

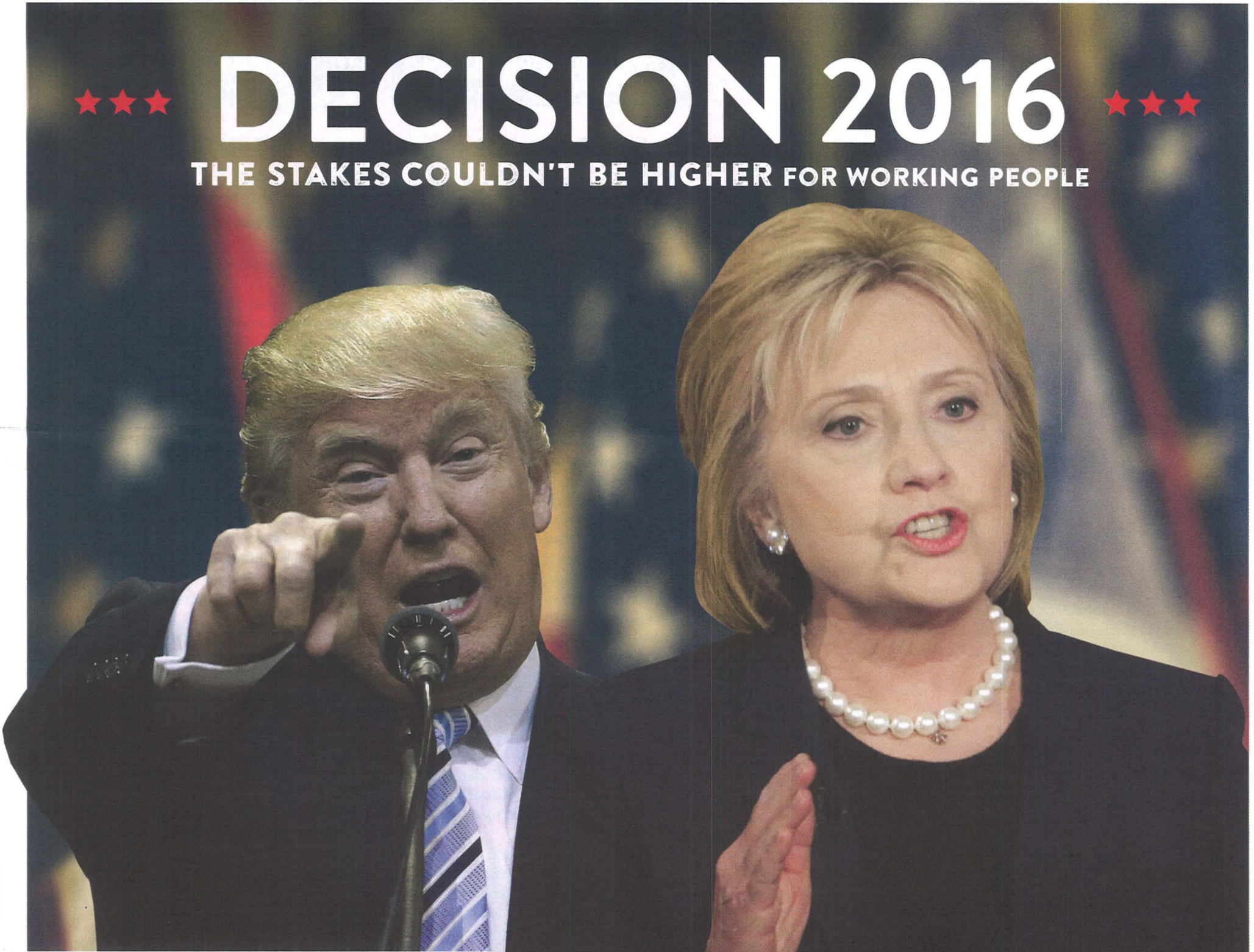
RWDSU

UFCW

FALL 2016

RECORD

VOLUME 64, NO.3



★★★★ DECISION 2016 ★★★★★

THE STAKES COULDN'T BE HIGHER FOR WORKING PEOPLE

Retail, Wholesale and
Department Store Union, UFCW
370 Seventh Avenue, Suite 501
New York, NY 10001

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The objectives of the Retail, Wholesale and Department Store Union are to unite into this organization all workers employed in its jurisdiction in order to advance and safeguard their economic and social welfare...The Retail, Wholesale and Department Store Union will strive to preserve democratic processes, protect civil liberties, aid in the adoption of legislation which will promote the economic and social welfare of its members and that of labor in general and to improve the educational, social and cultural standards of society as a whole. Through unity of purpose and action, through collective bargaining and legislation, the Retail, Wholesale and Department Store Union is dedicated to the ideal of making the jobs of its members the best jobs that can be devised from the point of view of wages, hours of work, physical conditions and human relations. Preamble RWDSU Constitution.

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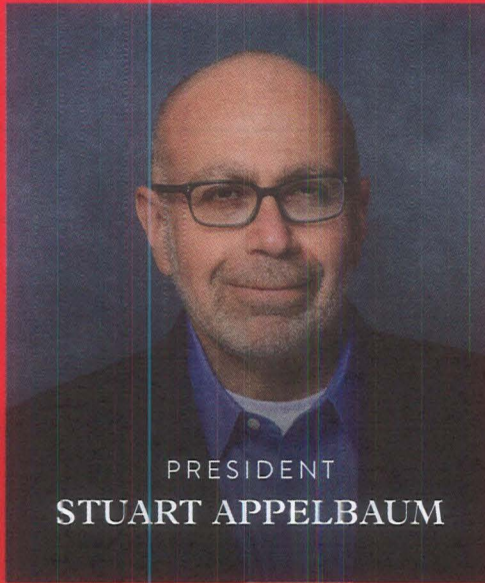
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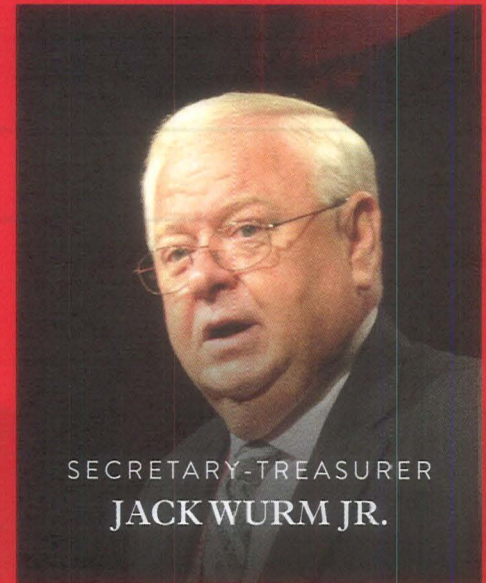
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MESSAGE FROM YOUR OFFICERS



PRESIDENT
STUART APPELBAUM



SECRETARY-TREASURER
JACK WURM JR.

STAYING HOME — OR VOTING THIRD PARTY — CAN HAVE DEVASTATING CONSEQUENCES

Election Day is almost upon us, and the stakes couldn't be higher. It's more important than ever that each and every one of us votes, and encourages our friends, family, and co-workers to do the same. And, it's crucial that we support the candidate who will support us, unite us, and fight for all of us — Hillary Clinton.

It's been an interesting election year to say the least. Bernie Sanders ran an exciting campaign for the Democratic nomination. His message of fighting economic inequality and creating an economy that works for everyone resonated with many Americans. It was disappointing for his passionate supporters that he didn't win, but in the end, it's important to recognize that he also has much in common with the Democratic Nominee Hillary Clinton. That's why he stood before the Democratic National Convention in Philadelphia in July and emphatically and unconditionally endorsed Hillary Clinton for President.

Some former Sanders supporters are considering making a statement by voting for Jill Stein or Gary Johnson. However, neither have serious visions and agendas that would move working people forward, and more importantly, neither has even a remote chance to win.

Back in 2000, millions of voters cast votes for another longshot candidate, Ralph Nader to make a statement even though they knew he couldn't win. It is widely recognized that Florida, where Al Gore lost by mere hundreds of votes, would have voted Democratic if almost 100,000 people hadn't cast "protest votes" for Nader. These votes on a candidate who couldn't win propelled George W. Bush into the White House. The result was a disaster for our country, leading to recession, high unemployment, and a decade of war that cost a million lives.

We can't let that happen again. We need to support the serious candidate who can win, and most importantly, is

the best choice for working people. And that's Hillary Clinton.

Clinton has proven over decades that she shares our values. And that's not just a platitude — it's the truth, as evidenced by the things she's done during her long career in public service. As a U.S. Senator, she championed legislation to end the pay gap between men and women and co-authored legislation to extend unemployment benefits during the Bush Recession. She's always been a strong fighter for union rights, supporting legislation that would make it easier for workers to win a union voice. Today, she is a vocal proponent of paid family leave, earned sick days, fair schedules, and the belief that quality affordable child care is critical for working families. On the issues, she's with us, and that's why we need to be there for her on Election Day.

Her opponent couldn't be more of a contrast — a con man who has cheated workers, fought to bust unions at his hotels, has called pregnancy "an inconvenience" for employers, and has made millions off of producing products with his name on it outside of the U.S. He's tried to divide the country, scapegoating the hardworking immigrants who help our country run and who have become a valuable part of the labor movement and the fabric of our society. His views seem to change by the day, and he appeals to our basest fears and worst instincts. He's not a man who deserves to lead our great country.

Simply put, we cannot afford to sit out this election, and we cannot afford to cast votes that won't have any real effect on the election. Hillary Clinton has earned, and deserves, every single one of our votes. ■

"WE CANNOT AFFORD TO SIT OUT THIS ELECTION."

