THE Union Messenger

UFCW a VOICE for working America

STRENGTH THROUGH UNITY

42

Vol. 11 No. 1 | OFFICIAL PUBLICATION OF UNITED FOOD & COMMERCIAL WORKERS UNION, LOCAL 1473 | QUARTER 1

Unions: Good for Familes & Communities

Belonging to a union means being part of a worker movement committed to raising the living and working standards at our jobs and in our communities. Our companies are successful because of our hard work. With a union contract, workers, our families, and our communities share in their success.

√ BETTER WAGES:

Union members earn, on average, 27% more than non-union workers according to the U.S. Department of Labor.

√ BETTER HEALTH CARE:

81% of union workers have job-related health coverage, while only 50% of non-union workers do. Union families pay 43% less for family coverage than non-union families – that's a savings of $1,000 a year.

√ BETTER RETIREMENT:

88% of private-sector union workers have access to retirement benefits through their jobs, compared with only 56% of non-union workers.

√ BETTER COMMUNITIES:

When there are lots of union workers in your community, non-union workplaces improve wages and benefits. That means union workers pull that standard of living up for everyone in their community. In fact, the 10 states where unions are strongest have higher earnings, better health coverage, more civic participation, less poverty and better schools than the 10 states where union membership is lowest.

Unions Work for Our Families

UFCW a VOICE for working America LOCAL 1473 www.voteufcw.org

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Milwaukee, Wisconsin 53226

Change Service Requested

John R. Eiden President of UFCW Local 1473 has been elected UFCW International Vice President

On October 7, 2010, John R. Eiden was sworn into office by UFCW International President Joseph T. Hansen.

The UFCW International Executive Board serves as an important policymaking body of the organization responsible for national collective bargaining issues, strategic organizing strategies, enhancing membership programs and services, and all budgetary decisions. The International Executive Board consists of fifty members representing a geographically diverse base of local union presidents from the U.S. and Canada.

John Eiden

"I am proud to accept the appointment of UFCW International Vice President on behalf of the members and staff of Local 1473. This is a result of a very active membership, dedicated executive board and hard working staff that I was able to receive this Honor" stated John Eiden.

Eiden brings over 27 years of experience with negotiating contracts, 20 years experience with employer benefit plans and is a member of Wisconsin Citizens Action Education Board.

WORKING FAMILIES IN OUR STATE NEED TO STICK TOGETHER

- **Stand for Middle Class Jobs**
- **Protect Retirement Security for American Workers**
- **Restore the American Dream**

TO ELECTED OFFICIALS:

I urge you to resist all legislative efforts that would reduce family incomes, make health care more expensive and threaten the retirement security for workers in our state.

Together, We Can Strengthen our Economy.

Pledge Your Support to Reject Legislative Efforts That Would Undermine Working Families in Our State

Signature

Name Union/Local

Email Cell Phone

Street Address

City/State/Zip

Filling out your phone number will sign you up for UFCW's mobile alerts! We do not charge for these alerts but standard msg and data rates may apply.

Working families in our state are anxious about the economy, high unemployment rates, rising health care costs, the housing market, retirement, and the future of our country.

Getting our country out of the downturn requires bold action by lawmakers to create more family-sustaining jobs and strengthen our middle class so more Americans can participate in the economy, not laws that would result in a race to the bottom with poverty wages, substandard working conditions, weaker safety and health standards, more people without health care, and a shattered American Dream.

The hardworking families in our state need their lawmakers to stand by their side and resist any effort to enact "right to work" laws that are known to undermine the stability of our communities.

UFCW a VOICE for working America
LOCAL 1473

LAS FAMILIAS TRABAJADORAS DE NUESTRO ESTADOTIENEN QUE PERMANECER UNIDAS

- **Defender Los empleos de La clase Edia**
- **Proteger La seguridad de Retiro de Los Trabajadores Norteamericanos**
- **Recuperar el Sueño Americano**

A LOS FUNCIONARIOS ELECTOS:

Los insto a resistir todos los esfuerzos legislativos destinados a reducir los ingresos familiares, encarecer los cuidados de salud y amenazar la seguridad de retiro de los trabajadores de nuestro estado.

Juntos Podemos Fortalecer Nuestra Economía.

Comprometa su apoyo para rechazar los esfuerzos legislativos destinados a debilitar a las familias trabajadoras de nuestro estado

Firma

Nomble Sindicato/ Local

Correo electrónico Teléfono Celular

Domicilio

Ciudad/Estado/Código Postal (Zip)

¡Si usted incluye su número de teléfono eso le permitirá recibir las alertas móviles de la UFCW! No cobramos por estas alertas pero podrían aplicarse tarifas estándar de mensajes y datos.

Las familias trabajadoras de nuestro estado están preocupadas por la economía, las altas tasas de desempleo, los costos de cuidados de salud en alza, el mercado de viviendas, el retiro y el futuro de nuestro país.

Para sacar a nuestro país de la crisis se necesitan acciones audaces de parte de los legisladores con el fin de crear más puestos de trabajo para mantener a las familias y fortalecer nuestra clase media para que más norteamericanos puedan participar en la economía, no leyes que resultarían en un hundimiento aún más grande con salarios de hambre, condiciones de trabajo infrahumanas, seguridad y estándares de salud más débiles, más gente sin cuidados de salud y un Sueño Americano hecho pedazos.

Las familias que trabajan duro en nuestro estado necesitan que sus legisladores las apoyen y rechacen todo esfuerzo por promulgar leyes "del derecho a trabajar" que están destinadas a debilitar la estabilidad de nuestras comunidades.

UFCW a VOICE for working America
LOCAL 1473

Know Your Rights – Your Right to Organize Under the NLRA

By Mark A. Sweet

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2510 East Capitol Drive
Milwaukee, WI 53211

www.UnionYesLaw.com
Milwaukee: (414) 332-2255
Statewide Toll Free: 1-866-784-2344

Sweet and Associates, LLC is privileged to provide legal representation to your Union, Local 1473. If you or a member of your family have a question regarding a legal matter, please call us for a free consultation. You may reach the law firm in the Milwaukee area at (414) 332-2255 or statewide at our toll free number, 1 866-784-2344. You may also email us with your legal questions at contact@UnionYesLaw.com.

The National Labor Relations Act is premised to a large degree on the following national policy: a free and unfettered right of employees to combine to improve their working conditions benefits our economy, by preventing industrial strife, which interrupts the free flow of commerce. The most important aspect of the Act is embodied under Section 7. It provides in material part:

Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection…

Section 8(a)(1) of the Act provides the mechanism to ensure that a worker's right to engage in collective bargaining and protected concerted activities is not obstructed by employer action. It provides in material part:

It shall be an unfair labor practice for an employer to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7.

Other unfair labor practices are outlined in Sections 8(a)(2),(3),(4) and (5) of the Act. The NLRB has issued a brief and informative guide to the National Labor Relations Act. (http://www.nlrb.gov/nlrb/shared_files/brochures/basicguide.pdf)

If someone you know is at a workplace without the protection and power of a Union, let the person know the basic rights under federal law - the rights to form a Union, to have a Union, and to support a Union. Individual questions regarding your right to support or form a Union at work may be answered at UFCW 1473's website (www.ufcw1473.org). Sweet and Associates is committed to ensuring that the rights guaranteed to employees and labor organizations are protected to the fullest extent of the law. If you have questions or require more information regarding your legal rights, contact the law firm at contact@UnionYesLaw.com.

