enterprises in 2017. Peterson Air Force Base contract was recently negotiated and approved by the membership. The Barbers ratified a new one year all gains agreement. The new agreement includes an increase in commission as well as a bonus paid during the month of December.

Buckley Air National Guard expires on April 22, 2017. A proposal meeting for the Buckley Barbers was held on March 2, 2017.

United States Air Force Academy is set to expire on June 14, 2017.

F.E. Warren Air Force Base in Wyoming expires on December 9, 2017.
IT PAYS TO BE UNION
UFCW Local 7 Victories 8/1/16 through 1/31/17

$24,416.17 Pre-Arbitration
$307,435.52 Money to Members
$20.6 Million In Strike Fund
22 Pre-Arbitration Discipline Removed Settlements
46 Pre-Arbitration Suspension Settlements
$37,600 NLRB Settlements
9 Premature Gain Contracts Ratified
$68,250 Arbitration Monetary Settlements
7 Pre-Arbitration Termination Settlements
182 Other Settlements (Pay Issues, Working Conditions, Harassment, Scheduling, BU Work, etc.)
597 Disciplines Removed
130 Suspension Settlements
31 Termination Reinstatements
1,530 Grievances filed
Real power to change the future can come in many forms; our power comes in the form of unity. — Dan Clay

WE ARE FOR POLICIES, NOT POLITICS.

The ABC is our political action committee, and it works because there is power in numbers, with tens of thousands of workers contributing a small dollar amount weekly!

We do not distinguish between political parties as long as the party or candidate in question will help promote laws and rules that work for working people.

It’s simple, you and your family deserve more! By contributing $1 per week to ABC, you’ll be joining a team that helps every UFCW member enjoy a better life.

The Active Ballot Club (ABC) is the engine that supports the issues that matter the most to UFCW members.

From Advocating for higher wages to passing paid sick leave legislation—every dollar helps to ensure hardworking families see laws passed that will help them enjoy more economic stability.

The ABC supports legislation and politicians who support workers like us. Corporations and billionaires spend millions to make laws work for them, but you can help fight for laws that are fair for all people who work for a living. Make your voice heard! Join the ABC!

Instead of a billionaire writing one giant check, the ABC works when tens of thousands of workers from all over the country give a small amount EVERY WEEK. There is power in numbers and everyone’s dollars add up to help promote laws and rules that work for working people. If you sign up, a small contribution will be withheld from your check and combined with everyone else’s dollars to fight for worker’s rights.

Call 1-800-854-7054 or 303-425-0897 if you have any questions about your current donation or want to join the ABC.
CONGRATULATIONS RETIREEs!

The below members were working in 2016 for their employers and retired in 2016.

ALBERTSONS
FOREMAN, THOMAS
GERARD, STEVEN

CITY MARKET
CARTER, MADELYN
HUBBARD, PANSY
LARSON, PATRICIA
SEARCY, MARILYN

KING SOOPERS
ABEYTA, STEVE
ADAMS, VERN
ALDAZ, CARLA
AMERSON, DON
ANDERSON, DALENE
AUSTIN, PHYLLIS
BILLINGS, DAVID
BRADFORD, RICHARD
BRADY, ELWOOD
BROCIOUS, BRIGITTE
BROOKS, GLENN
BROWN, JOAN
BROWN, LAWRENCE
BUI, LUAN KINH
CAHILL, DENISE
CAPRA, LANA
CERVANYK, DONNA
CHERVEEN, MELANIE
CHRISTIEB, CINDY
CLINGMAN, KATHERINE
COOK, GALE
COOPER, RICHARD
CUNEO, EDITH
CURLCI, DAVID
DAVIS, JANET
DAVIS, LORETTA
DEMPSTER, DARRYL
DICKENS, KEITH
DJAUZADEH, ALI
DOERR, RICHARD

