

Controlling Our Destiny

Submitted by Matt Utecht, President

Just last year we began to take control of our own local's destiny, and have been organizing new union members to grow our membership. I am proud of the progress we've made.

We've also been mobilizing even more members this year during the Minnesota legislative session. Governor Dayton vetoed the dangerous "Preemption" language that would diminish our local control of our communities and hurt workers. The work that we as union

members put in for good policy and to beat back bad policies that hurt workers is noted, make no mistake about it. Thank you!

Another part of the work of controlling our own destiny means controlling how we talk about the work that we do. We all know that the work we do provides value to ourselves, our employers, and within our communities. It's important. And we are going to be able to do that more easily in the future!

It is with that spirit that I

welcome Jessica Hayssen to the staff of Local 653 as our Director of Communications. Jessica has been working with union members in Minnesota and nationwide for ten years, telling the stories of working people and empowering young workers to control their own destiny and vote union! You'll see updates in our website, newsletter, and social media just for starters. These changes will reflect and tell us even more about who we are as a union of workers. Welcome, Jessica!

Meet Jessica Hayssen, Local 653 Director of Communications

Hello, my name is Jessica Hayssen and I've joined the UFCW Local 653 family as your new Director of Communications. I am proud to amplify the stories of the hard work that you do and how you give back to the community. I believe that the power of our stories can be used to create better workplaces and neighborhoods.

I've had the opportunity to work with union members and workers who make Minnesota the great place it is to live throughout my previous positions at the Minnesota AFL-CIO and AFSCME Council 5. I've stood shoulder-to-shoulder with locked-out sugar beet workers in western Minnesota and went to jail for justice in solidarity with those who fight for \$15 an hour at the MSP airport. Throughout all of this, I've seen workers find their voice, speak up even if they trembled, take collective action, and win! Their fierceness would not quit. It is inspiring.

Originally hailing from southeastern Wisconsin, I grew up in a working class household. I saw how my parents worked hard and raised a healthy family. I saw how my community thrived when companies invested in good-paying jobs. I saw how my education was topnotch when communities invested in public education and kids. To see most of that eroded now across our border is heart-breaking. And I don't want that to happen in Minnesota. That is why I fight. That is why I will not quit.

Recently, we all joined together to stand up for local control of our communities. UFCW Local 653 members went to the capital and phone-banked union members at the Minneapolis Regional Labor Federation. We will continue to fight for economic policies and programs that improve incomes and quality of life for all Minnesotans—no matter where they live in the state.

I find inspiration in people's lives, because our lives and our families are what keep us going. Our lives and our families are our story to tell. Our story is about coming together through collective bargaining to live our values. I am so humbled to listen, learn, and build power with you!

Let me know what is going on and I'd love to write a story about the good work that you do! Also, like us on Facebook if you haven't already! www.facebook.com/ufcwlocal653 and follow the Twitter account @UFCW653. Contact me directly at 651-261-8559 or jessicah@ufcw653.org.

"I'm not going to quit. There is too much to do. People need jobs, equality, education. We still need to organize to learn how the economics and politics drive everything in life. Can't stop now."

—Nellie Stone Johnson

From interview by Denise Johnson, "After 90 years, Nellie Stone Johnson going strong to push her cause" St. Paul Pioneer Press, 2 December 1995, 13 (A).



Bargaining Begins for Linden Hills Co-op Members' First Contract

By Paul Crandall, Secretary-Treasurer

In February 2017 workers at the Linden Hills Co-op voted and won their right to form a union. Shortly after the election, bargaining surveys were distributed to all members to help the bargaining committee understand their coworkers' priorities. Bargaining with the company began on April 18, 2017, and to date there have been two sessions.

This is a very exciting time to be a part of this process with these new members under the direction and leadership of Union President Matt Utecht. This group has brought an electric feeling to bargaining--six members and one alternate have been chosen to represent their coworkers and they have taken this responsibility very seriously. Proposals have been exchanged with management and the work will continue to bargain for a fair and equitable settlement that will bring all workers the dignity and respect they deserve.

We will continue to provide bargaining updates as together we work hard to create a voice in the future of their co-op and their union.

Linden Hills Co-op Union Bargaining Committee



Tracie Lemberg
HBC



Mark McGraw
Scanning



Michael Bierlien
Front End



Hannah Glaser
Cheese/Deli



Jeff Nielsen
Meat/Seafood



Evan Adams-Hanson
Front End

Talk to anyone on the Bargaining Committee if you have questions or suggestions for the Collective Bargaining Agreement you want. The next negotiation dates with Linden Hills management are June 16 and 27.



- **A Voice in the Future of our Co-op**
- **Fair and Equitable Pay**
- **Respect and Decent Treatment**
- **Health Insurance**
- **Paid Time Off**
- **Better Scheduling Policies**

Alternate to the
Bargaining
Committee



Adam Hulst
Cheese/Deli

Ask us how to get involved to win a strong contract!