Gone Fishing

The following members have recently retired:

October, November, December, January 2011

Beverly Ackerman	Kohls	Herbert Hertel	Piggly Wiggly	David Osowski	Fleming Companies
Patricia Anderson	Eagle Foods	Diane Hess	Fleming Companies	Charles Pariseau	Kohls
Gerald Axtell	R & M Kenosha	Christine Hornick	Cub	Linda Peot	Kohls
James Barton	Kohls	Joseph Huard	Sentry	Robert Phillips	Super Valu
Dianne Bauer	Red Owl	Joseph Ipavec	Kohls	James Phillips	Pick N Save
James Benda Jr.	Big Sentry	Gloria Jappert	Woodman's	Barbara Pitt	Kohls
Glenn Berwanger	Kohls	Lonald Johnson	Cub	Jeffrey Pordon	Kohls
Terry Bestor	A & P	Dorothy Karasti	Super Valu	Richard Presnal	Food 4 Less
Clifford Blake Jr.	Shop-Rite	David Karin	Kohls	Robin Reid	Fleming Companies
Kathleen Borowitz	A & P	Joan Karow	Ruebens County Market	Judith Reynolds	Fleming Companies
Nancy Boyle	Kohls	Sue Karsten	Schnuck Markets	Bernard Reynolds	Red Owl
David Brandel	McCain Foods	Thomas Kaster	Red Owl	Robert Ristow	Kohls
Laura Brigham	Cub	Janet Kettle	Woodman's	Robert Rohrer	Woodman's
Kenneth Brown Jr.	Kohls	Hollie Knaack	Moore's Food	David Romine	Eagle
Byron Buckingham	Moores Food Products	Ronald Knier	Piggly Wiggly	Thomas Ryba	Kohls
Susan Burgess	Kohls	Donna Koppa	Kohls	Paul Sabel	Piggly Wiggly
Joseph Burmeister	Algoma	Allen Kuhtz	Fleming Companies	Susan Schenk	Kohls
Renee Butz	Fleming Companies	Jean Kuznacic	Piggly Wiggly	Renee Schmidt	Fresh Brands
James Casad	Cub	Irene Liebman	Cub	James Schroeder	Red Owl
Cindy Champion	Cub	Ann Ligocki	Kohls	Susan Schwister	Kohls
Maria Chaney	Fred Usinger	Janice Litkey	R & M Kenosha LLC	Stephen Selgren	Cub
William Clark	Red Owl	Sandra Londowski	T&C Foods	Marilyn Selgren	Cub
Daniel Clements	Sentry	Robert Lubeck	Woodman's	Rochelle Shavers	Kohls
Mary Lou Crane	Fleming Companies	Dolores Lynch	A & P	Hugh Smith	Piggly Wiggly
Charles Danner	Fresh Brands	Robert Mainland	A & P	John Sorgent	Fleming Companies
Kathy Denton	Kohls	Ann Maki	Fleming Companies	Leigh Steinke	Big Sentry
Patricia Derer	Kohls	Katherine Mavrin	Fred Usinger	Cindy Strege	Piggly Wiggly
Ronald Duddeck	McCain Foods	Christine McAllister	Woodman's	Marlynn Svitak	Kohls
Janet Duhr	Cub	Christine McDermott	Cub	Donald Thompson	Woodman's
Dean Eichman	Fleming Companies	Sharmishta Mehta	Woodman's	Luther Townsend	Fleming Companies
Antonio Escarpita	Strauss	Charlotte Mitchell	R & M Kenosha LLC	Valerie Updegraff	F. Dohmen
Evangeline Fritz	Crouch Brothers	Karen Moore	Woodman's	Mary Urban	Kohls
Jane Gahr	Woodman's	Julie Moore	Woodman's	Perry Urnes	Piggly Wiggly
Thomas Garcia	Red Owl	Mae Moore	Fleming Companies	Michael Vespalec	Kohls
Peter Gazzana	Kohls	Timothy Moran	Super Valu	Reta Weber	Fleming Companies
Carla Gearen	Piggly Wiggly	Denise Mueller	Kohls	Linda Wilke	Interstate Brands
Marietta Gilbertson	Fleming Companies	Garry Muench	Kohls	Terry Withrow	Woodman's
Susan Goldberg	Pick N Save	Donald Nabozny	Hunts Food Center	Louise Woods	Becker Foods
Edward Gramza	Kohls	Lech Nadolski	Patrick Cudahy	Tamara Woods	McCain Foods
Denise Guillaume	Fleming Companies	Robert Newman	Kohls	Debra Wytonick	Piggly Wiggly
Kathleen Haertel	Food 4 Less	Frederick Nickasch	Big Sentry	John Zalewski	Kohls
Barbara Hakow	Fleming Companies	Jo-Ann Niemi	Kohls	Rene Zasada	A & P
Joseph Hassman	Kohls	Emmanuel Ohene	Patrick Cudahy	Douglas Zick	Moores Food Products
Steven Heimer	Piggly Wiggly	Patricia Olson	McCain Foods	Steve Zickert	Schultz SavO

Personally Speaking

Our deepest sympathy is extended to the families of the following members:

Michael Flanagan Pick N Save
Cynthia Haywood Pick N Save

LAST CHANCE TO ENTER
2011 SCHOLARSHIP COMPETITION
$11,000 TO BE AWARDED

Deadline - March 15, 2011

- PLEASE PRINT -

Name .....
(Last) (Middle) (First)

Signature .....
(First) (Last)

Home Address .....

City and State .....

Zip Code ..... Telephone .....

Social Security No ...../...../.....

☐ ***I am applying only for the area awards.***

I am a Local 1473 member (check one):

___ Yes ___ No

I am employed by .....
(Employer Name)

Employer Address .....

I am related to a Local 1473 member (check one):
(must be mother, father or spouse)

___ Yes ___ No

Member's Name .....

Member's Address .....

City and State ..... Zip .....

Name of Employer Member Works for .....

Employer Address .....

Member's Social Security # ...../...../.....

My relationship to the Member is .....
(Son, Daughter or Spouse)

I will graduate from High School (check one):

___ February, 2011 ___ June, 2011 ___ August, 2011

If you are a College Student, indicate highest academic level you will complete by August, 2010.

___ Freshman ___ Sophomore ___ Junior

(This form should be filled out completely and returned immediately to the Local 1473 Scholarship Selections Committee, 2001 N. Mayfair Road, Milwaukee, WI 53226.

To be eligible to compete in Local 1473's 2011 scholarship awards competition, each applicant must be a member, or child or spouse of a member of the Union, in good standing in accordance with the provisions of Local 1473 and UFCW bylaws. This means that the member must be in continuous good standing for one year, an active member at the time of the drawing, with all dues fully paid as of March 31, 2011.

All applicants must plan to attend college on a full-time basis. In addition, applicants who are presently attending college and will not have completed more than three years of college as of June, 2011, may compete in this program.

Eligible applicants compete for awards. The Peter P. Voeller Scholarship is a one-time grant of $1,000, paid directly to the school upon submission of proof of acceptance to an accredited college or university. Applicants will be screened on the basis of academic achievement, leadership, social awareness, career goals and financial need.