KING SOOPERS CONT.
DUNCAN, PAMELA
DURAN, RAPHAEL
EBERS, DOUGLAS
ESPINOZA, LINDA
FERREIRA, JOHN
FISCHER, KARIN
FISH, GERALD
FLUGUM, KATHY
GARCIA, BARBARA
GARCIA, LESLIE
GARCIA, ROBERTA
GARCIA-QUEZADA, DEBORAH
GARDNER, LYNN
GEIST, JEFFREY
GOULD, SADIE
HALLOCK, MARK
HAWKINS, GERALD
HUYNH, NGUYET ANH
JACKSON-SHEPARD, TRUDY
JIMENEZ, KIM
KAUR, RAJINDER
KELLY, BARBARA
KIRCHER, KAREN
LABBE, MANUEL
LACY, STEVEN
LEFEBRE, EILEEN
LEPLATT, PEGGY
LUCAS, ROBERT
LUXO, SANDRA
LUNA, SUSAN
MARTINEZ, LONELDA
MCCORMICK, EDWARD
MCCOY, LETICIA
MCCURRY, ROXAN
NAND, VIJAYA
NEALE, KELLY
NOHAVA, BARBARA
NOTT, LAURIE
PERRY, BARBARA
PIKE, DAVID
POGGEMEYER, MIKE
POLOCK, MARY
PORTH, LOWANA
RAKITY, CHARLES
RECZEK, JOHN
REGENOLD, CHARLOTTE
RICH, PAUL
ROME, KENNETH
ROMERO, PAMELA
ROMERO, RUBEN
ROSE, RAENNA
SANCHEZ, SYLVIA
SCHILLING, GARY
SERRAVO, TONY
SHACKLEY, CHARLES
SHALER, JEFFREY
SHEEHAN, JAMES
SOLANO, PATRICIA
STELK, DEBORAH
SURRATT, KENNETH
TANG, DAVID
TELESHEVSKAYA, EVELINA
THOMAS, MARK
THOMSON, MICHAEL
TRIGG, LOUIE
TRUJILLO, LARRY
TRUJILLO, RUTH
TYRRELL, PATSY
VAN DRUFF, CHRIS
VIGIL, MARY
WADE, PATRICIA
WARD, AUDREY
WEBB, PHILIP
WEST, JOHN
WITTEK, JOHANN
YATES, SUSAN
YEARGAN, RONALD
ZENDEJAS, SABINO

SAFeway
AGUILAR, JENNETTE
ALLEN, judy
ARCHULETTA, PATRICIA
Baker, CONNIE
BANNON, JACK
BARYSZ, WANDA
BELLMORE, EUGENE
BLACK, TAM
BORNMAN, PAMELA
BRODEUR, BEVERLY
BURRELL, MARRY
CAMPBELL, CHRISTINE
CARACHI, ANDREA
CEBEDO, CRISTINA
CHENG, ALLEN
CONDEY, CHERYL
COX, GLENA
DOU, YUEXIA
ESNADA, PAT
FOSTER, LAURIE
GALLEGOS, JEANNE
GARCIA, ALBERTA
GARCIA, JULIA
GARRETT, RONALD
GRANADO, VICKIE
GREENHOUSE, PHYLLIS
GURUNG, DUM
GUTHRIE, STEPHEN
HAYES, JANE
JEROME, RICHARD
LABRECHE, SHONNA
LACKY, THOMAS
MADRID, MONICA
MANANDHAR, ISHWARD
MANANDHAR, SANTI

SAFEWAY CONT.
MCKINLEY, RONDA
MCCLAUGHLIN, DAVE
MILLER, CAROL
MONTEZ, BRENDA
MURPHY, KARIN
NORLAND, BETTY
ODEEN, MARK
Olsen, NEIL
PAMPILIN, DAVID
PARKER, BETH
PARKHURST, MARTY
PEARSON, LAURIE
POLLARD, SHANNON
PRATHER, JOANNE
QUIMBY, REBECCA
RETANA, JOYCE
RYBURN, DEBRA
SANDOVAL, JOE
Serna, FRANK
SERRANO, GLEN
SHATATOY, VOLODYMYR
SIMMONDS, LORNA
SMITH, DONNA
SOLOW, PATRICIA
SOPCHIC, DANIEL
SPERBER, MICHAEL
SPRUNG, CYDNE
SPRUNG, EDMUND
SUDAR, RANDALL
SWALLOW, JEFFREY
SWICK, BACKEY
THIBODEAU, ELAINE
THORP, BRIAN
VAN AUKEN, TAMARA
VIGIL, MARK
WAGNER, NINA
CONGRATULATIONS RETIREES!
The below members left their employer between the years of

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WISHES EVERYONE A HAPPY & HEALTHY RETIREMENT!
IN MEMORY OF THOSE WHO PASSED AWAY