UFCW Local 653 Members Urge Governor to Veto Corporate Interference Bill

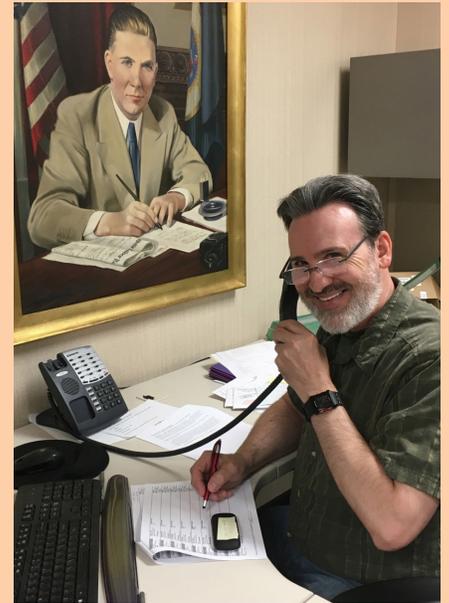
By Rena Wong, Director of Organizing

The Minnesota House of Representatives and Senate passed a corporate interference bill that would steal earned sick time from 150,000 Minnesotans and prohibit local communities from improving labor standards for working people. After the bill headed to Governor Mark Dayton's desk, twenty UFCW Local 653 members took action to urge him to veto it. Members participated in a phone bank at the Minneapolis Regional Labor Federation – patching through more than 150 calls from fellow union members to Governor Dayton.

Jeff Livingston, who works at Hirshfield's in Uptown Minneapolis, said, "The idea that local governments can't better the lot of their citizens really bothers me." He said the preemption bill — which would ban cities from passing local minimum wage ordinances or sick time policies — "does not seem fair at all."

A couple of days after the phone bank, Governor Dayton made a public announcement that he would veto the bill. However, Republican lawmakers then sent him the corporate interference bill tied to pension and paid parental leave benefits for state employees to make a veto more difficult.

Governor Dayton vetoed the bill on Tuesday, May 30th. It is because of the hard work that members and other workers put in that we made this happen.



Jeff Livingston of Hirshfield's volunteering at the phone bank



Local 653 members and staff gathered to improve the lives of working people

Thank you to our Phone Bank Volunteers:

Anthony Lanners, Jeff Livingston, Ryan Houglum, Debra Gehrig, John Pignato, Mark Husbyn, Madelin Flanagan, Alex Kunau, Adrian Eiken, Paul Swanson, Monica Hays, Jess Alexander, Ondrea Shallbetter, Jim Schommer, Rick Milbrath, Paul Crandall, Rena Wong, Amber Allen, Doug Rigert, Scott Larson, Husniyah Bradley and Casey Hudek (both of the Minneapolis Regional Labor Federation), Mecca Ross (UFCW Region 6 staff)

Photos courtesy of Minneapolis Labor Review

Wilson-McShane Corporation

Lyme Disease Prevention, Detection and Treatment

Each year in the United States, 200,000 new cases of Lyme disease are reported. In 2015, 1,176 individuals in Minnesota were diagnosed with Lyme disease. Lyme disease is a potentially serious bacterial infection caused by a blacklegged tick bite, most notably by deer or bear ticks. The tick must be attached for at least 14-48 hours to transmit the bacteria. Individuals who contract Lyme Disease suffer from a range of painful symptoms that intensify as time passes after the bite. These symptoms include, but are not limited to: pain in the joints and muscles, fatigue, fever, stiffness and swelling in the joints, bull's-eye pattern rash, headache, heart palpitations, facial palsy, dizziness, short-term memory problems.



While it's a good idea to take preventive measures against ticks year-round, you should be extra vigilant in warmer months when ticks are most active.

How to help avoid and repel ticks:

- Make sure to avoid woody and brushy areas with high grass or leaf litter.
- Make sure to mow the lawn frequently and keep leaves raked.
- Keep playground equipment, outdoor activities, and patio furniture away from yard edges and trees and place them in a sunny location.
- Place a three-foot wide barrier of wood chips or gravel between lawns and wooded areas and around patios and play equipment.
- Stack wood neatly and in a dry area (discourages rodents that ticks feed on).
- Apply pesticides outdoors to control ticks.
- Use a repellent that contains 20% or more DEET on exposed skin for protection that lasts for several hours. Follow the product's instructions. Parents should apply this product to their children, avoiding hands, eyes, and mouth.
- Use products that contain permethrin on clothing. Treat clothing and gear, such as boots, pants, socks and tents, with products containing .5% permethrin. It remains protective through several washings. Pretreated clothes are also available and may be protective longer.
- Wear long-sleeved shirts and pants when possible.

- Tuck your pants into the top of your socks or boots.
- Wear light-colored clothes to make it easier to spot ticks.
- Check yourself, family members/friends and pets frequently for ticks. Prompt removal is essential.
- Use tick prevention on your pets that go outside.