One $1,000 award will be made to a male and one $1,000 award will be made to a female. Additional area awards of $500 each will be awarded. These one-time grants will be paid directly to the school upon submission of proof of acceptance to an accredited college or university. The Scholarship Selection Committee will conduct a lottery drawing to determine each area winner. Awards will be given to six applicants from the Milwaukee area (Milwaukee, Waukesha, Ozaukee and Washington counties), five applicants from the Racine, Kenosha and Walworth county area, and seven applicants living in any other county.

All applicants are eligible for the Peter P. Voeller Scholarship or any "area" award, but not both. Former scholarship award winners are not eligible to win additional scholarships.

To enter the Local 1473 competition, the eligible active member or dependent of an active member should fill out the preliminary application on this page and mail it as soon as possible to the Local 1473 Scholarship Selections Committee. He or she will then receive a long-form application by mail to enter the competition for the Peter P. Voeller Scholarship. If you are applying for one of the area awards only, please mark the appropriate box on the short-form application. A long form application will not have to be completed.

Applicants presently attending college who will not have completed more than three full years of college work MUST furnish the Scholarship Selections Committee with official transcripts of both their entire high school work AND their college work.

No application will be considered unless it is filled out completely in every detail.

The final selection of scholarship winners is in the hands of a Scholarship Selection Committee who serve as impartial judges and whose decisions are final and binding.

In order to receive a scholarship award, each winner must also provide the Scholarship Selections Committee with official certification of acceptance to school and enrollment or attendance at an accredited institution of higher learning. Local 1473 will forward the award to the institution once the verification has been received by the Union.

Failure to enroll in and attend college constitutes disqualification.

UFCW
a VOICE for working America
LOCAL 1473

IMPORTANT REMINDER

Applications for the 2011 scholarship awards should be sent in as soon as possible and all necessary documents requested from applicants by the Committee must be in the hands of the Committee no later than midnight, March 15, 2011.

ÚLTIMA OPORTUNIDAD PARA PARTICIPAR
COMPETENCIA DE LAS BECAS ESCOLARES 2011
SE OTORGARAN $11,000

Plazo - 15 de marzo del 2011

- POR FAVOR USE LETRA DE MOLDE -

Nombre.....
(Apellido) (Segundo nombre) (Primer nombre)

Firma.....
(Primer Nombre) (Apellido)

Dirección.....

Ciudad y Estado.....

Código Postal..... Teléfono.....

No. Seguro Social...../...../.....

☐ **Solo Estoy aplicando para una beca del área.**

Soy miembro del Local 1473 (marque uno):

___ Si ___ No

Estoy bajo contrato por.....
(Nombre de la Empresa)

Dirección de la Empresa.....

Estoy relacionado con un miembro Local 1473 (marque uno): (debe ser su madre, padre o cónyuge) ___ Si ___ No

Nombre del Miembro.....

Dirección del Miembro.....

Ciudad y Estado..... .....

Código Postal.....

Nombre de la Empresa adonde el Miembro Labora.....

.....

Dirección de la Empresa. .....

Seguro Social del Miembro. ...../...../.....

Mi relación hacia el miembro es.....
(Hijo, hija, Cónyuge)

Me voy a graduar de la Preparatoria en (marque uno)

: ___ febrero, 2011 ___ junio, 2011 ___ agosto, 2011

Si usted es un estudiante universitario, índice el nivel académico más alto que hayan cumplido en agosto de 2011.

___ Primer Año ___ Segundo Año ___ Tercer Año

(Esta solicitud debe ser completada y enviarse inmediatamente a: Local 1473 Scholarship Selections Committee, 2001 N. Mayfair Road, Milwaukee, WI 53226.)

Para ser elegible para competir en las becas del 2011, el solicitante debe ser miembro, hijo, hija o cónyuge de un miembro del Sindicato, en buen estado, de acuerdo con las provisiones del Local 1473 y los reglamentos de UFCW. Esto significa que el miembro debe estar en buenos términos durante un año, ser miembro activo en el momento de la entrega de becas, y sus cuotas sindicales deben estar al día desde el 31 de marzo del 2011.

Todo solicitante debe planear en matricularse como estudiantes de tiempo completo en una universidad. Igualmente, los solicitantes que actualmente se encuentran matriculados en una universidad y no han completado más de tres años a partir de junio del 2011, pueden competir para tales becas.

Los solicitantes elegibles compiten para una de 14 becas. La beca P. Peter Voeller es una beca de $1,000, pagados directamente al colegio sobre la evidencia escrita de la matriculación en un colegio o universidad acreditada. Los ganadores de la beca serán escogidos basado en sus logros académicos, liderazgo, moralidad social, metas profesionales y necesidad financiera.

Una beca de $1,000.00 se otorgará a un hombre y otra de $1,000.00 se otorgará a una mujer. Se otorgaran becas de área adicionales de $500 cada una. Estas becas son de un solo pago que se hará directamente al colegio sobre la evidencia escrita de la matriculación en un colegio o universidad acreditada. El Comité de Selección de Becas llevará a cabo un sorteo para determinar el ganador en cada "Área". Se otorgaran seis becas a los solicitantes del área de Milwaukee (condados de Milwaukee, Waukesha, Ozaukee y Washington), se otorgaran cinco becas a los solicitantes de los condados de Racine, Kenosha y Walworth, y otras siete becas a los solicitantes que vivan en cualquier otro condado.

Todos los solicitantes son elegibles para las becas P. Peter Voeller o Becas de "Área", pero no ambas. Los ex ganadores de las becas no son elegibles para ganar becas adicionales.

Para participar en la competencia del Local 1473, el miembro elegible o el familiar del miembro debe llenar el formulario de solicitud preliminar de esta página y enviarlo tan pronto como sea posible al Comité de Selección de Becas del Local 1473. Después, nosotros le enviaremos una aplicación detallada por correo para participar en la competencia de Becas Peter Voeller. Si usted está solicitando solo para un a beca de "Área", por favor indique la casilla correspondiente en el formulario de la aplicación corta. Ya que no tendrá que completar un aplicación detallada.

Los solicitantes que actualmente estén matriculados en una universidad pero no han completado tres años DEBEN presentar al Comité de Selección de Becas sus transcripciones oficiales de escuela superior y universidad.

Ninguna solicitud será considerada a menos que este completamente llenada.

La selección final de ganadores de becas esta en las manos del Comité de Selección de Becas que sirven como jueces imparciales y cuyos fallos son definitivas y vinculantes.

Para recibir una beca, cada uno de los ganadores deberá presentar al Comité de Selección de Becas una certificación oficial de aceptación a la escuela y su matriculación o matriculación a una institución acreditada de enseñanza superior. El Local 1473 enviará el premio a la institución una vez que la verificación ha sido recibida por el Sindicato.
El incumplimiento de matricularse y asistir a una universidad resultara en descalificación.

UFCW
una VOZ para los trabajadores
LOCAL 1473

AVISO IMPORTANTE

Las solicitudes para las becas del 2011 deben ser enviadas lo más pronto posible y todos los documentos requeridos por el Comité debe estar en manos del Comité no más tarde que la medianoche del 15 de marzo del 2011.