RWDSU AROUND OUR UNION

FIRST NY MARIJUANA WORKERS - LOCAL 338 MEMBERS - WIN UNION CONTRACT

RWDSU Local 338 was at the forefront of the medical marijuana movement in New York State, working with legislators to craft legislation that would help patients and protect workers in the new industry. A bill legalizing the production and sale of marijuana for medical purposes was signed into law in New York in 2014, and in part due to the efforts of Local 338, and RWDSU, the medical marijuana companies were required to have labor peace agreements where they wouldn't interfere with workers' efforts to join a union.

In September, two years after medical marijuana was passed into law in New York, workers at Vireo Health have won their first RWDSU contract. It will provide employees with paid time off for holidays, sick days, and vacation as well as bereavement leave. Workers will also receive retirement benefits through an annuity fund that the company is paying for. Full-time employees will also be receiving medical coverage for themselves and their families under the contract.

The contract covers workers at Vireo's cultivation and manufacturing facility in Fulton County and at all



THE NEW CONTRACT covers workers from cultivation all the way through the dispensaries at Vireo.

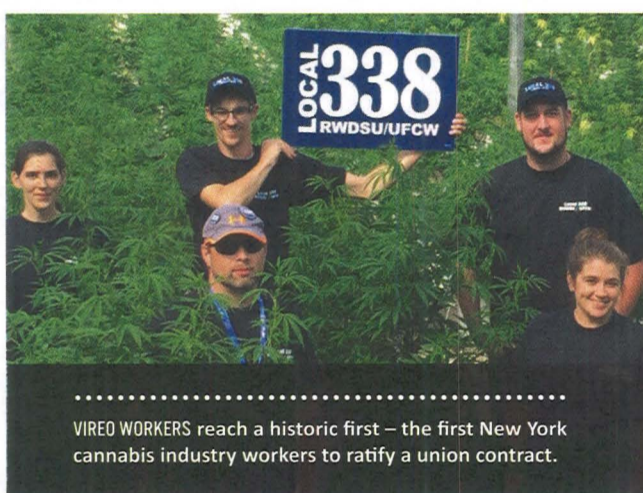
four of its dispensaries located in Albany, Johnson City (Binghamton), Queens and White Plains. This ratified union contract is the first in the history of New York State's new medical cannabis industry.

"As someone starting a new family, it's great to have the security and stability of a union contract," said Vireo Cultivator Matt Denten. "I'm proud to be working in the medical cannabis industry and know that my work is helping patients live meaningful lives. My coworkers and I all agreed that we wanted to be represented by RWDSU Local 338 to make sure that we were protected as workers and had

good benefits and wages."

The agreement also includes "profitability milestones" for workers that will kick in as the patient base increases and the company becomes more successful.

"The strong union contract approved by the workers at Vireo will ensure that they have secure, middle class jobs so that they can provide for themselves and their families," said Local 338 President John Durso. "This agreement provides these dedicated workers peace of mind that will allow them to focus on what matters most: helping those who are suffering and creating quality medicine." ■



VIREO WORKERS reach a historic first – the first New York cannabis industry workers to ratify a union contract.

Georgia Chemical Workers Join RWDSU

August 24, 2016 was a very proud day for the employees of EcoLab, Inc., in McDonough, Georgia. After a long and hard-fought organizing campaign, the workers at the plant – which produces chemicals used to clean industrial machinery – won their union election to join the RWDSU Southeast Council.

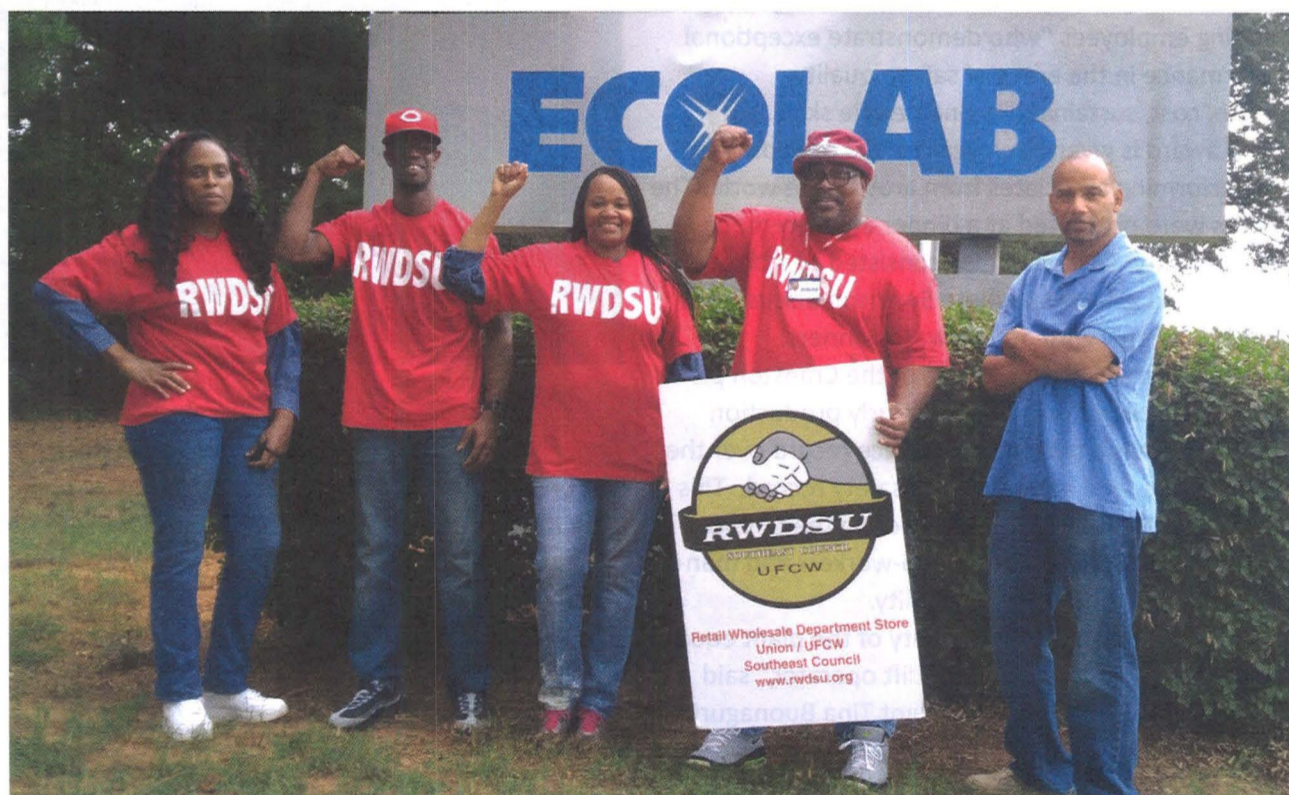
"The workers there wanted a voice and respect on the job, that was really the biggest issue," said Southeast Council President Edgar Fields. "We are proud to call them RWDSU members today."

For many of the workers, it was the culmination of many years of work. In 2013, these same workers lost their union election by a solitary vote, but they didn't give up.

"We knew we could make change here, especially after our previous election that we lost by one vote," said one new RWDSU member. "I'm proud of my co-workers for sticking with it, and winning a union so we can make things better here!"

The RWDSU Southeast Council will represent 100 workers at the plant. This is the second Ecolab plant to join the RWDSU, including the plant in Garland Texas, where 100 workers are represented by the RWDSU Tennessee District Council. ■

"The workers there wanted a voice and respect on the job, that was really the biggest issue."



RWDSU AROUND OUR UNION

FALL MEANS BACK TO SCHOOL FOR LOCAL 1102 MEMBERS

Many Local 1102 members were part of the “back to school” rush in August and September, helping the educational institutions they work at prepare and start the new school year. Local 1102 members do it all - from preparing fresh meals to maintaining beautiful campus grounds. 1102 is proud to represent members at public school districts and colleges such as NYU, Hofstra, SUNY Stony Brook and more.

“Local 1102 members play a vital role in creating the environment students need to thrive. On behalf of our communities we thank Local 1102 members for their hard work in our schools,” said Local 1102 President Gemma de Leon. ■



LOCAL 1102 members work at educational institutions throughout Long Island and New York City.

Local 513 Member Wins Award For Excellence

This summer, Local 513 member Barbara Swenson, who works at Pepsi in Cranston, Rhode Island, was awarded the PepsiCo Circle of Excellence Award. This award is given by the company to recognize outstanding employees “who demonstrate exceptional performance in the areas of safety, quality, service, cost, sustainability and people skills.”

The award is given each year to 200 of PepsiCo’s top performing associates from around the world. The awards were presented at a dinner and ceremony in New York City. The event also consisted of a business meeting and workshop where Swenson discussed working at Pepsi with other award winners.

Swenson is a 27-year veteran of the Cranston plant, and is the facility’s only female hourly production worker. She has a perfect attendance record over the past 13 years, and has a spotless safety record. This achievement is impressive considering the physical nature of her work. Swenson’s co-workers and management always note her versatility.

“Barbara can operate a majority of the plant equipment, and is also a certified forklift operator,” said New England Joint Board President Tina Buonagurio. “She operates, by herself, 4 to 5 separate machine centers located on two levels on the plants priority



(LTO) Production Manager Kevin Anagnostou, Local 513 member Barbara Swenson, and Plant Manager Ken Mancusco.

line, and she loads caps and completes lot tracking paperwork. She does it all, and she does it all to a very high standard. She deserves this award and she’s an asset to all workers at the Cranston plant,” Buonagurio added. ■

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Retail Wholesale and Department Store Union (RWDSU)



Follow us on Twitter at

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WITH HELP FROM RWDSU, FOOD BANK PAYS THE RENT

When the representatives at the RWDSU Mid-South Council saw a report over the summer about a food bank in Elkmont, Alabama that was losing its lease, they knew that they could help make a difference for countless needy families in the community.

"When we heard about this, it struck straight to our heart and that's what the labor movement is all about, reaching out and helping people," said RWDSU Representative Randy Hadley.