How to remove ticks:

- Prompt tick removal is very important.
- If possible, use a pair of tweezers to grasp the tick by the head.
- Grasp the tick close to the skin.
- Pull the tick outward slowly, gently, and steadily.
- Use an antiseptic on the bite.
- Avoid “folk remedies” like Vaseline, nail polish remover or burning matches. They are not effective ways of removing ticks.

How is Lyme disease diagnosed?

If you believe you may have been exposed to a blacklegged tick bite, you should visit a healthcare professional immediately. Early diagnosis and treatment can reduce the time a person is ill and the severity of the disease. Your healthcare professional should:

- Perform a physical examination to look for ticks or the bullseye rash.
- Discuss your history of possible exposure to blacklegged ticks.
- Perform blood tests.

Is Lyme disease treatable?

Thankfully, patients treated with appropriate antibiotics in the early stages of Lyme disease usually recover rapidly and completely. In a small percentage of cases symptoms can last up to six months. Often referred to as “chronic Lyme disease,” this condition is properly known as Post Treatment Lyme Disease Syndrome (PTLDS).

Please remember to take steps to prevent tick bites this summer, and if you do find a tick on your body, remove it as recommended above and contact your health professional immediately. If you would like more information on Lyme disease, please visit the Center for Disease Control’s (CDC) website at www.cdc.gov.

Member Jay Grygar Experiences UFCW Retail Conference

2017 Retail Conference



Member Jay Grygar with Local 653 President Matt Utecht

My name is Jay. I've been a union member working for Brooklyn Park Cub North for about 10 years now. I started working for Cub when I was a teenager as a cashier; currently I am a deli manager. I signed up for the union right away even though I didn't know

much about it back then. I didn't come from a union household, but when I told my parents I got a union job they said, "Oh, that's good," and didn't explain much about what a union is. Perhaps they didn't know themselves. Either way, over the years I have come to love the union! I tell everyone that I would never work anywhere that does not have a union.

So, there I was, 17 and curious about my union. I talked to my fellow union members and read our contracts more thoroughly. I was intrigued that we have a contract where I have a say in the type of work environment, rate of pay, health and welfare, pension, paid vacation and personal sick days.

Then years ago I came out as gay. This was a very difficult thing, and I worried about being fired because of it. I learned that even if the state does not protect the LGBTQ community, my union protects me! My hunger for more knowledge grew. I started to learn more about the union's values: fairness, justice, respect, dignity, solidarity, unity, loyalty, democracy, integrity and equality. All of these are things I believe in and want to support. I was hooked.

Just recently I became a shop steward for my store. On top of already having a department to run, I felt compelled to do it. So I got involved. That led me to Matt Utecht, our UFCW Local 653 President. He invited me to the annual UFCW International Retail Convention in St. Louis, Missouri in May. I was excited to go. I knew just the tip of the iceberg would be meeting more people from UFCW nationwide, learning more about the union, and how a union is run. I learned so much more than that.

A couple of the things I learned at the conference were about "Right to Work" and how to make our union stronger. Before the conference, I didn't know what "Right to Work" was because we do not have this law in Minnesota. And I want to keep it that way. I heard many stories from union presidents and staff who work in "Right to Work" states and it's horrible. It is a way for corporations to get larger bonuses while we as workers have less of everything: money, vacation time, pension (if any) and health and welfare (if any). Because of this law, unions are forced to reorganize. This law affects everyone union and nonunion. It makes it harder for us in unions to get a strong contract with all the things we want and need regarding pay and benefits and much more. This in turn forces other companies without unions to have the bar set that low as well. The solution to all of this is having a union and making it stronger. We become stronger by growing our membership.

The other largest takeaway I have from the conference is the passion and the enthusiasm in the staff at UFCW who genuinely care about us as members. I was able to spend a lot of time with President Utecht and got to see how he truly cares about us as members and is so humble in his position. I got to see this up close and personal, and it was so powerful. It's not a them versus us thing, it's a "we." We are the union.

I want to encourage everyone to take a look at our union, start asking questions about why you believe in it or what you can do to make it stronger and even better. And explore your answers.

Be open-minded and talk to others about it. Perhaps--just like me--you'll be surprised what you learn and end up flying to another state with the union president for an international retail conference.



Jay with UFCW International Secretary-Treasurer Esther López

My Experiences

By Amber Allen, Union Representative

With year one on the books I'd like to share a little bit of my experiences as a staff member of Local 653.

First and foremost I would like to formally thank President Utecht and Secretary-Treasurer Crandall for welcoming me aboard and guiding and supporting me over the last year. Second, I would like to thank the entire membership of this Local. I've met so many great people who have been so open and willing to share their personal stories/history with me; I really appreciate that and look forward to building trust and relationships with many more members in the years to come. In May 2016 I was assigned my route which consisted of 14 Corporate Cub stores all located in the south and west metro. I currently still call on these stores, plus Radermacher's Cub in Shakopee and two health care facilities.