Dear UFCW Local 1473 Union Member:

In these uncertain times, most working families throughout the country are anxious about the growing difficulty of making ends meet. With the unemployment rate at nearly 10 percent, many families have lost hope in our economic system.

Fortunately, Local 1473 collective bargaining agreements have protected most members from the harshest realities of our nation's economic downturn.

We need legislative policies that pave the way for building a stronger middle class with an economy that works for everyone, not just the wealthy few. CEOs and Wall Street are making record profits. It is an economic fact that the wealthiest five percent of Americans own the majority of wealth in our country. Yet, even though corporations are posting record profits, little to no job creation is occurring. In fact, corporate America is pushing to outsource more American jobs.

At a time, when workers are struggling paycheck to paycheck, lawmakers in a number of states, including ours, are introducing measures that would result in lower wages and living standards for all working people. In our state the proposed measure is called Right to Work.

I'm calling on all Local 1473 members to join all working families in our state to stand together to resist these measures. I urge you to:

- Stand up for middle class jobs;
- Protect retirement security for American workers; and
- Restore the American dream.

Together, we can strengthen and ensure that our economy works for everyone. I ask you to pledge your support to reject legislative and other efforts that would undermine working families in our state. For more information call: 414-476-1444 or 800-472-1660.

Estimado Miembro de UFCW Local 1473:

En estos años de incertidumbre, la mayoría de las familias de la clase trabajadora en todo el país están ansiosas debido a la creciente dificultad que tienen para subsistir. Con la tasa de desempleo cerca del 10 por ciento, muchas familias han perdido la esperanza en nuestro sistema económico.

Afortunadamente, los acuerdos colectivos del Local 1473 han protegido a muchos miembros de la dura realidad, producto de esta crisis económica por la que atraviesa nuestra nación.

Necesitamos políticas legislativas que cementen el camino hacia una clase media más fuerte con una economía que funcione para todos, no sólo para unos cuantos ricos. Los CEOs y Wall Street están reportando ganancias récord. Es un hecho económico que el cinco por ciento de los americanos más ricos son dueños de las riquezas de nuestro país. Pero no se están creando trabajos a pesar que las corporaciones están reportando ganancias récord. De hecho, las corporaciones americanas están empujando para enviar a otros lugares el trabajo de los americanos.

En una época cuando los trabajadores dependen de su paga, los políticos en algunos estados, incluyendo el nuestro, están presentando medidas que reducirían los salarios y los estándares de vida para las familias de la clase trabajadora. En nuestro estado esta medida propuesta se llama Derecho a Trabajar (Right to Work).

Hago un llamado a todos los miembros del Local 1473 para que se unan con todas las familias de la clase trabajadora en nuestro estado en esta lucha para resistir estas medidas. Les pido que:

- Luchen por los trabajos de clase media;
- Protejan la seguridad de retiro de todos los trabajadores Americanos; y
- Reinstituyan el Sueño Americano.

Juntos, podemos mejorar y asegurar que nuestra economía funcione para todos. Les pido que se comprometan con su apoyo para rechazar está legislación y otros esfuerzos que debilitarían a las familias de la clase trabajadora en nuestros estado. Para mayor información llamar al: 414-476-1444 o 800-472-1660.

LOCAL 1473

Published quarterly by United Food & Commercial Workers Union Local #1473 chartered by the United Food & Commercial Workers International Union.

John R. Eiden, *President/ International Vice President*
Grant Withers, *Secretary/Treasurer*
Chad Whiteside, *Recorder*

Vice-Presidents

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Grant Withers
Bonnie Anderson
Susan Baren
Chuck Countryman
Linda Denter
JoAnn Dewart
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Walter Garron
Rod Hutkowski
Joseph Mikich
Robert Moreno
Millicent Patrick
Patricia Petzold
Cecilia Prickett
Jim Ridderbush
Ellen Rishel
Brian Romanowich
James Schroeder
David Truslow

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Ike Edwards
Randy Knox
Francisco Martin
Cecilia Prickett
Jim Ridderbush
John Rogers
Brian Romanowich
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UFCW Meeting Notices

Meetings for February, March and April Meeting Announcements.

FEBRUARY MEETINGS:

General Membership
Date: Mon., Feb. 14, 2011
Time: 6:00 P.M.
Place: Union Office
2001 N. Mayfair Rd.
Milwaukee, Wisconsin

Kenosha Area
Date: Wed., Feb. 9, 2011
Time: 6:00 P.M.
Place: Union Club
3030-39th Avenue
Kenosha, Wisconsin

Racine Area
Date: Thurs., Feb. 10, 2011
Time: 6:00 P.M.
Place: Union Hall
1840 Sycamore Ave.
Racine, Wisconsin

Madison "Northern Area"
Date: Tues., Feb. 8, 2011
Time: 7:00 P.M.
Place: Madison Labor Temple
1602 S. Park St.
Madison, Wisconsin

Office Employees
Date: Wed., Feb. 23, 2011
Time: 5:15 P.M.
Place: Madison Labor Temple
1602 S. Park St.
Madison, Wisconsin

MARCH MEETINGS:

Janesville "Southern Area"
Date: Tues., March 8, 2011
Time: 7:00 P.M.
Place: Janesville Labor Temple
1605 S. Center St.
Janesville, Wisconsin

APRIL MEETINGS:

Madison "Northern Area"
Date: Tues., April 12, 2011
Time: 7:00 P.M.
Place: Madison Labor Temple
1602 S. Park St.
Madison, Wisconsin

Office Employees
Date: Wed., April 27, 2011
Time: 5:15 P.M.
Place: Madison Labor Temple
1602 S Park St.
Madison, WI 53715

WPS Corner

By Chad Whiteside

Being a member of a labor union not only protects your rights on the job by defining your wages, hours and working conditions. Union membership is a brother/sister hood, one where we look out for one another evident in slogans such as "Solidarity forever" and "An injury to one is an injury to all."

In the face of today's tough economic times, outsourcing and offshoring of jobs is prevalent, resulting in unemployment figures that have not been seen in decades. Employers nationwide are cutting corners, expecting employees to do more with less, creating tension on the job and between co-workers. Now more than ever, we need to stand united and live by the motto "an injury to one is an injury to all" and look out for one another.

Unfortunately, instead of standing united, the conditions described above have created an environment of fear, often pitting workers against each other. According to Pounds (2010), "thirty five percent of adult Americans say they have experienced bullying in the workplace, first hand." This fear is evident in the workplace in the form of verbal harassment, threats, and intimidation amongst peers. Bullying amongst peers has seen a dramatic increase, which is typical according to Willis (2009) who states "as companies struggle, experts say workplace bullying has grown as people fear job loss".

In an effort to succeed, bullies at work often target those who most threaten them, typically persons who are strong performers. According to Namie (as cited by Willis, 2009) 'the bully is a political animal and knows how organizations run, and know that aggression pays off and is rewarded".

If you feel you are being bullied at work, the first step you should take is to contact your union steward or representative. While the event is fresh in your mind, make detailed notes of the event, the date and time it occurred, and the location of the event. Do not, under any circumstances take matters into your own hands. What you view as retaliation for being bullied could backfire, resulting in disciplinary action being taken, up to and possibly including termination.

Willis, D. (2009). Workplace Bullying Institute.