The union agreed to pay for the back rent that is owed, a deposit on a new place and at least six months of rent going forward.

"We're going to assist in any way and every way we can to make sure this food bank stays open in North Alabama because it helps a lot of people," said Hadley.

In August, Mid-South Council Secretary-Treasurer James Shackelford was at the new location to present



RWDSU MID-SOUTH COUNCIL Secretary-Treasurer James Shackelford (left) presents a check to the administrators of Elkmont Food Bank.

the check for first month's rent to the Food Bank.

"When there is a need, we just feel like we can step up and just help. We don't want to take any credit for anything, we just want to help this food bank

continue their good work," Shackelford said.

The food bank, in its new location, is now open and serving the community. ■

Michigan RWDSU Helps Flint Fight Through Tragedy

In August, RWDSU members in Michigan did their part to help residents of Flint, Michigan, recover from a national tragedy, the water crisis that has made life in the state's seventh largest city a struggle. The crisis began in 2014 when Flint switched water supplies to save money. That resulted in the city's aging system of pipes contaminating the city's water with lead, which has taxed the area's food banks.

While millions of gallons of donated bottled water has helped Flint's citizens deal with the water crisis, the area's food banks have suffered with the change

in emphasis to water. That's where Michigan RWDSU employers Welch's and Heinz have stepped up.

"We worked with Heinz and Welch's, and they agreed to donate over a ton and a half of juices, pickles, condiments, vinegar, and other food supplies to the Eastern Michigan Food Bank, which is helping out residents in Flint," said RWDSU Director of Field Operations Randy Belliel.

To help get these supplies to Flint in a timely fashion, the RWDSU rented a U-Haul and RWDSU Grand Rapids staff loaded up the truck, brought the products to the food bank, and unloaded them once they got there.

"We are just trying to help folks in Michigan deal with a really terrible situation," Belliel said. "Kudos to some great RWDSU employers and RWDSU people for stepping up and helping out." ■



RWDSU employers Welch's and Heinz donated products to the Eastern Michigan Food Bank.

New Jersey Building Workers Vote RWDSU

Workers at the Pavilion Building Tower in Newark, New Jersey, wanted management to treat them with respect, and they realized the only way this would happen was through union membership. That's why the maintenance workers at the residential complex have voted overwhelmingly to join RWDSU Local 108. Workers at the building range from porters to superintendents with skills including refrigeration, air conditioning, heating, and plumbing.

"We are excited to have helped these workers win their campaign and acquire all of the benefits that come with union representation," said RWDSU Local 108 Representative Abraham Asabor. ■



PAVILION workers in Newark vote overwhelmingly to join the RWDSU.

RWDSU AROUND OUR UNION



THESE WORKERS SOUGHT – and won – the change they need on the job.

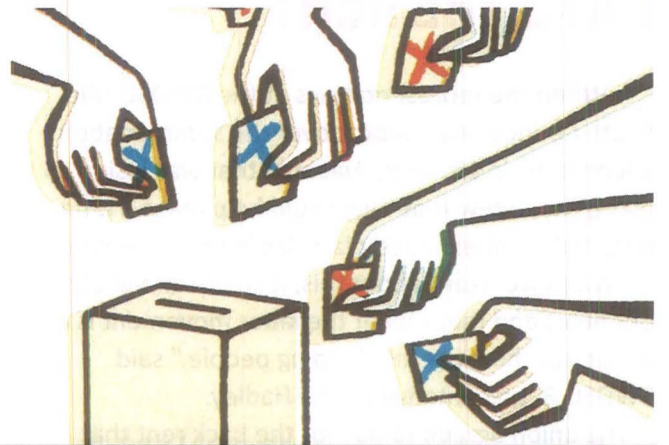
IN FLORIDA, WORKERS WIN AN RWDSU VOICE

A group of health care providers in Florida have voted overwhelmingly to join the RWDSU Mid-South Council. The employees – all women – wanted a voice on their job at Consulate Health Care Services in Pensacola, Florida.

“There are no words for how it feels to have a union,” said one worker. “We are so thankful for the difference it is going to make.”

“It’s about bringing these workers respect and dignity, and most importantly, a voice on the job. Together, these workers made a difference,” said Mid-South Council President Johnny Whitaker. ■

Voting Hands and Ballot Box (CSA Images / Getty Images/Vetta)

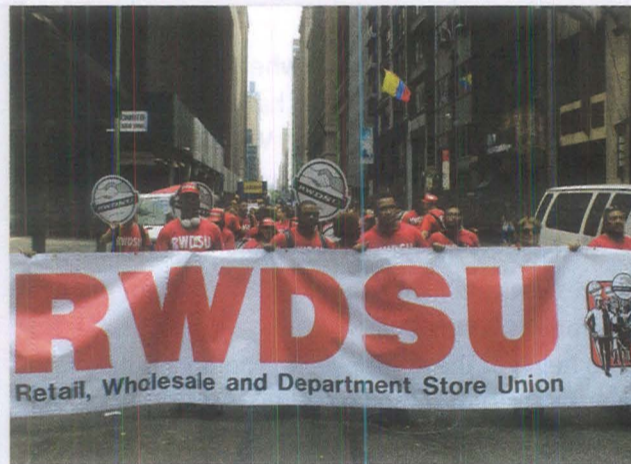


RWDSU Shows Union Pride At Labor Day Parade

Over 100 RWDSU members marched up New York City’s Fifth Avenue at the annual Labor Day Parade in September on a beautiful end-of-summer day. Members came from New York City area locals, accompanied by a marching band and a float.

The RWDSU was joined by tens of thousands of workers marching together in an amazing show of solidarity. Dozens of floats, classic cars, different kinds of trucks, cranes of all sizes, backhoes and

other equipment, hundreds of motorcycles, even a horse drawn carriage joined workers in this march. It was a show of solidarity and the diversity of the labor movement. ■



TOP IMAGE – RWDSU pride was on display on Fifth Avenue.

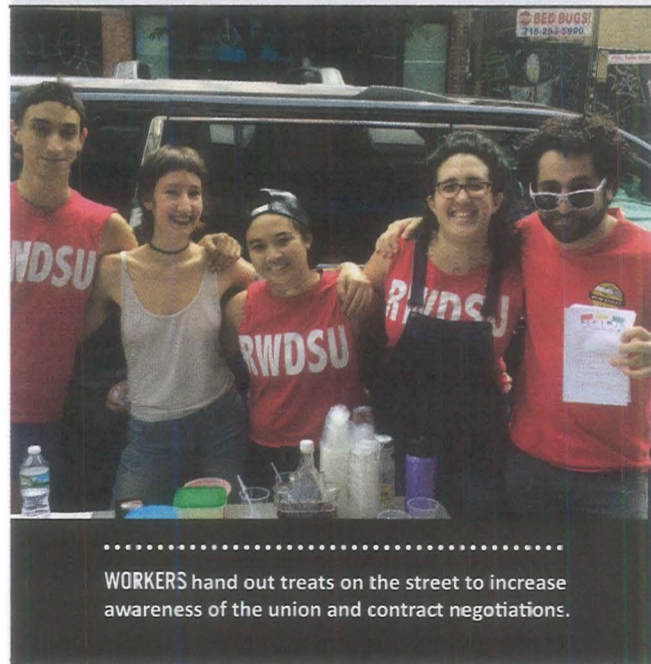
LEFT IMAGE – THE RWDSU banner announced the arrival of our union on the parade route.

Babeland Workers Hand Out Treats In Show Of Union Pride

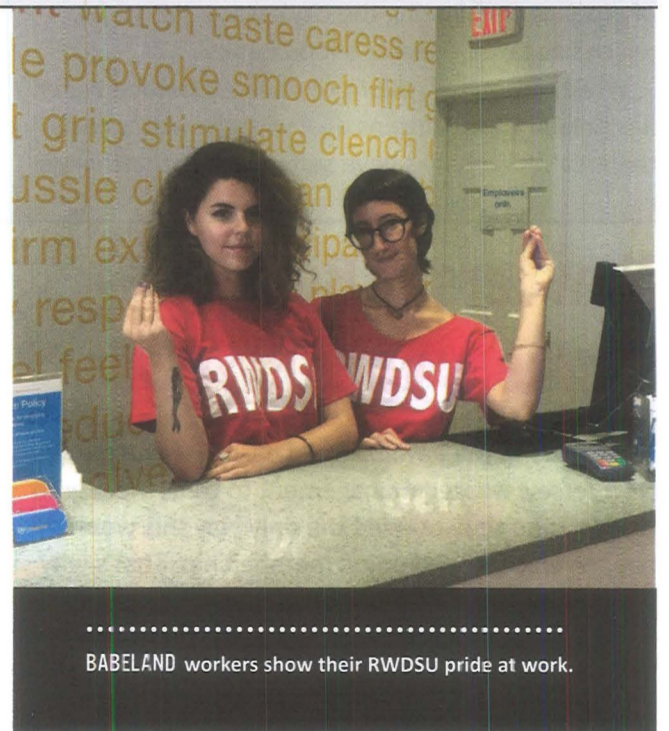
Last summer, workers at Babeland stores in New York City, joined the RWDSU. The new members at the three stores joined to address a number of issues unique to working in adult retail shops, and are eager to make Babeland a better place to work.

Workers at Babeland haven’t been shy about showing their RWDSU pride, wearing RWDSU shirts at work, and also educating customers about contract negotiations as they work to win their first union agreement.

On a hot summer day, Babeland workers handed out condoms and ice cream to passersby in front of the stores, along with flyers letting people know they had joined the RWDSU and were seeking a contract. According to workers, the action increased foot-traffic into the store and was well received by the general public.



WORKERS hand out treats on the street to increase awareness of the union and contract negotiations.



BABELAND workers show their RWDSU pride at work.