ALBERTSONS
BROWNELL, HENRY
MCKINNEY, SHARON

CUB FOODS
TSUTSUMI, MARY

KING SOOPERS
BENNETT, CHARLES
DEGROOT, RUSSELL
GORAY, SANDRA
HAMMOND, JILL
KESSINGER, LYNLEEN
MAAKESTAD, SCOTT

KING SOOPERS CONT.
MORALES, VICTORIA
PEATS, DENNIS
SMITH, MARILYN
STANEK, DEBORAH
TUBBESING, RICHARD
WALKER, RICHARD
WHITFIELD, ROBERT
YEARGAN, RONALD

SAFEWAY
BRADFORD, HARLIE
CAULFIELD, HAROLD
COVINGTON, CAROLYN

SAFEWAY CONT.
FEAGANS, BILLY
GARCIA, MOLLY
JONES, JANICE
KOHLMAN, RANDELL
LARGENT, PAUL
LEWIS, ROBERT
MAXSON, MARGARET
PRIEST, MAREN
ROBERTSON, PAUL
STAUFFER, BRENDA
TALAMANTEZ, ABRAHAM
WHITE, JACKIE

SAFEWAY CONT.
YATES, DENNIE
GARCIA, WANDA

These Members retired between the years of 2000 - 2016 and passed away in 2016. UFCW Local 7 sends their condolences to their families.

IN MEMORY OF JAMES FOLLETT, EXECUTIVE BOARD 11TH VICE PRESIDENT

James Follett of Grand Junction left this earth to be with his heavenly father Wednesday, January 25, 2017 at the age of 46. A longtime Grand Junction community member, James graduated from Central High School and was a beloved employee of City Market for 24 years. James held a variety of positions over the years and worked as a union steward and served as the 11th Vice President on the UFCW Local 7 Executive Board. James had an indelible passion to give. He showed that by always being a friendly face or shoulder to lean on to his devoted customers, all those he worked with and those that were lucky to know him. James will be remembered for his unlimited hugs by all those he loved and worked with, lived beside and served. His compassion and desire to serve people led him to also volunteer with the Mesa County Sheriff’s Department for a number of years.

James’ adventurous spirit took him on a number of travels across the country and throughout the world, including China, Ireland, Italy, Greece, and Australia, as well as many more. He was a gentle soul, dedicated and loyal not only to his family and friends, but also to his faithful dogs, Wynndam and Sydney.

James is survived by his mother, Shirley Follett of Grand Junction; Father Gerald of Grand Junction; sister Tiffany of Blackhawk, Colorado; Grandmothers, Bonnie Blom of Laramie, Wyoming and Betty Follett of Grand Junction; Godchildren, Aidan & Ariana; numerous aunts, uncles and cousins; Extended Family, Alice Peters, the Borchers Family, Tammy Eret, Logan Triplett, Char Sidanycz, the Crim Family and countless loving friends.
States with Right to Work Laws Have Lower Rates of Health Insurance Coverage

- People under the age of 65 in states with right to work laws are more likely to be uninsured (13.0%, compared with 9.4% in free-bargaining states).
- Only 47% of private-sector employers in states with these laws offer insurance coverage to their employees, compared with 52.2% in other states. That difference is even more pronounced among employers with fewer than 50 workers: only 30.1% offer health insurance compared with 38.1% of small employers in other states.
- Workers in right to work states also pay a larger share of their health insurance premiums, on average, than those in free-bargaining states (28.5% of the premium compared with 25.4% in free-bargaining states).

States with Right to Work Laws Have Higher Poverty and Infant Mortality Rates

- Poverty rates are higher in states with right to work laws (15.3% overall and 21.4% for children), compared with poverty rates of 12.8% overall and 18.0% for children in states without these laws.
- The infant mortality rate is 12.4% higher in states with right to work laws.

States with Right to Work Laws Invest Less in Education

- States with right to work laws spend 32.5% less per pupil on elementary and secondary education than other states.

States with Right to Work Laws Have Higher Workplace Fatality Rates

- The rate of workplace deaths is 49% higher in states with right to work laws, according to data from the Bureau of Labor Statistics.

By many measures, quality of life is worse in states with right to work laws. Wages are lower, people are less likely to have health insurance and the necessary resources for a quality education, poverty levels are higher as are workplace fatality rates.

States with Right to Work Laws Have Lower Wages and Incomes

- On average, workers in states with right to work laws make $6,109 a year (12.1%) less annually than workers in other states ($44,401, compared with $50,511).
- Median household income in states with these laws is $8,174 (13.9%) less than in other states ($50,712 vs. $58,886).
- 29.6 percent of jobs in right to work states were in low-wage occupations, compared with 22.8% of jobs in other states.