Being involved in the union for years prior, to say I had a lot to learn was an understatement! There have been challenges along the way, some expected, some unexpected. I am committed to facing challenges head-on now and in the future to ensure growth and strength for me personally, and for our Local. Accepting the status quo in challenging situations is not acceptable.

I've also been a part of some truly exciting things going on in our union, from fun family-oriented events such as the fishing contest, golf outing, harvest festival, breakfast with Santa and the Crow Wing County Fair, to name just a few. If you've never participated in any of these events, I would strongly encourage you to do so--they are certainly fun and offer members and their families the opportunity of a non-hecktic, non-work related environment. I have also been involved in, as President Utecht calls it, "the turning of the ship," which is also very motivating. There are many parts to his plan that are starting to unfold rapidly, for example being more involved on a legislative level fighting for and protecting issues that are important to working families as well as our recently developed and ever-growing Steward Program, which is aimed at and focused on bringing forward issues and suggestions important to the members as well as growing the membership.

There will be challenges ahead, but more importantly there will be some really exciting and positive changes ahead. I take great pride in serving the membership of Local 653 and continue to look forward to what the future holds.

Executive Board Members

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

It's Golf Tournament Sign-up Time!

By Scott Larson, Union Representative



Our 8th Annual John Lego Memorial Golf Tournament will be held on Wednesday, August 30, 2017. It again will be held at Brookview Golf Course in Golden Valley. It will be a shotgun start at 8:00 a.m. Check-in will start at 7:00 a.m. As always, it will be played as a four-person scramble. There will be longest putt and closest to the pin events.

This event is open to active members and retirees. We will provide water and pop on the course and lunch will be served at the conclusion of play. The award ceremony and prizes will top off a great day of golf.

The cost this year is \$192.00 for a foursome. That's only \$48.00 per person, which includes a golf cart!

Questions? Call Scott Larson at 763-525-1500.

8th Annual John Lego Memorial 4-Person Scramble Golf Tournament

1.		
(Team Captain)	Work Location	Telephone
2.		
	Work Location	Telephone
3.		
	Work Location	Telephone
4.		
	Work Location	Telephone

Make checks payable to: **UFCW Local 653**

Mail payment and
entry form to:

(Deadline to register: 08/18/17)

*UFCW Local 653
Attn: Golf Tournament
6160 Summit Dr N, Ste 600
Brooklyn Center, MN 55430*

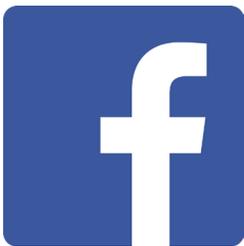


Did you know that there are many benefits available to you from Union Plus as a member of UFCW Local 653? Everything from the Union Plus Credit Card, to home mortgage programs, AT&T discounts, insurance (pet, homeowners, auto, renters), Goodyear and motor club discounts, travel and fun options, and more.
Check it out at www.unionplus.org!



Tweet Tweet!
We're on
Twitter!

@UFCW653 to stay up on Local 653 member news, events, Minnesota and national labor movement news!



“Like”
UFCW
Local 653
on Facebook
today!

UFCW Local 653
6160 Summit Dr N, Suite 600
Brooklyn Center, MN 55430
www.ufcw653.org
763-525-1500 or 1-800-292-4105

Matthew P. Utecht, President (mutecht@ufcw653.org, 612-965-4307)

Paul Crandall, Secretary-Treasurer (paulc@ufcw653.org, 612-965-4301)
Brainerd / Baxter Cub Foods - Baxter Super One - Crosby Super One - Pequot Lakes Supervalu

Jessica Hayssen, Director of Communications (jessicah@ufcw653.org, 651-261-8559)

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

Jess Alexander, Organizer (jessa@ufcw653.org, 612-567-1225)

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

CORPORATE CUB FOODS: Apple Valley, Bloomington, Burnsville HOTC, Burnsville South, Chanhassen, Eagan East, Eagan North, Eagan West, Lakeville North, Lakeville South, Lakeville West, Rosemount, Savage, Shorewood
Radermacher's Shakopee Cub
Park Health & Rehab, Healthcare Services at Park H&R

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

LUNDS & BYERLYS: Bloomington, Central, Edina, Hennepin, Lake Street, Minnetonka, Navarre, Plymouth, Prior Lake, Richfield, Wayzata, Lunds Manufacturing
Almsted's - Bergan's - Cooper's - Driskill's - Everett's - Ingebretsen's - Jubilee - Oxendale's
Villa at Bryn Mawr, Senova (Bryn Mawr), Healthcare Services (Bryn Mawr)

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

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

JERRY'S FOODS: Eden Prairie, Edina

KING'S COUNTY MARKET: Andover, St. Francis

Hirshfield's
Minnesota Meat Masters
Brede Exposition Services
Swanson's Meats
Monarch Healthcare - Estates at Chateau, Estates at Bloomington
Healthcare Services (Bloomington and Chateau)