“It’s rad that we joined the RWDSU. We’ve been working really hard for our first contract. It will not only make our lives better and more sustainable, but it will help us serve our customers better too,” said Stella, Lead Sex Educator at one of the Babeland stores. ■

HILLARY CLINTON FOR PRESIDENT



Hillary Clinton has made one of the themes of her campaign “Stronger Together,” and it’s emblazoned on posters and signs at her rallies. It’s a slogan that should resonate with all union members. “Stronger Together” was the theme of the RWDSU’s 18th Convention in 1998, because RWDSU members know that when people unite and stand together, we have more strength, more justice, and more equality.

That’s why the RWDSU is supporting Hillary Clinton in the 2016 presidential election. Her vision of an economy that works for everyone – not just the richest people at the very top – is what we need to help move all of us forward. And, she’s running a campaign of inclusion and promoting an agenda that serves everyone, a stark contrast to her opponent.

A Long Record of Supporting Workers

“I’ve always believed that when unions are strong, families are strong and America is strong. That is not a slogan for me. That is a statement of fact.”

Hillary Clinton said that during a speech this past March, and she has the record to back it up. She has proven that she’s pro-worker and pro-union through her years of public service, including her two terms as U.S. senator from New York. Clinton was an original co-sponsor of The Employee Free Choice Act, legislation which sought to make it easier for workers to choose a union without bosses interfering. Within 48 hours of the tragic events of September 11, 2001, Hillary Clinton introduced a bill that helped workers at Ground Zero – first responders – get the benefits they earned and needed easier and faster.

She’s opposed to so-called right-to-work laws that weaken workers’ voices. Her agenda includes protecting workers from wage-theft and other forms of exploitation.

And, Clinton will fight to close the gender pay gap and establish guaranteed paid leave for workers. She understands our challenges, and she’s worked with us for years to protect and strengthen working families.

She also has the experience and the temperament to be a great president. Hers has been a lifetime of public service, culminating in her eight years as a U.S. Senator, and her four years as Secretary of State. Hillary has the tools to help us continue and build upon our economic recovery, while navigating the often dangerous world of international politics.

A Contrast We Can’t Ignore

Clinton’s opponent, reality show celebrity and real estate developer Donald Trump, couldn’t be running a campaign any different than Hillary Clinton’s. His campaign is about dividing us, with literal walls and scapegoating, and about returning to the tired old concept of “trickle-down economics.” Trump, a billionaire who bragged that not paying federal income taxes “makes me smart,” wants to slash taxes for himself and other wealthy Americans. He’s also a proud supporter of right-to-work laws, and has called pregnancy “an inconvenience” for employers. He’s expressed skepticism about the gender pay gap, and has stated that wages are too high in America. He’s busted unions at his hotels. He’s not a friend of working people, he’s not a friend of the middle-class, and he has no

experience dealing with international politics. His performance in the first debate was often incoherent and conflicting, and cast severe doubt on his ability to be a competent president. To put it simply, Donald Trump doesn’t have what it takes to be our President, which is why he has failed to win the support of any of the living five current or former Presidents of the United States – both Democrats and Republicans.

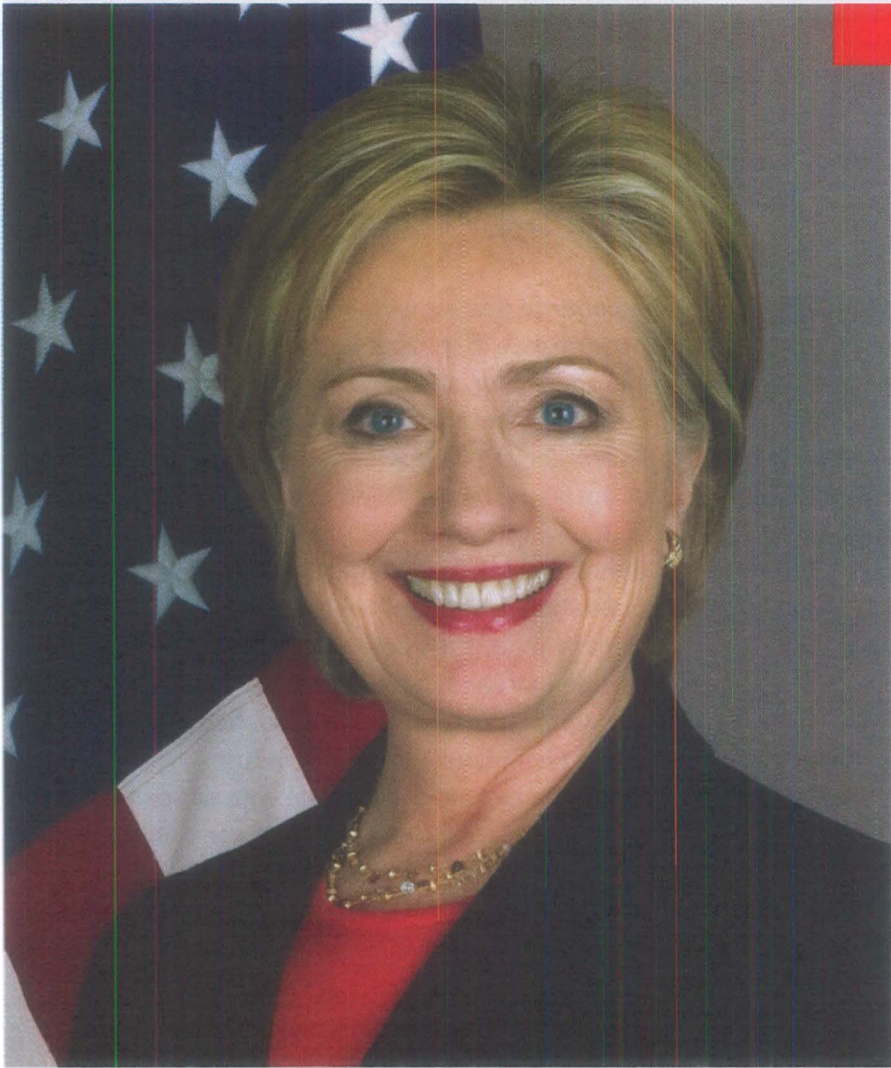
But Hillary Clinton does have what it takes. In many ways, she’s among the most qualified presidential candidates we’ve ever had. She needs our support, and we need her so that working people have a champion in the White House.

In this election, every single vote will count. We can’t afford to stay home, and we can’t afford any vote that isn’t for Hillary Clinton. ■



← HILLARY CLINTON and her running mate U.S. SENATOR TIM Kaine offer workers a long record of fighting for working people and supporting unions. →

HILLARY CLINTON has stood with RWDSU members time and time again, like when she visited these Car Wash workers in New York.



Clinton at on the

ON TUESDAY, NOVEMBER 8, the country faces an important decision as we choose our next president.

Americans face numerous issues at home and abroad, and for working Americans, the stakes couldn't be higher.

Far too many working people are struggling with low pay and inadequate hours. It's incredibly important that we elect a President who will work with us to lessen

economic inequality, not someone who will ignore the needs of working people in favor of helping the rich obtain even more wealth.

And that's why the 2016 Presidential election will be so crucial for the future of working Americans. Social Security, income inequality, international trade deals, workplace health and safety, health care, a strong National Labor Relations Board to

HILLARY CLINTON



"I've always believed that when *unions are strong*, families are strong and *America is strong*."

"*Unions created the strongest middle class in the history of the world.*"

"The gender pay gap is *not just a woman's issue*. If you have a wife, a mother, a sister, a daughter who is working and they are not being treated fairly, the whole family suffers."

"Wages need to grow. Families who work hard and do their part *deserve to get ahead and stay ahead.*"

"Too many moms have to go back to work just days after their babies are born. ... And too many parents of adopted children don't get any paid leave at all. Neither do sons and daughters struggling to take care of their aging parents. *None of this is fair to families.*"

HILLARY ON THE ISSUES

RIGHT-TO-WORK LAWS

Clinton believes in the fundamental right of working people to organize and negotiate for better wages and working conditions, and she opposes "right to work" and other corporate attacks on workers' rights.

UNION RIGHTS LAWS

Clinton has a long record of supporting workers, worker rights, and unions. She has pledged to continue to stand up against attacks on collective bargaining.

INCOME TAXES

Clinton is committed to middle class tax cuts, and implementing "fair share surcharges" for multi-millionaires and billionaires. She will close tax loopholes.

CORPORATE TAXES

Clinton will close tax loopholes that reward companies for shifting profits and jobs overseas and charge an "exit tax" for companies leaving the U.S. to settle up on their untaxed foreign earnings. She will close tax loopholes that let Wall Street money managers pay lower rates than some middle-class families, and simplify and cut taxes for small business so they can grow.

WAGES

Raising the federal minimum wage to \$12 will be a priority for the Clinton administration, along with supporting campaigns for an even higher minimum wages on a state and local level.

JOBS

Clinton will create good union jobs by investing in manufacturing across the country, and in infrastructure to rebuild our roads, bridges and public water.

SOCIAL SECURITY

Clinton is a lifelong defender of Social Security, opposing risky privatization schemes and raising the retirement age.