Walmart Bias Case Goes Before Supreme Court

Former Walmart worker Betty Dukes is getting her day in the nation's top court. Sort of. The Supreme Court has agreed to hear the biggest employment discrimination case in the nation's history. Lead plaintiff Dukes is one of six women named in the class action suit claiming that Walmart discriminated against hundreds of thousands of women in pay and promotion and owes billions in back pay.

But the question to be considered by the Supreme Court is not whether there was discrimination against the women -- there's been no ruling yet on that -- but rather whether the claims by the individual employees can be combined as a class action. If not, each worker claiming discrimination would be forced to sue individually, a much more costly and time-consuming process.

Meanwhile, the big-box retail giant continues to push forward on other fronts. Chasing dwindling consumer dollars into urban areas, Walmart announced plans in November to open much smaller stores in New York and Washington, DC. The announcement sparked immediate concern and opposition from community and labor groups worried about the impact of the giant retailer on local stores and jobs.

While declaring that the urban stores would provide jobs with competitive wages and benefits, Walmart undercut its argument in mid-December when it announced it won't pay newly-hired workers an extra dollar an hour for working on Sunday.

The Scrooge-like move was decried by Jennifer Stapleton at UFCW's Wake Up Walmart campaign, who told the Bureau of National Affairs that the pay cut is "simply the latest in a long line of decisions that show how they continue to lower standards for workers across retail."

Christmas came a little early for retired Klement's Sausage worker Dolores Iwaskiewicz shown here receiving an unexpected retirement back pay check. Dolores worked at Klement's as a general packager from October 1979 until July 17, 2009 when she retired. Delores is 85 years old and says that she loved her job at Klement's and wished that her health would have held out in order for her to continue doing what she loved.

YOUR UNION AT WORK

	Sept.	Oct.	Nov.
Grievances Filed	92	66	102
Members Returned to Work	9	7	10
Back wages paid out to Members	$4,221	$2,503	$16,662

WISCONSIN UFCW HEALTH PLAN

BENEFITS PAID FOR:

	Sept.	Oct.	Nov.
Loss of Time	$7,553	$7,210	$8,653
Medical	$292,914	$656,577	$740,292
Prescriptions	$68,659	$68,106	$110,988
Dental	$16,424	$11,201	$15,650
Total	**$385,550**	**$743,094**	**$875,583**

The Scholarship Award Process

UFCW Local 1473 awards scholarships to active members and children of active members once each year. Each year the UFCW Local 1473 Executive Board determines the number and amount of area awards available to be awarded. The Executive Board also assigned a Scholarship Committee to oversee the scholarship selection process.

There are two type of scholarships available. The first are the area awards. There are three areas: 1) Milwaukee 2) Racine, Kenosha and Walworth County 3) all other applicants living in an area other than the first two.

The application form for the area awards is printed in the newsletter it can be obtained from your Union Representative or call the Local 1473 office at 1-800-472-1660. In order to apply for an area award the only thing necessary is to complete the application. If only applying for an area award, check the box that reads "I am applying only for the area awards". These awards are entered in a drawing and chosen randomly. The Executive Board's decision for the 2011-2012 drawing was to give eighteen $500 awards. There will be six awards for the Milwaukee area, five awards for the Racine, Kenosha and Walworth County area and seven awards for all other applicants living in an area other than the first two areas.

The second scholarship is the Peter V. Voeller Scholarship. The Executive Board's decision for the 2011-2012 drawing was to give two $1,000 awards to one male and one female applicant. All applicants for this award need to fill out the application for the area award as described above but do not check the area awards box. An instruction letter and full application form will then be sent to you. It is important to follow the instructions carefully and return all the required information postmarked on or before March 15, 2011. Any applications with missing information will be disqualified. Applicants for these awards will be chosen by the Scholarship Committee based on the following criteria:

- Academic Achievement
- Leadership
- Social Awareness
- Career Goals
- Financial Need

Good luck to scholarship applicants!

El Proceso De Entrega De Becas

UFCW Local 1473 otorga becas solamente a miembros activos e hijos de miembros activos una vez al año. El Comité Ejecutivo de UFCW Local 1473 tiene la facultad discrecional de tomar la decisión final sobre el número de Becas de Área que se entregará cada año así como el monto de las mismas. El Comité Ejecutivo también asigna un Comité de Becas para supervisar el proceso de selección de becas.

Hay dos tipos de becas disponibles. El primer tipo de becas son las "Becas de Área" (area awards).Hay tres áreas: 1) Milwaukee 2) Condado de Racine, Kenosha y Walworth 3) todas las otras áreas donde viven los solicitantes que no sean las das primeras.

El formato de solicitud para las Becas de Área está impreso en el boletín, se puede obtener de su representante sindical o llamando a la oficina del Local 1473 al 1-800-472-1660. Para solicitar una "Beca de Área" lo único necesario es completar la solicitud. Si sólo está solicitando para una "Beca de Área", marque la casilla que dice "Estoy solicitando solamente para Becas de Áreas". Estas becas se someten a un sorteo y son escogidas aleatoriamente. La decisión del Comité Ejecutivo para el sorteo de 2011-2012 es otorgar dieciocho Becas de $500.00. Habrá seis becas para el área de Milwaukee; cinco becas para Racine, Kenosha y el área del Condado de Walworth; y siete Becas para todos los solicitantes que viven en una área diferente a las dos primeras áreas.

La segunda beca es la Beca Peter V. Voeller. La decisión del Comité Ejecutivo para el sorteo de 2011-2012 es de otorgar dos becas de $1,000 cada una a un hombre y una mujer. Los candidatos a esta beca deben llenar la solicitud para los "Becas de Área" como se describe anteriormente, pero no marca la casilla "Becas de Área". Una carta de instrucciones y formato de solicitud completa será enviado a usted. Es importante seguir las instrucciones cuidadosamente y regresarlo con toda la información requerida. El Formato de Solicitud de Beca tendrá como último día de sello postal el 15 de marzo de 2011 y ningún día después. Cualquier aplicación sin la información requerida será descalificada. Los candidatos a estas becas serán escogidos por el Comité de Becas de acuerdo a los siguientes criterios:

- Logro Académico
- Liderazgo
- Conciencia Social
- Objetivos de Carrera
- Necesidad Financiera

¡Buena suerte a los solicitantes de becas!

College Essay Do's and Don'ts

by Anthony Russomanno

Premier Tutor & Admissions Expert for The Princeton Review

Do's:

- Be yourself.
- Answer the question!
- Think before you write. Take the time to do it right.
- Show how you have demonstrated the ability to succeed.
- Show the admissions committee something about yourself that they could never learn from your application.
- Demonstrate that you are a mature, intelligent and focused person.
- Show how you are different from the rest of the pack. The reader must get to know you.

Don'ts

- Don't rely on spellchecker. Proofread!
- Don't dwell on the negative.
- Don't offend your audience.
- Don't lie.
- Don't beg or plead for admission.
- Don't complain or whine.
- Don't write about low GPA or test scores if possible.

COLLEGE ADMISSIONS AND FINANCIAL AID COURSES LESSEN THE STRESS

When you have questions about financial aid or college applications, who can you go to for help? The Princeton Review provides answers so you don't make costly mistakes as you navigate the college research, application and financial aid processes. Union members can save 50% on Admissions and Financial Aid Courses by visiting UnionPlus.org/CollegePrep.