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

LUNDS & BYERLYS: Burnsville, Chanhassen, Eagan, Eden Prairie, Edina, Glen Lake, Golden Valley, Maple Grove, Ridgedale, St. Louis Park, St. Cloud
HAUG'S - Cub Coon Rapids (Williston), Cub Minnetonka (Haug), Cub Waterford

KNOWLAN'S FESTIVAL FOODS: Andover, Bloomington, Brooklyn Park
Benedictine @ Innsbruck Healthcare

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

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

KOWALSKI'S MARKETS: Chicago (Parkview), Eagan, Eden Prairie, Excelsior, Hennepin, Lyndale
Homestead at Anoka, Gold Cross, Monarch Healthcare - Oaklawn

Ondrea Shallbetter, Union Representative/Organizing Dept. (ondreas@ufcw653.org, 612-406-9419)

CUB FOODS: Plymouth Station, St. Louis Park

Stamp Out Hunger Food Drive

By Jim Schommer and Ondrea Shallbetter, Union Representatives

The Stamp Out Hunger Food Drive is a charitable initiative in its 25th year--conducted by the National Association of Letter Carriers and partners such as UFCW Local 653--to make significant donations of food to organizations serving needy persons. Again this year Local 653 was a leading sponsor in the Minneapolis area. We provided 300,000 grocery bags in the metro area with our logo prominently pictured on the front of each bag. This year we sponsored two Cub Foods locations where the mail carriers came to drop off the nonperishable food they collected—the Vicksburg and Coon Rapids South Cub Foods stores.

Union Representative Jim Schommer had the privilege to be the site leader at the Coon Rapids location, where they had a very busy and productive day. They filled one moving truck and three-fourths of another. That is approximately 20 pallets (which are similar in size to the watermelon bins but much taller). At one point one truck had been filled and the second truck had not arrived, so the group filled up 30-40 grocery carts full of dona-

tions. Union Representative and Organizer Ondrea Shallbetter was entrusted with the position of site leader at the Plymouth location, and what a great experience and volunteer turnout they had!

It was a perfect day for this event. We want to thank all the volunteers who helped at both locations:

Coon Rapids South location--Mark Husbyn and his daughter April, Dave Mueller, Chris Erickson, Melanie and Keven Millner, Lorrie Wayman, Dean Husbyn, Doug Dehmer, Danyelle Williams, Rick Milbrath, and Paul Crandall.

Plymouth Vicksburg location--John Pignato, Kris Foslien, Erik Hasse, Dave Maas, Rita Carlson, Jay Grygar, Scott Larson, and Amber Allen.

All our volunteers were a tremendous help. Thanks also to Cub Foods for providing refreshments and snacks for all of us. We had a great time! Hopefully, next year we can double the amount of volunteers. In working together everyone achieves more!



The Law Protects You When You Are Active in Your Union

By Jess Alexander, Organizer

For most of the members of our union, we have been unionized since we started on the job. The workers that came before us did the hard work of first organizing our union. But that doesn't mean we are done organizing. For our union to stay strong -- to bargain good contracts and to maintain our benefits and protections -- we have to be active and we have to continue to organize.

Organizing means all of us that work together staying connected, supporting each other and acting united. Our union is only as effective as we make it. To keep Local 653 strong we need to talk with each other about our jobs and our union, we need to participate in union activity and we need to show that we stand together as a union. Staying organized means being active and visible.

One of the biggest things that sometimes keeps us from being organized is the fear that we could be disciplined or punished for union activity. Well, I want to remind you that keeping your union organized and alive is legally protected activity. The laws of the United States protect your rights to form and maintain your union.

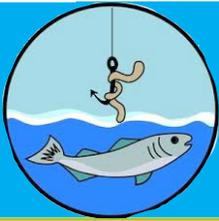
The National Labor Relations Act was enacted in 1935 and gives all workers in this country the right to organize a union. The U.S. Government guarantees you the freedom to:

1. Wear union buttons, t-shirts, stickers, or other items on the job
2. Talk about our union during work time, as long as it doesn't interfere with work
3. Distribute union literature, both on lunch or on breaks, on or off company property
4. Attend union meetings
5. Bargain over wages, benefits, and working conditions with our employer
6. Organize other employees to support our union, sign union cards, or file grievances
7. Join together in other activities to demand improvements on the job

It is illegal for any employer to:

1. Threaten or coerce employees in order to discourage support for the union
2. Spy on union activities, or single anyone out for supporting the union
3. Ask you about your union activities or opinion
4. Fire, discipline, transfer, or demote employees for union activities
5. Threaten to close the store, reduce hours or cut staff to discourage union activity
6. Bribe employees to oppose the union with pay increases, benefits or special favors
7. Prevent you or discourage you from participating in any union activity that does not interfere with your job performance

If you are ever hesitant to join in a conversation, to speak up or to stand tall on the job, remember that you have the law behind you and you have 10,000 members at your side. There is nothing stopping you from being an active and visible member of Local 653 of the United Food and Commercial Workers.