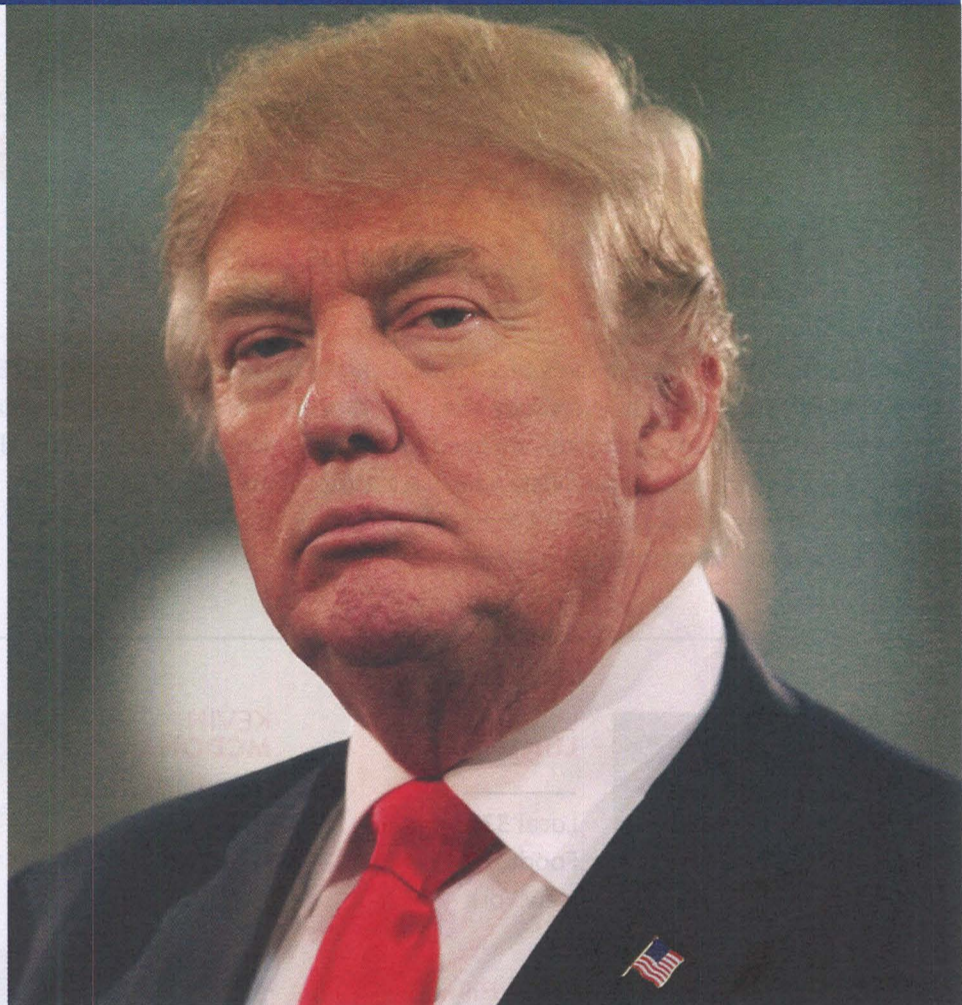
WORKPLACE HEALTH AND SAFETY

Clinton supports a strong OSHA, and has championed many new standards and legislation that would protect workers and make workplaces safer.

VOTING RIGHTS

Clinton supports making voting easier for Americans, not harder, and has said she will fight to restore the Voting Rights Act, work so that 18-year olds are automatically registered to vote, and set a national standard for early voting so that all Americans can cast their vote at least 20 days in advance.

Donald Trump Issues



protect workers, and the very right to vote itself; our next president will determine the direction of our country with the things that matter to us.

One candidate, Hillary Clinton, has a decades-long legacy of fighting for working people. And while he has no actual record of public service, the other candidate, Donald Trump, has a long record of talking about what he would do if he

were president and where he stands on the issues.

We can shape our future by voting on November 8. And before we cast our vote, it's important that we compare the candidates' views on the issues that are important to us. ■

TRUMP ON THE ISSUES

RIGHT-TO-WORK LAWS

Trump says that he 100 percent supports "right to work" laws that weaken unions, drive down wages and take power away from working people.

UNION RIGHTS LAWS

Trump has a recent record of doing everything he can to defy workers' legal right to join a union, including refusing to recognize a union at one of his hotels in Chicago in 2008, and a current, ongoing dispute in Las Vegas where he won't negotiate with culinary workers and has spent over half a million dollars on "union-buster" consultants.

INCOME TAXES

Trump proposes cutting taxes for the wealthy, with policies that would save his own family more than \$3 billion dollars. Economic experts say his tax plan would be a boon for the super-rich but do nothing to help lower-income and poor Americans. Trump's tax cuts would be paid for by future generations and grow the debt.

CORPORATE TAXES

Along with his tax cuts for wealthy Americans, Trump proposes slashing the corporate tax to 15 percent (corporate tax rates top out around 39 percent now). Economic experts have called Trump's tax proposals "pie in the sky nonsense," saying they would cause a huge inflation of the national debt that would outweigh any benefits of the cuts themselves.

WAGES

Trump has said that American wages are "too high" and has no plans to raise the federal minimum wage. He's even advocated getting rid of the federal minimum wage altogether.

JOBS

Trump has said that workers should accept low wages, and that companies should use threats of moving to nearby states to get their workforce to accept low pay.

SOCIAL SECURITY

Trump's position on Social Security changes often, but in the past he has endorsed both privatization of the program and raising the retirement age to 70.

WORKPLACE HEALTH AND SAFETY

Trump is in favor of deregulation and "less enforcement and practically no rulemaking" when it comes to health and safety.

VOTING RIGHTS

Trump supports restrictive voting laws that make it more difficult for Americans to vote. He's accused President Obama of winning in 2012 because of voter fraud, and has carelessly made unsubstantiated claims that if he loses in 2016, it will be because of fraud. He opposes legislation that would make it easier to vote, and supports voter ID laws that would disproportionately affect minorities.

DONALD TRUMP



"Our wages are too high. *We have to compete with other countries.*"

"*Having a low minimum wage is not a bad thing for this country.*"

"My position on unions is fine, but *I like Right-to-Work. My position on Right-to-Work is 100 percent.*"

"Whether people want to say that or not, *the fact is [workers' pregnancy] is an inconvenience for a person that is running a business.*"

"I think that *putting a wife to work is a very dangerous thing.*" "[Paid family leave] *is something that's being discussed, I think we have to keep our country very competitive, so you have to be careful of it.*"

RWDSU VOICES: Members discuss the Candidates and the issues



When Election Day comes we can't afford to sit on the sidelines and watch as everybody else decides the direction of our country. We need to get involved, and choose the candidate who will fight for the things that are important to us.

RWDSU members throughout the country

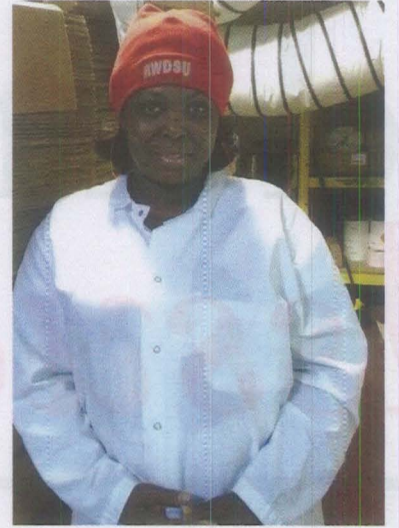
know the importance of the 2016 elections. And they are talking about the candidates - and why this election is so important for all of us - as we prepare to cast our votes ■

SHANNON CROSKY

Mid-South Council
Koch Foods
Alabama

"It's wrong that so much of our wealth is going to those at the very top.

We need a President who believes in an economy for everybody, and not just the rich."



LISA LUND

Local 338
Foodtown
New York

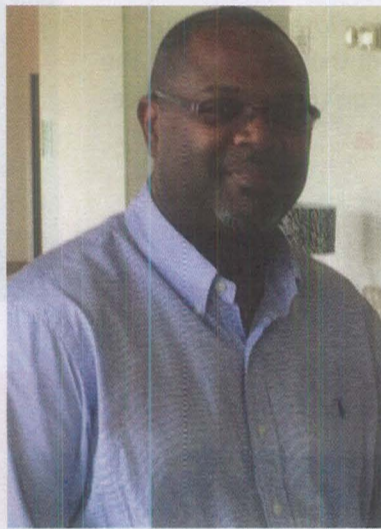
I think Hillary will be a fighter for the working people, and she's on the right side of worker issues.

KEVIN MCDONALD

Ecolab
Texas

"This election is important because we are all going to be living with the policies the next president sets for the next four years, and the economy and keeping America safe are important to me.

We need someone with experience."

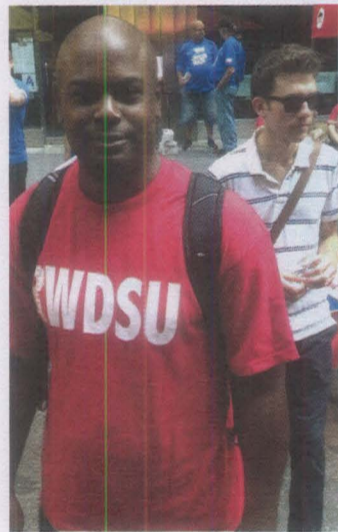


TIM FERGUSON

Local 386
Michigan

"This election is the most important by far because we have so much at stake. President Obama did a good job of cleaning up the mess from President Bush. **Now, we need a president that will continue to take this country forward.**

Hillary Clinton is our best choice for making that progress."



DAVID CALHOUN

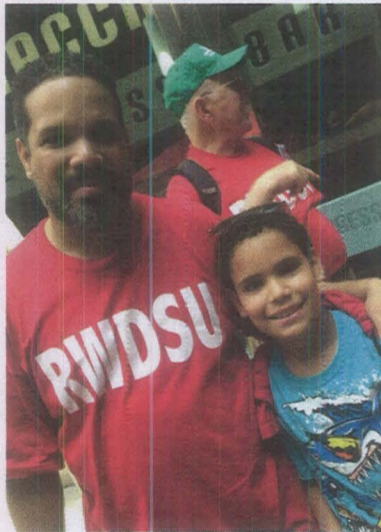
Local 1102
Hofstra University
Maintenance
New York

"Hillary will look out for us, she has a history of it. **I don't think Trump has any idea what he's doing, and can't work with others.** It's scary 'cause he always comes out on top while others around him get screwed."