SAVE 15%-60% OFF COLLEGE AND GRAD SCHOOL PREPARATION

Save on college and graduate school test preparation courses from The Princeton Review. Includes classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE®, MCAT®. Plus, get help finding the right school, learn about paying for it, and more.

To enroll or learn more about your union-member-only discount, call 1-888-243-7737 or visit UnionPlus.org/CollegePrep.

Living Beyond Your Means?

- Free Counseling
- Free Budget Plan
- Written Action Plan

For information call
1-877-833-1745
Union Plus

Or visit our website
UnionPlus.org/CreditCounseling

union SAFE
Security. Assistance. Financial Education.
Union Plus

Falling behind financially?

Union SAFE may be able to help.

To find out how Union SAFE may be able to help, visit:
UnionPlus.org/UnionSAFE

EdMail

Right to Work ... The Facts!

As a result of the November elections in the State of Wisconsin, there is a movement afoot, introduced by the party in power in the Governor's office, the State Senate and the State Legislature to make Wisconsin a so called "Right to Work" state.

Now right to work sounds like a positive initiative, we all agree that every citizen has a right to work. We all agree that every citizen can make a choice of where they would like to work.

The "Right to Work" slogan was coined in 1944 when Florida became the first state to allow non-union employees to work right alongside union employees at the same job. By the mid 1950's twenty states had passed similar laws and today twenty-two states are "Right to Work" states.

This positive sounding slogan is really much more devious when one digs a little deeper into what effect these laws have on the citizens. According to the Bureau of Labor Statistics and other Government agencies that track data across the United States, the affect of these laws are as follows:

"Right to Work" States:

- Average 11% lower wages in the private sector
- Average 8.5% lower union membership
- Average 21% fewer people with health care
- Average 51% higher rate of workplace deaths and injuries
- Average 16% higher infant mortality rate
- Average 2.3% higher poverty rate

As I write this article the new Governor and politicians were sworn into office yesterday. Governor Walker declared "Wisconsin is open for business!" And that his focus was to create "Jobs, Jobs, Jobs." Governor Walker has focused on the public employees and threatened to take away their right to bargain over their wages, hours and working conditions.

This is not only an assault on union members, this is an assault on all working families. Middle class working families' wages have remained flat over the last 30 years and CEO salaries have increased from 42 times the average worker's salary to 263 times the average worker's salary in 2009.

This mantra of lower taxes for the rich and big business began in the 1980's and has proven that over time it does not work for the citizens.

We are becoming China. In China the top 1% of Chinese families own 41.47% of the wealth. In the United States the top 1% control 40% of our country's wealth. Surprised?

So when you hear the cry that big business and our politicians are looking to protect your "Right to Work" WISE-UP! They are looking for one thing only ... cheap labor ... cheap labor with less benefits, more poverty and more dangerous work.

This issue of "Right to Work" is not only a union issue it is a moral issue. All you need to do is look at the statistics above and you can see where this state and all our fellow citizens union and non-union alike are headed. This issue is nothing more than a payback to the business community that put these same politicians where they are.

In 1961, the great civil rights leader Dr. Martin Luther King, put it this way:

"In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. It is supported by Southern segregationists who are trying to keep us from achieving our civil rights and our right of equal job opportunity. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone. Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote."

As you may recall, Dr. King was assassinated in 1968 while supporting the striking sanitation workers in Nashville, Tennessee.

If you would like to get involved, please contact Brian Romanowich at 414-202-1945.

"DERECHO A TRABAJAR" ... ¡LA REALIDAD!

Como resultado de las elecciones de noviembre en el Estado de Wisconsin, hay un movimiento en marcha, introducido por el partido en el poder en la oficina del Gobernador, el Senado y la Legislatura del Estado para hacer de Wisconsin un estado adonde se aplica las leyes llamadas "Derecho a Trabajar".

"Derecho al Trabajo" suena como una iniciativa positiva, todos estamos de acuerdo que todo ciudadano tiene derecho al trabajo. Todos estamos de acuerdo que cada ciudadano puede elegir el lugar en que le gustaría trabajar.

El lema "Derecho a Trabajar", fue inventado en 1944, cuando Florida se convirtió en el primer estado en permitir que los trabajadores no sindicalizados trabajaran junto con los trabajadores Sindicalizados en la misma Empresa. Desde mediados de 1950 veinte estados han aprobado leyes similares y en la actualidad hay veintidós estados a donde se aplica el "Derecho a Trabajar".

Este lema suena positivo pero en realidad es mucho más corrupto cuando se examina un poco más el efecto que estas leyes tienen sobre los ciudadanos. Según la Oficina de Estadísticas Laborales y otras organizaciones Gubernamentales que recolectaron y compilaron estadísticas a través de los Estados Unidos, el efecto de estas leyes son las siguientes:

"Derecho a trabajar" Establece:

- Un promedio de 11% sueldos más bajos en el sector privado
- Un promedio de 8.5% más bajo de membresía Sindical
- Un promedio de 21% personas menos con cuidado medico
- Un promedio de 51% más de muertes y accidentes laborales
- Un promedio de 16% más alto en muertes infantiles
- Un promedio de 2.3% más alto de pobreza

Así como escribo este artículo, el nuevo gobernador y políticos están asumiendo sus cargos. Gobernador Walker declaró "¡Wisconsin está abierto para negocios!" Y que su objetivo es crear "Trabajos, trabajos, trabajos". Gobernador Scott Walker está amenazando con quitarles a los trabajadores del gobierno el derecho a formar sindicatos y a negociar contratos.

Esto no es sólo un ataque a los miembros del sindicato, esto es un ataque a todas las familias trabajadoras. Los sueldos de las familias trabajadoras de la clase media han permanecido fijos en los últimos 30 años pero los sueldos de los CEO han aumentado de 42 veces al sueldo del un trabajador regular a 263 veces al sueldo de trabajador regular en 2009.

Este guía ideal de los impuestos más bajos para los negocios ricos y grandes comenzó en la década de 1980 y ha demostrado que con el tiempo no funciona para los ciudadanos.

Nos estamos convirtiendo en China. En China, el 1% de las familias son dueños del 41.47% de la riqueza. En los Estados Unidos los que forman parte del 1% más destacado son dueños del 40% de la riqueza en nuestro país. ¿Sorprendido?

Así que cuando escuche que las grandes Empresas y nuestros políticos están buscando maneras para proteger su "derecho a trabajar" ¡DESE CUENTA DE ALGO! Ellos están buscando una sola cosa... mano de obra barata... mano de obra barata, con menos beneficios, más pobreza y más peligros en el trabajo.