ANNUAL FAMILY FISHING CONTEST

WEDNESDAY, JULY 19, 2017

All members and their family, friends and retirees are welcome to fish or just come and have a great time. You can fish from shore, the fishing pier or from a boat (you provide the boat).

This is a catch / photo / release contest, so bring your camera.

There will be drawings for other prizes during lunch at the Beebe Lake Shelter.

All participants 16 and over must have a valid fishing license.

Directions:

To Beebe Lake Regional Park: Take 94 west to Maple Grove Parkway (Hennepin County Road 30). Go west on County Road 30 eight (8) miles to County Road 19. Turn right towards Hanover. After three (3) miles take a left on Wright County Road 34 (also listed as 10th Street). Go four (4) miles to Beebe Lake Park.

To Boat Ramp: Go ½ mile south of Beebe Lake Park on County Road 34 to Garrison. Go right (west) to 20th Street NE, then turn right (north). Ramp is ¼ mile on your right.

There will be three prize groups, and prizes will be awarded as follows:

Group I **Ages 1 – 11**
Largest Fish – Set of Twins tickets
Smallest Fish – Set of Twins tickets

Group II **Ages 12 – 17**
Largest Fish – 2 nights at Ours Resort
Most Species – Set of Twins tickets

Group III **Adults**
Largest Fish – 3 nights at Ours Resort
Most Species – Set of Twins tickets

Location: Beebe Lake Regional Park
7250 10th Street Northeast
(Wright County Road 34)

Time: 9:00 a.m. – 12:00 noon (8:30 a.m. check-in)
Awards, prizes and lunch will start promptly at 12:00 noon

Registrations must be received by Thursday, July 13, 2017. If you have any questions, call Scott Larson at the union office (763-525-1500).

**Hot dogs and pop
will be served for lunch!**



2017 UFCW LOCAL 653 FISHING CONTEST

Print Full Name: _____

Employer: _____

NUMBER OF PEOPLE ATTENDING IN THE FOLLOWING AGE GROUPS:

1 - 11 years old _____ 12 - 17 years old _____ 18+ years old _____

Mail entry form to: UFCW Local 653
Attn: Fishing Contest
6160 Summit Dr N, Ste 600
Brooklyn Center, MN 55430

Jury Duty

By Rick Milbrath, Union Representative

One of our civic duties that some people try to avoid is jury duty. When you get summoned to appear on jury duty, it can excite and mystify some people and terrify and literally horrify others. Most people when they receive a summons, ask themselves, “Why me?”

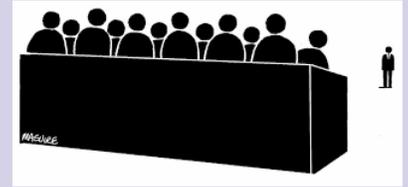
Each year the Minnesota Judicial Branch obtains a list of licensed drivers, state identification card holders and registered voters residing in the county and compiles that information into a source list. The names of deceased persons, provided by the Department of Health, are removed from the source list. Then from that list individuals are randomly selected by computer to serve on jury duty.

Here are the qualifications for jury service: You must be a United States citizen, a resident of the county, at least 18 years of age, able to communicate in the English language, physically and mentally capable of serving, a person who has had their civil rights restored if they have been convicted of a felony, a person who has not served as a state or federal juror in the past four years.

Your employer must allow you time off to serve on a jury. That is the law. There is no Minnesota law that requires employers to pay employees while they serve on jury duty--that’s where your union contract comes into play so you don’t miss a beat. Years ago our union leaders, along with the respected negotiation committee members, negotiated the “jury clause.” Oftentimes there are questions by both managers and members whenever someone receives a notice to serve on jury duty. There is a difference in scheduling between part-time and full-time, but there are a couple of things they both have in common. You are able to keep any reimbursements for gas mileage and parking fees that the county pays you.

When summoned for jury duty, make sure to notify your store director or manager as soon as possible of the dates that you have to serve. For full-time employees, your workweek schedule should be 40 hours, Monday through Friday, between the hours of 7:00 a.m. and 5:00 p.m. The reason for this is that

these are the normal hours that court is in session. If you are scheduled to work on Saturday, you should



receive one-and-one-half times your rate of pay because this would be considered your sixth day under the contract. If you are released from court early on any days, you are required to return to work and finish your scheduled hours. The company will pay you 40 hours for the week. Then, when you receive your check from the county, you sign the check over to your employer. You cannot double dip and keep both of them.

If you are a part-time employee, it can get a little more complicated. Your employer should schedule you for your normal shifts. If you normally work in the evening, you will have two choices. If you do spend the day in court, you are excused from work. If you want to make some extra money, you have the right to work your scheduled hours but it will probably be a very long day. If you do work Saturday, it will not be paid as overtime because you were probably scheduled a day off Monday through Friday. When it comes time to reimburse your employer, you owe them only for the days that you were in court and didn’t work. For example, if you were scheduled and missed three shifts, but were in court or at the courthouse for five days, you would pay your employer three days at the rate the county pays you, and your employer pays you for hours lost on those days. You get to keep the other two county-paid days for your service or time served.