EDWIN ALACANTARA

Local 3
Bloomingdale's
New York

"I believe that Hillary stands for and fights for the working class and union members - **and she treats all races and all people with respect."**

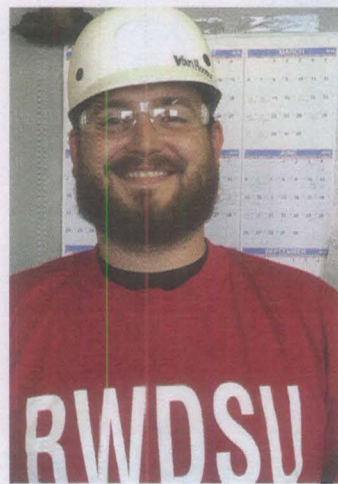


KAREN WALKER

Local 108
Cooper River
New Jersey

"I sincerely believe that Hillary Clinton cares about people.

Mr. Trump comes across like he only cares for himself and his family."



DEREK VANHOOSER

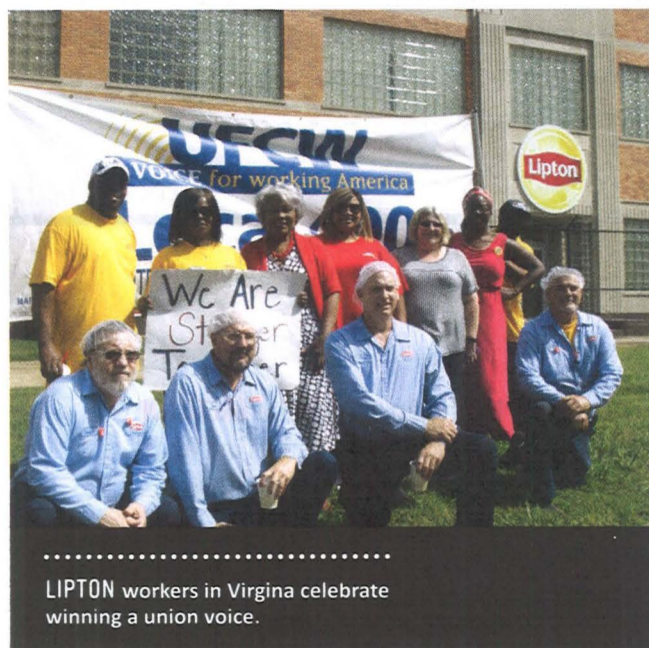
Local 184-L
Kellogg's
Kansas

"Hillary is for people like me, people I work with, people that are hard working. People that know what it's like to need a union to stand with during economic times like these today."



NEWS FROM AROUND THE UFCW

a VOICE for working America



LIPTON workers in Virginia celebrate winning a union voice.

Union Membership Workers' Cup Of Tea

LIFE AT WORK just got a little sweeter for over 200 employees at a Lipton tea plant in Suffolk, Virginia, who won their election to join UFCW Local 400. The Lipton plant has operated in Suffolk for more than 60 years, where it produces nearly all of the Lipton tea sold in North America.

On August 29, the workers held a press conference outside the plant to announce the victory.

"I woke up this morning feeling

wonderful," said Lisa Gayle, who's been with the company for 14 years. "As a unified group, now we can make Lipton the best place it can be. I'm so excited!"

Before the union election, many workers were required to work up to 12 hour shifts for as many as 13 days in a row with only one day off before doing it again. The widespread practice of forcing employees to work overtime was known as "drafting" and went on for years. Workers wanted to address this issue, and sought the guarantees and protections of a union contract to ensure fair treatment and accountability from

plant management. With their new union voice, the workers will now collectively negotiate their first union contract with Unilever, the parent company of Lipton. ■

"As a unified group, now we can make Lipton the best place it can be."



CONAGRA workers' first contract protects the rights of immigrant workers.

Indy Conagra Workers Win First Contract

THE 300 newly-organized workers at ConAgra Foods in Indianapolis have ratified their first union contract. The workers are members of UFCW Local 700 and work in ConAgra's bakery division.

The new three-year contract includes wage increases, more flexible leave policies, strong language protecting the rights of immigrant workers, a mutual agreement to evaluate hours of work to create a pathway for

more stable hours and full-time jobs, and maintains healthcare benefits.

"The hard-working men and women at ConAgra bakery won their union earlier this

year," said UFCW Local 700 President Joe Chorpenning. "This first contract creates a more secure future and a better life for everyone in the plant." ■

The new three year contract includes wage increases and more flexible leave policies.

New Contract For 27,000 Meijer Members

OVER 27,000 Meijer workers in Grand Rapids, Mich., who are members of UFCW Local 951, ratified new contracts in mid-August. The four-year contracts cover workers in Meijer's retail, distribution center/transportation and retail facilities, and include wage increases, additional

paid time off, increases in the company's match to 401(k) plans, improved scheduling language, and a greater opportunity to obtain full-time jobs and transfer into higher paying jobs.

"These are the best contracts we have negotiated with Meijer in over 30 years," John Cakmakci, UFCW Local 951 president and chief union negotiator for the talks, said. "Not only are all members receiving wage increases, but the length of time it takes them to get to top rate

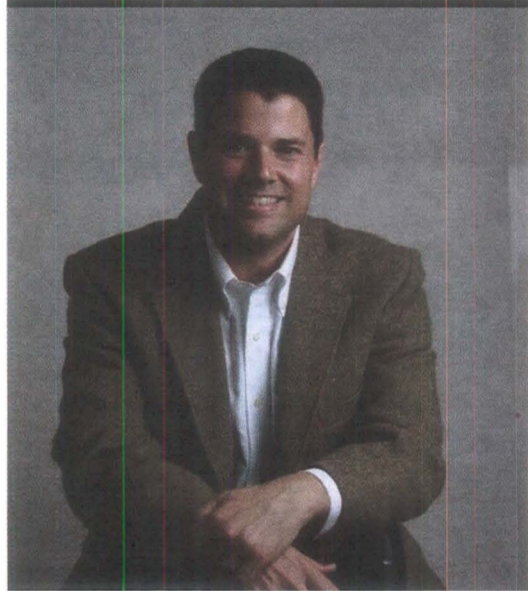
was reduced as we worked to close the gaps in the wage scales. We improved health benefits, while dramatically cutting the employee contribution for part-time workers and we negotiated contract language that strengthens members' seniority rights." ■

"These are the best contracts we've negotiated with Meijer in over 30 years."

★★★ DECISION 2016 ★★★

THIS ELECTION DAY it is imperative that we elect U.S. Senators and Congress members who will stand up for workers by supporting union rights, higher minimum wages, paid family leave, and address other issues that are vital to our members and all working families. We also must elect

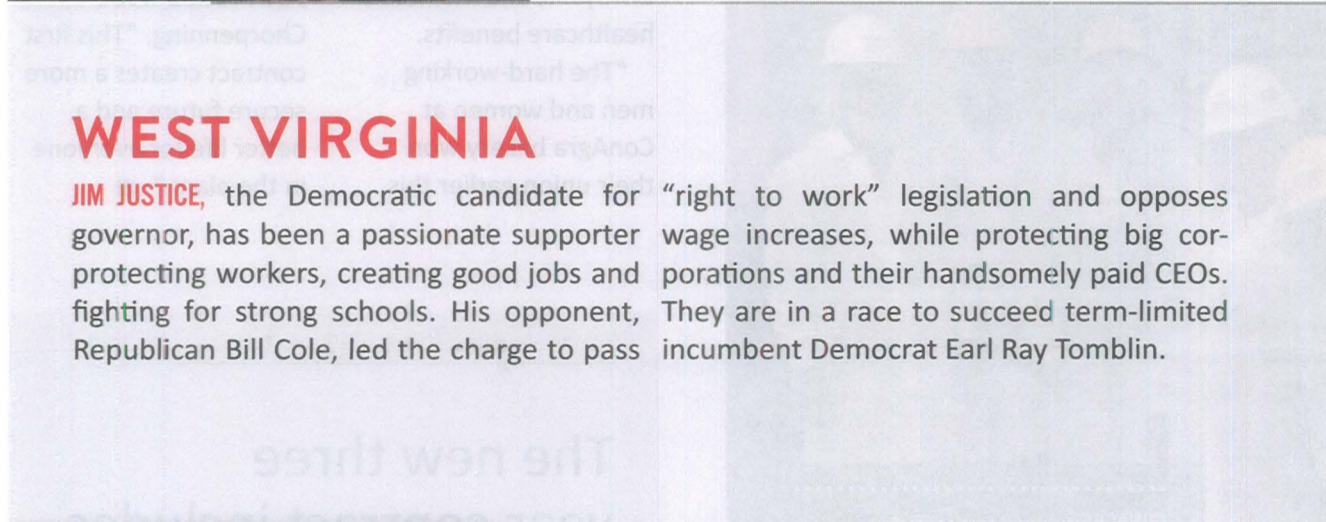
pro-union governors who will fight for working families at the state level. Here's a quick look at some key races across the country. The candidates whose names are marked in red are those with a proven record of standing up for working men and women.



MICHIGAN

Democrat **LON JOHNSON**, a proven friend of labor, is facing Republican Jack Bergman for the seat being vacated by Republican Congressman Dan Benishek, who is retiring. Johnson, a fifth-generation Michigander, will work to turn around this unfair economy, demand jobs that sustain our families and always protect our union. In another crucial

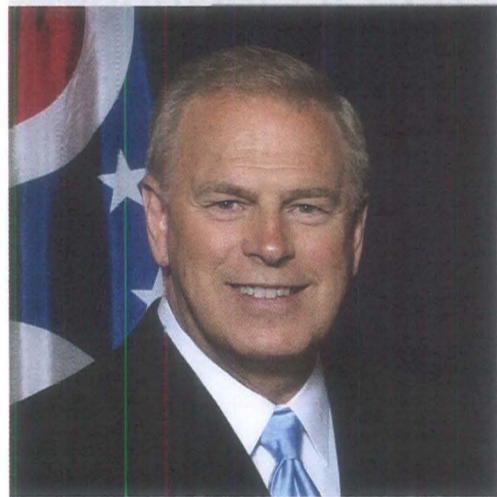
Congressional race in Michigan, Democrat **GRETCHEN DRISKELL** is facing incumbent Republican Tim Walberg. Driskell has been a strong voice for Michigan's working families and will protect the right to bargain for better wages, end tax breaks for companies that ship jobs overseas and oppose bad trade deals, like TPP, that threaten Michigan jobs.