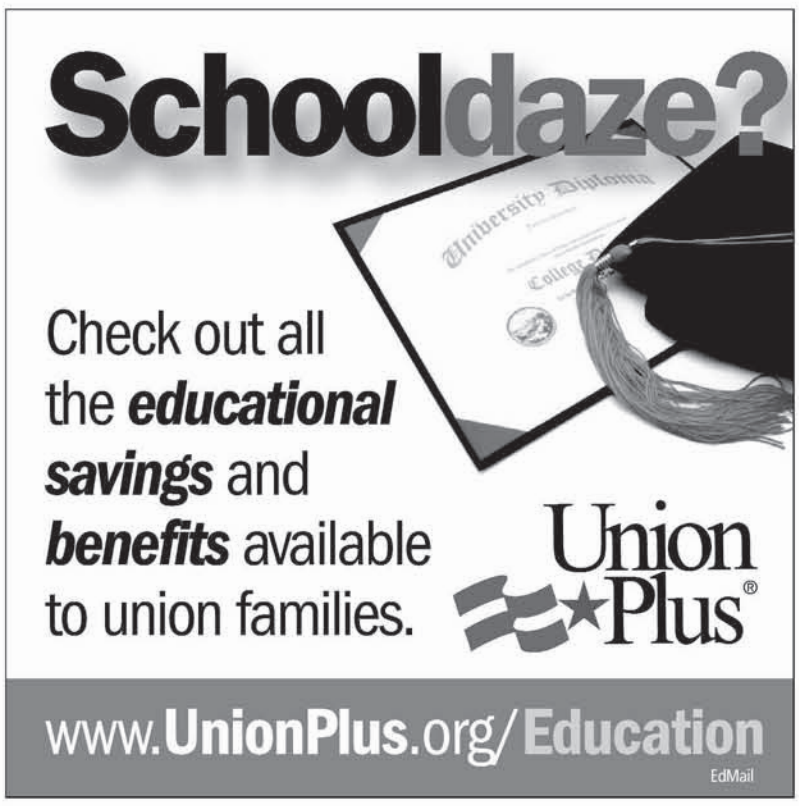
Esta cuestión de "Derecho a Trabajar" no sólo es una cuestión sindical es una cuestión moral. Solo necesitas mirar las estadísticas anteriores y ver en adonde este estado y todos nuestros conciudadanos afiliados al Sindicato y los que no están afiliados a un Sindicato se dirigen por igual. Este problema no es más que una represalia a la comunidad de negocios que instalan a estos mismos políticos donde están.

En 1961, el gran líder de derechos civiles el Dr. Martin Luther King, lo expresó así:

"En nuestra lucha gloriosa de los derechos civiles, debemos evitar ser engañado por falsas consignas, tales como "derecho al trabajo." Es una ley que nos privan de nuestros derechos civiles y los derechos de trabajo. Es apoyado por los segregacionistas del Sur que están tratando de evitar que la consecución de nuestros derechos civiles y nuestro derecho a la igualdad de oportunidad de trabajo. Su propósito es destruir a los sindicatos y la libertad de negociación colectiva en la que los sindicatos han mejorado los salarios y las condiciones de trabajo de todo el mundo. Siempre que estas leyes han sido aprobadas, los salarios son más bajos, las oportunidades de empleo son menores y no hay derechos civiles. No tenemos la intención de dejarles hacer esto a nosotros. Exigimos que este fraude se detenga. Nuestra arma es nuestra votación. ".

Como se recordará, el Dr. King fue asesinado en 1968 mientras apoyaba a los trabajadores sanitarios en huelga en Nashville, Tennessee.

Si desea participar, comuníquese con Brian Romanowich en 414-202-1945.



Governors Go to War…On Their Own Workers

Even before being sworn in, the governors in Wisconsin, South Carolina and Iowa have declared war on unions in their states.

"We're going to fight the unions," said South Carolina Gov.-elect Nikki Haley (R) as she appointed anti-union lawyer Catherine Templeton to head the Department of Labor, which she said will play a key role in keeping unions out of the South Carolina Boeing plant where workers are organizing.

"Last I checked, the right to organize was protected under federal law," responded IAM spokesman Frank Larkin.

Such blatant anti-unionism isn't surprising in the South, but in Wisconsin, a traditional labor strong-hold, Gov.-elect Scott Walker suggested abolishing state employee unions to eliminate the state's budget deficit.

"Anything from decertify all the way through modifications of the current laws," Walker said at a December Milwaukee Press Club luncheon.

Responded Marty Beil, executive director of the Wisconsin State Employees Union: "It's too bad Scott Walker wants to destroy a law that assures the uninterrupted delivery of high-quality public services and has kept labor peace for more than three decades."

While three state worker unions in Iowa had reached tentative agreements with the state, aides to Gov.-elect Terry Branstad said in late December that all of those contracts are going back on the table when he takes office in January.

And in a related story, the incoming governors of Wisconsin and Ohio rejected $1.2 billion in federal funding for high-speed rail projects, which would have created tens of thousands of good jobs. The jobless rate is 9.4 percent in Wisconsin and 9.9 percent in Ohio.

Help For High Medical Bills

By Gerri Detweiler

The Union Credit Doctor

Thanks in part to union members and leaders who made more than four million phone calls and visits in support of health care reform, the Patient Protection and Affordable Care Act of 2010 means that millions of Americans will soon have access to affordable health care.

Medical bills have been a tremendous source of financial stress for many American families. One 2007 study found that 62% of all bankruptcies involved medical bills, for example, while another revealed that 79 million adults had medical debt or medical bill problems.

Here are some strategies for coping with medical bills:

Know Before You Go: Identify medical providers –including hospitals and urgent care clinics – that participate in your health insurance plan. Your out-of-pocket costs will typically be lower when you use participating providers.

Keep Excellent Records: Save copies of your medical receipts, health insurance statements (often called Explanation of Benefits) and a copy of your health insurance plan contract in one place. Don't be afraid to question bills that look wrong, as medical billing mistakes are common.

Avoid Expensive Medical Credit Cards: If you can't afford a medical procedure, your medical provider may encourage you to finance it through a medical credit card or financing plan. These programs, almost always carry high interest rates. If you must finance your healthcare treatment, ask your provider if it will allow you to make payments. (They typically will not charge interest.) If not, consider using the Union Plus Credit Card instead. Call 1-800-622-2580 to apply.

Negotiate: Medical bills are often negotiable. But it can be difficult to haggle on your own, especially if you're sick. The Union Plus Medical Bill Negotiating Service provides union members with large out-of-pocket medical bills FREE assistance negotiating bill reductions and payment plans with physicians, hospitals and other medical providers.

"The process was simple and straight-forward," said union member Jason Levi. "Thanks to the service, in a matter of a few months, I went from owing $800 to having a zero balance. I was well-informed about the process and everything was handled for me professionally. It was a huge burden lifted off of my shoulders." Learn more at UnionPlus.org/BillNegotiator.

Get Legal Advice: If a collection agency is pressuring you to pay a medical debt you don't believe you owe, or you can't afford, talk with an attorney right away. Collection agencies are covered under a federal consumer protection law, the Fair Debt Collection Practices Act, as well as state laws. If a collection agency breaks the law, you may be entitled to attorney fees as well as damages. As a union member, you are entitled to a free consultation from Union Plus Legal Services. Call 1-888-993-8886 to find an attorney.

Get Help: Union members with hospital bills that total more than 10% of household income can apply for a $1,000 Hospital Care Grant, which never has to be repaid. You must participate in the Union Plus Credit Card, Insurance or Mortgage program to qualify for a grant. Visit UnionPlus.org/HospitalGrant for details.

Safety Saves: 5 Steps to Driving Smart!

Step 1: Check your car

Severe driving conditions tax you and your car. Check to make sure your car is ready for wet and cold weather.