If you’re a student in class, or on vacation, or can’t find childcare, you can request a one-time postponement, but only up to nine months. Remember, if you do not get excused and do not show up for jury duty you are the one breaking the law.

So pick up your contract book and look under the jury duty clause on page 20, Article 10. This jury duty benefit was not a given by employers, but is a benefit negotiated on the membership’s behalf. If you have any questions, please feel free to call the union office and we will be glad to help.

Good Attendance Matters

By Doug Rigert, Union Representative

Thankfully for most union members maintaining good attendance and being on time for work is a given and is considered a crucial aspect of being a responsible employee. Unfortunately, for the few who do not, their actions negatively impact their fellow coworkers and employer. We all recognize there are times in life that things happen with little or no notice that can prevent or affect the ability to be on time or work a scheduled shift, especially if there is an emergency situation that comes up out of the blue. When this happens most employers do their best to understand and adjust to the ramifications it creates.

What I would like to address is the issue of those who are chronically late or miss work almost monthly on a regular basis. In a word, that is **unfair** (and wrong) to do this to their fellow coworkers and employer. When this happens usually others are asked to stay past their scheduled work shift or come in earlier and in some cases asked to work on their day off. In some circumstances, when someone doesn't show up for their scheduled work shift on short notice it takes work hours (money) away from other employees who would otherwise, if scheduled, have worked the additional hours.

Of course not all circumstances for someone's poor attendance are the same and as such should be

addressed accordingly.

For example, if a valid or verified medical reason is behind the regular poor attendance record, some employers are more understanding and flexible than if it is a simple case of oversleeping, transportation issues, misreading the work schedule, etc. In some situations, even medical reasons (if too often or chronic) might require the employee or employer to request a medical leave of absence in order to protect against possible termination.

Most employers make a good faith effort to try to help and advise someone with poor attendance issues in order to avoid or minimize any discipline action being taken in order to get them back on track; however, there are limits to this. It is the responsibility of each one of us to follow the work schedules we are given and to be on time. When this is not possible, please be sure to follow any and all company guidelines and procedures regarding the proper manner of notifying your employer that you are going to be late or unable to work when you are scheduled. If you are no longer able to work the scheduled shift you have been assigned because your availability has changed, notify your employer immediately and provide them with your new availability in writing.



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Looking Back...

YOUR
LOCALS 653 — 653-A

UNION PAPER

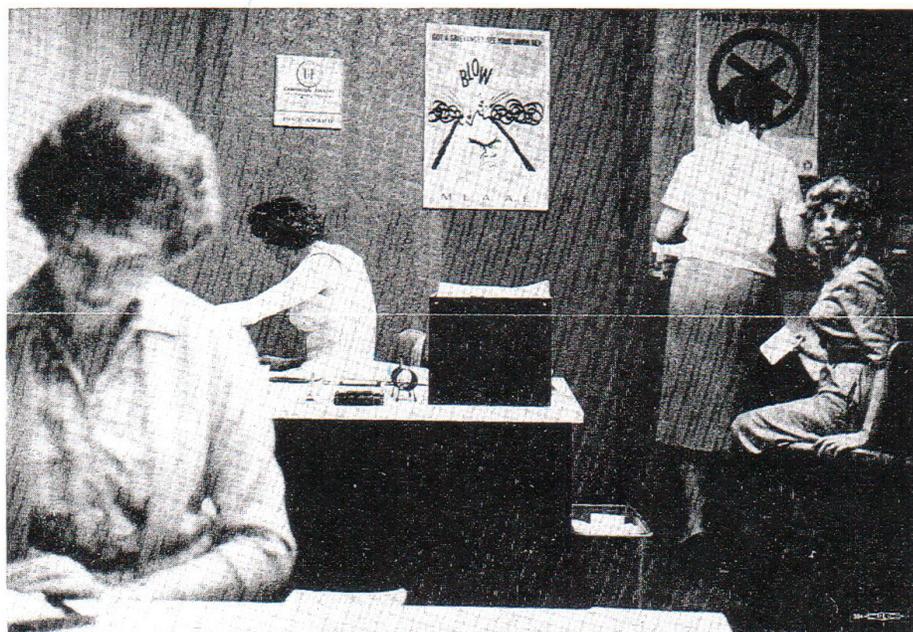
SEE PAGE THREE FOR NAME-PICKING CONTEST!

VOL. I, No. 1

MINNEAPOLIS, MINNESOTA

3

JUNE, 1962



• EVERYONE WAS BUSY — well, just about everyone — when this picture was snapped in the office of Local 653 and 653-A. And it always is a busy place. People who need help locating jobs, credit union transactions, pension benefits and similar operations are normal paperwork routine every working day of the year.