WEST VIRGINIA

JIM JUSTICE, the Democratic candidate for governor, has been a passionate supporter protecting workers, creating good jobs and fighting for strong schools. His opponent, Republican Bill Cole, led the charge to pass

"right to work" legislation and opposes wage increases, while protecting big corporations and their handsomely paid CEOs. They are in a race to succeed term-limited incumbent Democrat Earl Ray Tomblin.



OHIO

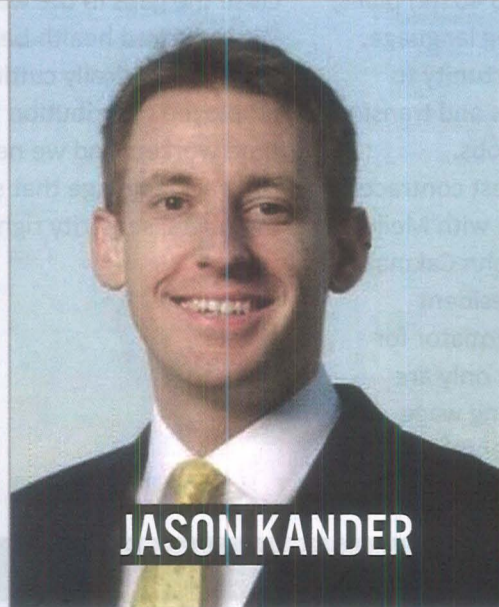
Former Governor and a six-term Congress member, Democrat **TED STRICKLAND** has a long and record of putting working families first. He has consistently opposed bad trade deals to protect Ohio jobs, supported tax cuts for middle class working families and has fought

against "right-to-work" laws. Incumbent Republican Rob Portman has voted eight times for trade deals that shipped jobs overseas, supported tax cuts for millionaires and supports anti-worker right-to-work laws.

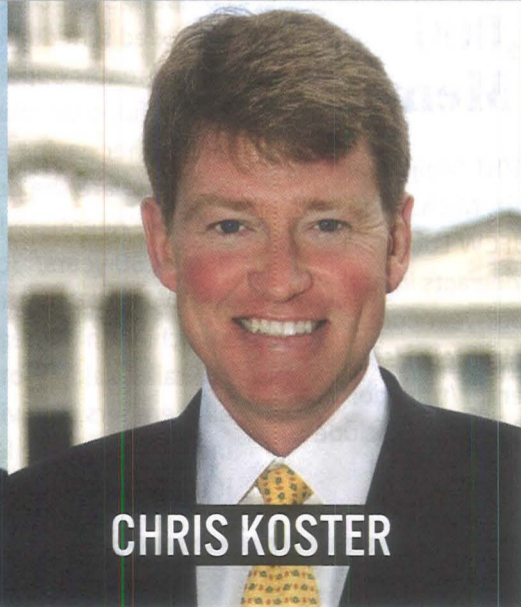
MISSOURI

The "Show Me" state features two key races – one for U.S. Senate and the other for Governor. Democratic Senate candidate **JASON KANDER**, an Army Reserves lieutenant who served honorably in Afghanistan, has always been a strong voice for working families. He has consistently opposed job-killing trade deals like TPP, supported raising the minimum wage and providing paid sick leave for workers, and has pushed strong ethics laws.

His Republican opponent, incumbent Sen. Roy Blount, opposes expansion of President Obama's Affordable Care Act and favors eliminating the federal estate tax for the rich. Democrat **CHRIS KOSTER**, a staunch ally of working families, is running for Governor against Republican Eric Greitens. Koster has fought against "right-to-work" laws and supports expanding Medicaid to help the working poor and wants to fully fund Missouri's public schools.



JASON KANDER



CHRIS KOSTER

IMPORTANT RACES AROUND THE COUNTRY **RWDSU**



INDIANA

Democrat **EVAN BAYH**, is running for Senate in Indiana, where he previously served two-terms from 1998 to 2010. Bayh has consistently advocated for working families during his career as a Senator and as a two-term Governor. He has criticized China's trade laws, introduced legislation to make prescription drugs more af-

fordable to senior citizens and reduce all healthcare costs and has a stellar record of working to get things done. His Republican opponent, Todd Young, has a dismal record on workers issues. They are vying to replace Republican Sen. Dan Coats, who is retiring.

IOWA

Conservative Republican Chuck Grassley, who is seeking a seventh term in the U.S. Senate, has refused to hold hearings on President Obama's nominee to a crucial vacancy on the U.S. Supreme Court, supports the Citizens United decision that allows unlimited political contributions from the super-rich and has voted against legislation that would bring jobs back home. On the other hand, Democratic challenger **PATTY JUDGE**, has consistently opposed job-

killing trade deals and supports a constitutional amendment to overturn Citizens United to ensure transparency and accountability in elections. In a congressional election, Democrat **MONICA VERNON** has consistently championed the Hawkeye State's working families. She supports raising wages, protecting Social Security and supporting equal pay for equal work. She is challenging Republican incumbent Rodney Blum.



PATTY JUDGE



MONICA VERNON

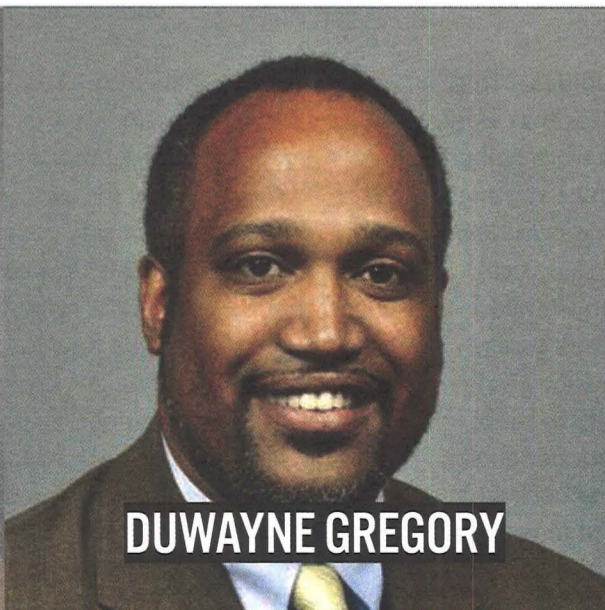
NEW YORK

On Long Island, New York, the RWDSU is supporting a number of pro-worker candidates for Congress. In Congressional District 1, Democrat **ANNA THRONE-HOLST** is running against incumbent Republican Lee Zeldin. In Congressional District 2, Democrat **DUWAYNE GREGORY** is running against incumbent Republican Peter King. And, in Congressional District 3, former Nassau County Executive

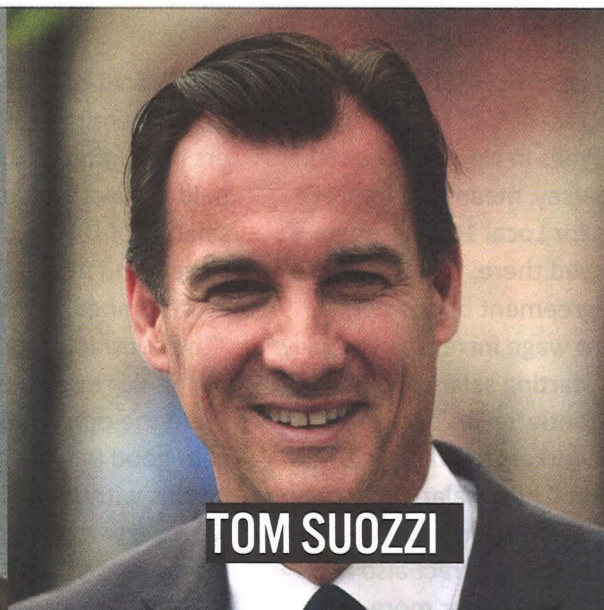
Democrat **TOM SUOZZI** is running against incumbent Republican Jack Martins. In interviews with the RWDSU, all three candidates affirmed their commitment to supporting unions and worker rights, a higher minimum wage, opposition to bad trade agreements including the TPP, protecting and strengthening Social Security, and working to lessen economic inequality in America.