- **Good tires -** Tire care and safety is easy. Check your tires monthly for: 1) Pressure, 2) Alignment, 3) Rotation and 4) Tread. As a union member, you can enjoy 5% off all Goodyear tires and 10% off service – including sale prices at company-owned Goodyear Gemini Auto Service Centers.

- **Good brakes -** Unlike conventional brakes, anti-lock brakes pump automatically, so when braking on slippery roads you should maintain firm and constant pressure on the brake pedal.

- **Good visibility** - Check your windshield wipers, headlights and running lights. Carry road flashers in case your car breaks down.

- **Seat Belts -** Buckle up, even if you are broken down by the side of the road. There is always the danger your car will be struck while disabled.

Step 2: Adjust your driving style…and your schedule

Accidents are more often than not caused by the person behind the wheel. Plan for slow going in bad weather.

Wet roads are slick roads. Reduce speed to maintain traction and safely negotiate stops and turns. Experts recommend a minimum of 4 to 8 seconds between you and the vehicle in front of you.

If your vehicle stalls in deep water, abandon it as soon as safely possible. Only two feet of swiftly moving water can carry away a car.

Falling rocks and mudslides make driving in heavy rain hazardous in mountainous terrain.

Fog is especially deadly, accounting for multi-car accidents nationwide. Dense fog can plague low-lying valleys. Visibility can drop to almost zero in just minutes. During fog, drive with lights on low-beam. Listen for traffic you don't see. Whatever you do, don't stop on heavily traveled roads unless absolutely necessary. If at all possible, get off the road and stay off it until visibility returns.

Step 3: Be aware of the limitations of your vehicle

Different types of vehicles drive differently. For example, the owners of Sports Utility Vehicles (SUV's) need to understand their vehicles have different handling characteristics than other vehicles.

The high center of gravity on some SUV's makes them more prone to roll over during sharp turning. SUV's have the highest rollover rate of any type vehicle in fatal crashes. Being aware of the way your vehicle drives can help you stay safe—and drive smart.

Be extra vigilant when driving a car that you're unfamiliar with!

Step 4: Watch out for the other guy

Learning to drive defensively can make you a safe driver. And, it can save you money, too! Union Plus Auto Insurance offers a special discount to drivers who successfully complete a defensive driving course (not available in all states; discounts vary by state). Check with your Department of Motor Vehicles for classes offered in your area.

Step 5: Ensure you're protected by the best

Take advantage of the benefits available to you through the Union Plus Auto Insurance Program to save you money while keeping you safe:

- $250 grant to cover DMV-certified safety courses including defensive driving courses, and 55 Alive classes
- 24-Hour Roadside Assistance
- All calls are answered in the United States
- Emergency Travel & Medical Assistance
- Identity Theft Restoration Service (not available in New York)

For more information and a free rate quote, visit UnionPlus.org/AutoInsurance or call 1-800-294-9496.

Unions are Good for the Economy

Everyone is worried about the economy and the recession. So many families are struggling to afford homes, pay bills and buy groceries. Yet, at the same time, lots of companies are posting huge profits. That's why we belong to the UFCW. When we stand together in our union, we have a voice to share in the success of our company. Good jobs—that's what will make our economy work for working families again.

www.voteufcw.org

UFCW a VOICE for working America
LOCAL 1473

Unions Work for Wisconsin Families

UFCW Local 1473

Los sindicatos son Buenos para la Economia

Todos estamos preocupados por la economía y la recesión. Muchas familias están luchando para mantener sus hogares, pagar las cuentas y comprar alimentos. Pero al mismo tiempo muchas compañías están haciendo enormes ganancias. Es por eso que pertenecemos a la UFCW. Cuando estamos juntos dentro de nuestro sindicato, tenemos una voz para compartir el éxito de nuestra compañía. Buenos empleos—eso es lo que hará que nuestra economía vuelva a funcionar para las familias trabajadoras.

www.voteufcw.org

UFCW a VOICE for working America

Los sindicatos trabajan para las familias de Wisconsin

UFCW Local 1473

Safety . . . A Priority!

Safety is an issue for every worker. It doesn't matter if you are using dangerous equipment, repetitively scanning groceries, sitting at a computer all day or conducting heavy lifting. There are safety issues everywhere but sometimes we don't notice because we are used to seeing them every day. This is why safety training is critical for Union leaders.

Your Union is committed to providing the resources that you need to fight for a safer working environment. A one day safety training seminar was recently conducted for the food processing plants located in south central Wisconsin on Sunday, January 9. Conducting the training was Belinda Thielen with the UFCW International's division of Occupational Safety and Health.

Stewards learned how to identify different safety hazards, ideas and strategies to address these with the Company, and how to contact OSHA if the Company doesn't want to work with you. When asked how the training was helpful, Jake Bailey, a Steward at Seneca Foods responded, "It made me more aware on how to approach the company on safety issues and how to better understand the issues from my co-workers."

If you are interested in learning more about safety in the workplace you can start by visiting www.ufcw.org and looking under the "members" tag and click on "safety and health facts." You can also let your rep know that you would be interested in attending a safety training seminar.

7 Travel Tips When Packing the Plastic

Credit cards are one of the safest and most convenient ways to pay for expenses when you travel. Here are seven tips to keep you from fretting about finances.

1. Avoid Hassles: Call your card issuer to alert them to your travel plans. Issuers may temporarily block new purchases if there is a pattern of unusual activity.

2. Be Prepared: You are protected against unauthorized purchases on your credit card, but you'll want to report a lost or stolen card quickly and get a replacement card if needed. Before you go, note the phone number in someplace other than your wallet to report a lost or stolen credit card. If you take more than one card with you, consider keeping them in two different places (or with two different people in your group) in case one is lost or stolen.

3. Research Fees: Many credit card issuers assess foreign transaction fees that may range from 1 – 4% of the purchase amount. Ask and factor that into your spending. (The Union Plus Credit Card features a 1% foreign transaction fee, among the lowest in the industry. Visit UnionPlus.org/CreditCard for more information.) Also, check out the cost of cash advances in case you need to tap your card for cash.

4. Watch for Holds: If you rent a car or stay in a hotel, a hold may be placed on your account for the estimated cost of the stay (or rental) plus extra for incidental expenses. This freezes a portion of your credit line, and in the case of a debit card, blocks the use of those funds in your bank account. Make sure you have enough credit (or checking account funds) available. If you hold a reservation with your card but then pay cash for it, be sure to get a receipt – and hold onto it as proof you paid cash.

5. Check Your Limit: Check your credit limit and available credit before you leave, and find out whether you can set up online or text message alerts to notify you if you are getting close to your limit.

6. Keep Your Receipts: Don't discard receipts from your trip until you have reconciled them with your statements. If you need to dispute an item, you'll have sixty days to lodge your complaint. Follow the billing error instructions on your credit card statement.

7. Dig into Discounts: Your credit card may entitle you to discounts or rebates on travel purchases. For example, some airlines currently will waive the checked baggage fee if you use their cobranded credit card to buy your ticket. Others offer perks that may include free collision damage waiver if you rent a car with your card.

Union members are entitled to discounts on car rentals, hotels, cruises and more through the Union Plus Travel Center. Visit UnionPlus.org/Travel.

Union members can learn more and apply for the Union Plus Credit Card at UnionPlus.org/CreditCard.