Members Get Big Gains In Settlement

Instead of getting what for a time looked very much like a strike, Locals 653 and 653-A got one of the best contract settlements in the country during negotiations just completed.

Negotiators said after the settlement that the bartering was the toughest in the history of the locals.

The behind-the-scenes scheming and conniving on the part of management representatives set a new high — or low.

They left little undone in efforts to break union membership into conflicting groups, where they would have been easier to handle.

In the end, however, it was the employers who were reduced to bickering amongst themselves. There was no secret about this — the voices that came from their "caucuses" were loud and clear.

Technical wordage remains to be worked out on some provisions but here, in brief form, is what the members attending the special union meetings ratified:

Pay increases of \$5 per week for each fulltime male employe in each of the three years the contract runs — a total of \$15 in meat and grocery departments.

Pay increases of \$4 per week for each fulltime female employe in each of the three years — a total of \$12 — in meat and grocery departments.

Parttime grocery employes other than carryouts, 7½ cents an hour in each of the three years, a total gain of 22½ cents an hour.

Carryout boys only — 5 cent hourly increases in each of the three years, a total of 15 cents per hour.

Funeral leave of three days with pay in addition to the immediate family — mother-in-law and father-in-law added.

Vacations — For any employe presently on the payroll, two week vacations after one year of employment; three weeks after eight years of employment; four weeks after 20 years of employment.

For future employes as yet unhired, one week vacations after one year of employment; two after two years; three after eight years and four weeks after 20 years.

Fulltime employes will qualify for full vacations after working 1,600 hours in any one year.

Picnic day is to be worked out so that each employe by seniority will receive three days off consecutively. In other words, if an employe's day off was Tuesday, he would have off

(Please Turn to Page 2)

NEW UNION FACT SHEET WILL BRING YOU FACTS

For some time the need for closer communication between the union as an organization and members has been apparent.

When the members were circularized a few months ago with a questionnaire to get their views on economic matters, it became clear the thinking of many members was far ahead of expectations. The members showed they pretty much know what they want and where they are going.

On the other hand, other events have showed that some members aren't clear on what the union is doing, or its reasons for doing certain things.

This paper, then, is one of the things being done to improve the interchange of ideas between the members as individuals and the union as an organization.

We don't have any hidebound ideas on what the paper should contain — that will depend pretty

much on what the members indicate they want. For instance your letters — and we hope you pour them in — may indicate you want solid information on such things as contract interpretations (does a carryout boy have to do this or that, or where does the authority of the head meat-cutter end.)

You may have questions on pensions, or the various medical plans, or social security, or why politicians don't do, after they are elected, what they said they would do when they were asking for your vote.

We don't pretend to know all the answers. But we do know people who are supposed to have the answers, and when you've got a question, we'll get you the answer. We will, so help us, even try to find out for you where the fish are biting, if that's what you want to know.

We don't know even what this paper should be called, and we'll leave that up to you. See other col-

umns for a name-picking contest and a chance to win a nice prize.

We do know we want your ideas — a union is nothing if you leave all the thinking up to a few people you have elected to office.

We want your gripes. We consider them important. Send them in and we'll have responsible people give you responsible answers.

We want your contributions to the paper. If you've done some weighty thinking on economic problems of the day, reduce it to writing and send it along. We'll print it — but try to keep it within reasonable length. But we're interested in more than weighty thinking — if you gals have figured out a better way of cooking pig hocks, let's hear about it.

And, so help us, we'll even print your poetry.

So, the paper will be pretty much what you want it to be. We promise only that, allowing for mechanical and human error, if you read it in this paper, it's going to be the truth.

**UFCW Local 653
Members:**

**Union Meetings are
recessed for the summer.
They will resume on
Monday, October 2, 2017.**

**SEND IN THE ENTIRE ADDRESS
BOX AT THE RIGHT
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TO A MINNESOTA VIKINGS GAME!**

All active, dues-paying members
are eligible for drawings.

Mail your entry to:
UFCW Local 653
Attn: Tickets
6160 Summit Dr N, Ste 600
Brooklyn Center, MN 55430



Retirees' Club Meeting Notice

**Knights of Columbus -
Marian Hall**

*1114 American Blvd. W.
Bloomington, MN 55420*

Thursday, June 15, 2017

10:00 a.m. Cards
12:00 p.m. Lunch
1:00 p.m. Speaker

For more information:

Thea Gullekson:
952-831-3143
Char Hanson:
612-869-9035
or Marlen Wahl:
952-888-3220

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Vikings

**Note change of date to
Wednesday, August 30**



SAVE THE DATE

**1st Annual Twin Cities LLS Shoot for a Cure
Hosted by UFCW Local 653
Raising Money for Leukemia/Lymphoma Research**

Wednesday, August 30th, 2017 - Caribou Gun Club, LeSueur, MN

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Please join us this year!*

Invitations coming soon!!!