ANNA THRONE-HOLST



DUWAYNE GREGORY



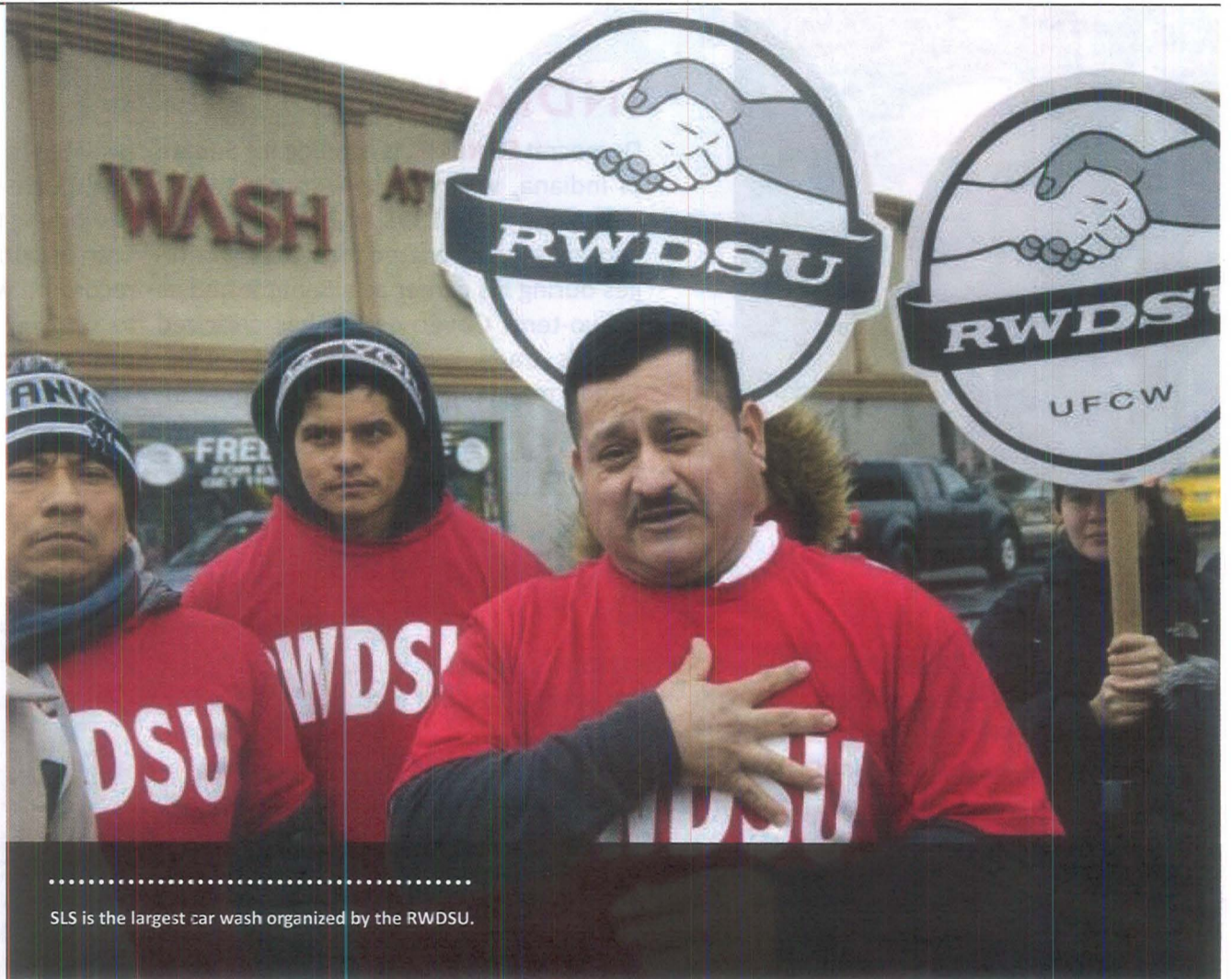
TOM SUOZZI

RWDSU CONTRACTS

SLS CAR WASH

RWDSU NEW YORK

WORKERS AT SLS car wash in Brooklyn, New York, recently became the largest New York City car wash yet to join the RWDSU. Now, the 50 workers there have won their first union contract, bringing them the rights and respect they demanded when they voted overwhelmingly to join the RWDSU. "Before we organized we were under a lot of stress, and were treated badly. Now, we have respect and dignity, and it's priceless," said SLS worker Cheik Umat Balde. The new contract includes the elimination of a tip credit system in return for a base pay of more than minimum wage. It makes a big difference in an industry where too often, workers' tips are stolen by management. The contract also includes paid sick days and a week's vacation for all employees, another first for the workers at SLS.



SLS is the largest car wash organized by the RWDSU.



DPW WORKERS in New Jersey have a strong new contract.

NORTH BRUNSWICK DPW

LOCAL 108 NEW JERSEY

A new contract for **NORTH BRUNSWICK DEPARTMENT OF PUBLIC WORKS** employees in North Brunswick, New Jersey, means big improvements for Local 108 members employed there. The new two-year agreement brings two percent wage increases annually, raises starting salaries, and most importantly, raises base salaries for all workers hired after 2003. Members' base salary now ranges from \$15 an hour to over \$23 an hour. The contract also adds some new titles for more ad-

vancement opportunities. "This adjustment recognizes that workers hired after 2003 were being paid below the average starting salaries of DPW workers in New Jersey, and fixes it," said Local 108 member Anthony Perillo. "The contract also took care of our senior employees by giving them the opportunity to retire with good health care benefits. All this without giving back what we have worked hard to get over the years."



WEST NEW YORK crossing guards have made great gains since joining the Local 108.

WEST NEW YORK CROSSING GUARDS

LOCAL 108 NEW YORK

The members of the **LOCAL 108 WEST NEW YORK** Crossing Guards unit work in all types of weather ensuring that kids in the New Jersey town get to school and back safely. Now, they have won a strong new contract that recognizes the important work that they do. The new four-year contract sees wage increases every year of the contract, including a \$.50 hourly increase retroactive to September, 2015. Starting rates for

new crossing guards will increase \$.25 each year of the contract, with current starting rates at \$10.50 an hour. The uniform allowance has been expanded to include boots. It's a huge difference for these workers, who only eight years ago were paid minimum wage with no benefits. "What a difference the union has made for us," said Shop Steward Daisy Rodriguez.

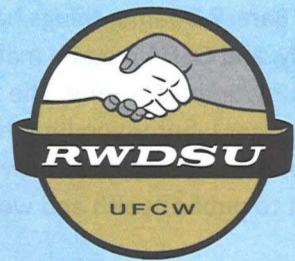
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SAVINGS • SERVICE • SOLIDARITY



ELECTION DAY AND WORKER SAFETY: IT REALLY DOES MATTER

We would like to believe that the regulations related to permissible exposure to hazards in our workplaces are the product of the best scientific and engineering minds in the world. And that the OSHA exposure limits are set at a level that will not result in any ill effects to workers.

Unfortunately this is not the case. OSHA standards have always been political compromises resulting in a legal level of exposure which is often not a safe and healthy one. Labor unions have played a major role in initiating OSHA action to develop new standards and these efforts have been consistently opposed by major corporate interests.

That's why when it comes to making our workplaces safer, it really does matter who is in the White House, and it's really important that working people vote.

Bush Weakened OSHA, Repealed Standards

OSHA's ill-fated effort to establish an Ergonomics standard is a classic case example of how political these standards are. Adopted in late 2000, the OSHA Ergonomics standard established a process by which the causes of work-related musculoskeletal injuries are identified, evaluated through analysis of job desks and reduced. Within two months of the George W. Bush administration the standard was gone. In a first ever move by Congress, the standard was repealed and OSHA was forbidden to work on a new one. So 15 years later there is no OSHA standard dealing with the risk factors which lead to the back, wrist, shoulder, leg and other musculoskeletal injuries which represent the greatest number occupational injuries annually.

After the repeal Bush's OSHA added insult to injury by removing the Cumulative Trauma Disorder category from its annual employer form 300 log, making the tracking of these injuries much more difficult. Throughout the Bush years enforcement was weak. Special emphasis was placed on forming alliances with corporate associations. Labor was not invited to the table to discuss enforcement needs and administrative policies.

Obama Brought Positive Change

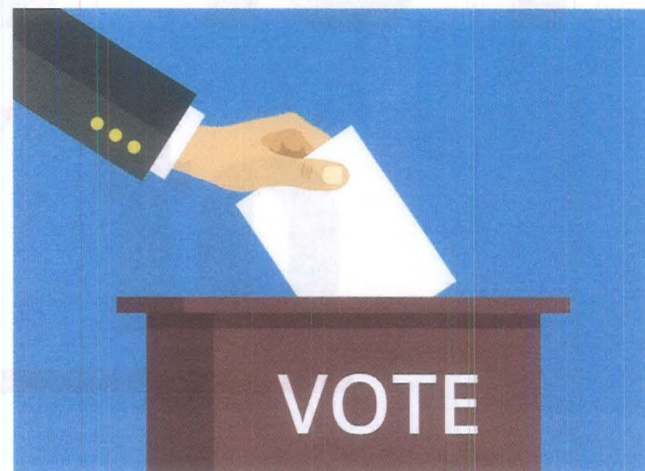
Since the election of Barack Obama, things have turned around sharply, and OSHA is again making progress in making our workplaces safer. The top leadership includes former labor union health and safety directors and an agency director with a life-long commitment to public health and worker


safety and health. OSHA's new leadership focused on high hazard industries and established a Severe Violator Enforcement Program to inspect worksites with a chronic history of safety violations. Special enforcement programs have also been established to increase inspections in high injury industries such as poultry processing and nursing homes, two industries which employ a large number of RWDSU members. And although there is no Ergonomics standard, OSHA, for the first time, cited a RWDSU poultry processing employer for failure to sufficiently lessen known musculoskeletal injury risk factors. Since Obama was sworn in, OSHA has been able to focus attention and administrative policy directives to address several important issues including injury reporting, anti-retaliation for whistle blowing, and protecting temporary workers.

Vote and Protect Ourselves on the Job

Ensuring the health and safety of America's workforce remains a very important need. Each year an estimated 80,000 Americans die of workplace injuries or work-related diseases. Despite the very significant underreporting of injuries, there is an average of over 10,000 reported injuries every day of the year.

So who sits in the Oval Office and who controls Congress have a very significant impact on the prevention of injuries and illness in our workplaces. Our safety and health at work is not negotiable, it is our right under the law. We need leaders who understand and appreciate that and have demonstrated a strong commitment to protecting workers. ■





Job Safety and Health IT'S THE LAW!

All workers have the right to:


- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



A stronger OSHA means safer workplaces for all of us.

That's why when it comes to making our workplaces safer, it really does matter who is in the White House.

For More INFORMATION

on how you can work together to make your workplace safer, contact the RWDSU Health and Safety Department at (212) 684-5300, or email sbmooser@rwdsu.org. ■