Deceptive Right to Work Laws Hurt Everyone

1 Bureau of Labor Statistics, Quarterly Census of Employment and Wages (all industries, all establishments, average annual pay), 2014 data. Numbers are rounded ($50,510.58 and $44,401.17).
**FIND YOUR UNION REPRESENTATIVE**

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<tr>
<th>Name</th>
<th>Extension</th>
<th>Facilities</th>
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<td>Chuck Agualdol</td>
<td>ext. 440</td>
<td>Safeway 10, 322, 344, 390, 631, 836, 2792, 2824</td>
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<td>City Market</td>
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<td>ext. 451</td>
<td>Safeway 27, 1480, 1599</td>
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<td>Colorado Premium</td>
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<td>King Soopers 25, 41, 50, 78, 109, 110</td>
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<td>Office Responder</td>
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**All Other Facilities**

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Save Up to 35% On Your Orlando Vacation!
Orlando Employee Discounts offers Exclusive Pricing on Hotels & Vacation Homes in or nearby Disney World and Universal Studios Orlando as well as Discounts on Tickets for Disney World, Universal Studios Orlando, Sea World and ALL Orlando Area Theme Parks and Attractions! Visit the following link in order to access your discounts:
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Specially Priced Denver Nuggets Tickets For All United Food & Commercial Workers, Employees, Family & Friends!
To view details/pricing and to order tickets, please visit:
www.nuggetstix.com/unitedfood1617
If you are interested in a different seat location or would like to inquire about a specific game, please contact Rachel Ekanger at 303.405.1693 or rachel.ekanger@teamkse.com

Please check the ticket link regularly as it will be updated with new discounts throughout the season.

Mammoth Sized Savings!
Purchase discounted Colorado Mammoth Lacrosse tickets by visiting UFCW Local 7’s website throughout the Colorado Mammoth season. For more information or details about specific games contact Nick Brown at 303-575-1931 or via email at nickbrown@ufcwlocal7.org

Take advantage of wireless discounts from AT&T.
Because you are a member of UFCW Local 7 you could be saving 15% on the monthly service charge of qualified wireless plans.
Plus, save 20% on selected accessories!
Visit att.com/wireless/uniondiscount
Mention Discount Code: FAN3508840

Visit Union Plus to obtain additional specials and discounts:
https://www.unionplus.org/benefits/travel-fun

https://oss.ticketmaster.com/aps/corockies/EN/link/promotion/home/231de750cc33ecbe5273d4f64c17f1f6ae7987fa

Promo Code: UFCW

AT&T
NEW MEMBER ORIENTATION MEETINGS

DENVER: 7760 W. 38th Ave, Wheat Ridge Union Office, Wheat Ridge 9:30 A.M. & 5:30 P.M.
   3-22-17  5-17-17  7-19-17  9-20-17  11-29-17

ALAMOSA: Pizza Hut, 814 Main St, Alamosa 5:00 P.M.
   4-24-17  12-27-17

AURORA: The Best Western, 800 S Abilene St, Aurora 4:00 P.M.
   4-19-17  6-21-17  8-16-17  10-18-17  12-20-17

BOULDER/LONGMONT: 1410 Dry Creek Drive, Longmont 5:30 P.M.
   3-16-17  5-18-17  7-20-17  9-21-17  11-16-17

CANON CITY: Pizza Hut, 310 N.16th St, Canon City 5:00 P.M.
   4-26-17  8-23-17  11-22-17

COLORADO SPRINGS: 1120 N Circle Dr, Suite 140, Colorado Springs 10:30 A.M.
   4-20-17  6-22-17  08-17-17  10-19-17

COLORADO SPRINGS: 1120 N Circle Dr, Suite 140, Colorado Springs 3:00 P.M.
   4-19-17  6-21-17  08-16-17  10-18-17

COLORADO SPRINGS BARBERS: 1120 N Circle Dr, Suite 140, Colorado Springs 10:30 A.M.
   4-20-17  6-22-17  08-17-17  10-19-17

COLORADO SPRINGS BARBERS: 1120 N Circle Dr, Suite 140, Colorado Springs 3:00 P.M.
   4-19-17  6-21-17  08-16-17  10-18-17

ESTES PARK: Rocky Mountain Park Inn, 101 S Vrain Avenue, Estes Park 3:30 P.M.
   3-16-17  05-11-17  7-13-17  9-14-17  11-16-17

FORT COLLINS / GREELEY / LOVELAND: Best Western, 5542 E Hwy 34, Loveland 3:30 P.M.
   3-21-17  5-16-17  7-18-17  9-19-17  11-21-17

FORT MORGAN: Maverick's Grill, 1409 Barlow Rd, Fort Morgan 3:30 P.M.
   3-20-17  5-15-17  7-17-17  9-18-17  11-20-17

FRISCO: Baymont Inn, 1202 Summit Blvd, Frisco 1:00 P.M.
   4-17-17  7-17-17  10-16-17

GLENWOOD SPRINGS: Pizza Hut, 3130 S Glen Ave, Glenwood Springs, 1:30 P.M.
   4-19-17  7-19-17  10-18-17

GRAND JUNCTION: Local 7 Union Hall, 518 28 Road, Suite B-105, Grand Junction 5:00 P.M.
GRAND JUNCTION: Local 7 Union Hall, 518 28 Road, Suite B-105, Grand Junction 11:00 A.M.  
4-18-17  6-20-17  8-15-17  10-17-17  12-19-17

GREELEY: UFCW OFFICE: Greeley (JBS Only) 1006 9th Ave, Greeley, 12:00 P.M. and 4:00 P.M.  
3-20-17  5-15-17  7-17-17  09-18-17  11-20-17

GUNNISON: Holiday Inn Express, 910 E Tomichi Ave, Gunnison 5:00 P.M.  
4-24-17  7-24-17  10-23-17

IDAHO SPRINGS / CONIFER / EVERGREEN / BERGEN PARK  4:00 P.M.  
Tequila’s Restaurant, 1193 Bergen Parkway, Evergreen  
4-17-17  7-17-17  10-16-17

KAISER: UFCW Local 7, 7760 W 38th Ave, Wheat Ridge 6:15 P.M.  
3-20-17  5-15-17  7-17-17  9-18-17  11-20-17

LA JUNTA, Pizza Hut, 402 E 1st, La Junta 5:00 P.M.  
4-18-17  8-15-17  12-19-17

LAMAR: Pizza Hut, 610 N. Main, Lamar 5:00 P.M.  
4-17-17  8-14-17  12-18-17

LEADVILLE: Pizza Hut, 2017 N Poplar, Leadville 5:00 P.M.  
4-14-17  7-14-17  10-13-17

MONTE VISTA: Pizza Hut 2015 Grande Ave, Monte Vista 5:00 P.M.  
7-24-17

MONTROSE: Holiday Inn Express, 1391 S Townsend, Montrose 3:00 P.M.  
4-25-17  7-25-17  10-24-17

PUEBLO: UFCW Union Office, 1838 Vinewood Lane, Pueblo 5:00 P.M.  
3-16-17  5-11-17  7-13-17  9-14-17  11-16-17

SALIDA: Comfort Inn, 315 E Rainbow Blvd, Salida 6:00 P.M.  
4-20-17  8-17-17  12-17-17

STEAMBOAT SPRINGS: Holiday Inn, 3190 Lincoln Ave, Steamboat Springs 4:30 P.M.  
4-13-17  7-13-17  10-12-17

TRINIDAD: La Quinta Inn, 2833 Toupal Dr, Trinidad 6:30 P.M.  
4-25-17  8-22-17  12-28-17

VAIL: May Palace, 2109 N Frontage Road, Vail 1:00 P.M.  
4-14-17  7-14-17  10-13-17

WALSENBURG: La Plaza Inn, 118 W. 6th St, Walsenburg 4:00 P.M.  
4-25-17  8-22-17  12-28-17
THE UNION DIFFERENCE

UNION

- Wages, benefits and working conditions are protected by a legal contract.

- A contract spells out how much each worker earns.

- Unions negotiate raises for everyone. Members vote on it, and if they feel it’s unfair, they may vote it down.

- If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.

- **If you don’t like something at work you can work together with your union to change it.**

NON-UNION

- Management can change wages, benefits and working conditions unilaterally.

- No one knows how much anyone else earns. Unequal treatment/favoritism exists.

- If you want a raise you must plead your case to a supervisor or manager.

- If you are unfairly disciplined, you are on your own (at-will employee). You’re subject solely to policy and their discretion.

- **If you don’t like something at work, you are at the mercy of management.**
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.
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!