

## Staff Changes at Local 653

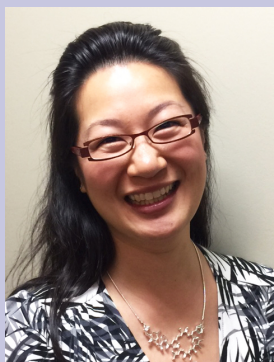
By Matt Utecht, President

In the month of April UFCW Local 653 welcomed two new staff members--Rena Wong and Amber Allen--and on May 4<sup>th</sup> long-time union representative Steve Milner retired.

Let me start by welcoming Rena Wong to the staff of Local 653. Rena is the first true "Organizing Director" to be put on staff, in a full-time capacity to focus exclusively on organizing. As you will read in Rena's bio, she comes with a great deal of experience in organizing. Educated at UCLA and trained working with AFSCME and SEIU, Rena will be given all the support she needs to begin growing Local 653 again. For far too long the only growth our local has seen has come when an existing employer would build a new store.

From now on Local 653 will take control of our own destiny, and grow our membership through organizing nonunion workers. Please make Rena feel welcome as she will be going out to visit as many of our current members as she can. Welcome, Rena!

(Staff Changes - continued on page 2)



*Rena Wong*  
*Director of Organizing*

I am excited to join UFCW Local 653 as Organizing Director and to meet you in the days and months ahead. I am originally from California – and am Chinese American by way of Mexico. While working in San Francisco (my first union job) I met a Minnesotan and moved here in December 2003. My husband and I now have a son, daughter, and dog.

My dad was a restaurant worker and my mom a domestic worker. They performed hard, low-waged work to provide for my two older brothers and me. Their jobs had no union representation. My family had no health insurance, retirement savings, or anything else, but my parents were grateful to have work. They worked every day into their sixties until they could not physically work anymore. When asked about her life, my mom says she achieved the American Dream - their sacrifices meant that my brothers and I attended university and have a chance for a better life.

I was a scholarship kid at UCLA when the Justice for Janitors strike took place in Los Angeles in 2000. That fight by low-wage workers to be visible and for

a dignified living wage inspired me to join the labor movement. Against all odds, immigrant workers (so much like my parents) dared to fight and hope – and they WON. It was my first glimpse of what is possible when workers organize to build power.

After graduating 15 years ago, instead of attending graduate school as planned, I became an organizer. I've worked in Labor ever since. I started with AFSCME in San Francisco, helping to rebuild a Local over two years and preparing members for a contract fight. I joined SEIU when I moved to Minnesota and was part of the Property Services Division, helping to organize thousands of subcontracted food, laundry, and janitorial workers like those that first inspired me.

Now is a pivotal moment for workers. The Fight for 15 is bringing global attention to working families' struggles. It shows how our taxes are used to subsidize corporations and their wealthy owners by keeping workers' wages too low to support families without aid. It is shaping expectations about what it means to be a responsible employer. Our union can improve the lives of not just our members, but all workers. By organizing workers and partnering with other unions, faith groups and community organizations we will grow power to improve workers' lives across our society.

## Staff Changes (continued from page 1)

The second new hire at Local 653 comes in the position of Union Representative. Amber Allen has been a member of Local 653 since 1998. She is a Baker by trade who has also become very involved with her Union over the past 10 years. Amber cares a great deal for her fellow Union brothers and sisters; her personality is outgoing and she is very compassionate. I have every confidence Amber will do a great job servicing the membership of Local 653. Welcome, Amber!



*Amber Allen*  
*Union Representative*

I started in the industry in September 1996 as a bakery clerk for McGlynn's Bakery. In 1998 I joined Local 653 and was promoted to bakery manager; I have worked for several different companies since then, all under the Rainbow banner.

I became involved with the union by attending regular membership meetings and union activities. I have served on the past four negotiating committees and look forward to many more.

I live in Minneapolis with my husband and two children; I enjoy spending time with them and being involved in all of their activities.

Above all I am excited to serve the membership of this local.

On May 4, Local 653 said goodbye to 14-year Local 653 Union Representative, 37-year member of Local 653, Steve Milner. Steve has been a "rock solid" Union Rep. He has always put the members of this local union first, and been a staunch supporter of the leadership of this union. On behalf of the staff, Executive Board, and membership of UFCW Local 653, I want to wish Steve and his lovely wife Mary a long, happy, and healthy retirement! Thank you, Steve!



*Steve Milner*

### Thanks--

There is so much of that I need to do.

I have been in this industry for 37 years and have encountered so many talented people, including members, managers,

store directors, human resource specialists, district managers, upper management, corporate people and store owners--all of whom have been great to work with.

There have been many ups and downs, but for the most part it has been a great ride. I have worked for the past four presidents of Local 653. Each one of them has done wonderful things for the membership.

I am retiring in May 2016 with much confidence for the future. President Matt Utecht and Secretary-Treasurer Paul Crandall took over the leadership of the local and have not stopped working for the betterment and future of Local 653. They are open, honest and very approachable and I believe we should give them our full support.

All members should know that the people who work in the union office are not the union--you are, and you should get involved and help the leadership to continue to make Local 653 the best it can be!

I have to give much thanks to the other union representatives and the rest of the staff for the support and help I have been given. It has been a great time.

This is what it's all about.

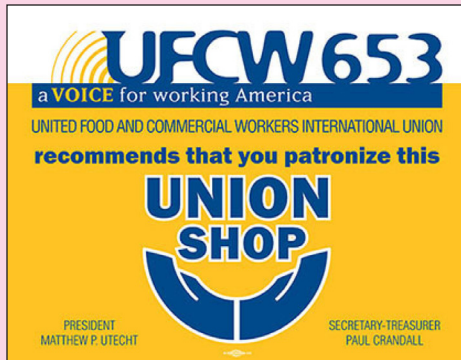
***Union Yes***

***United We Bargain -- Divided We Beg***

# Make a Difference

## Shop Union—Shop Where You Work!

By Paul Crandall, Secretary-Treasurer



**T**ake a look at the entrance doors to our union grocers and you will see this decal proudly displayed informing consumers that UFCW Local 653 recommends that you patronize this union shop!

We make choices every day about how we spend our money. Finding the cheapest price may help extend the paycheck a little, but the cost of shopping nonunion stores may be putting our employer eventually out of business. It is important to understand the potential impact we as union members have as consumers.

It is critical as union members that you invest your hard-earned money into your future by shopping where you work. Shopping where you work protects your job, wages and benefits. You and your fellow members have worked hard to strengthen the benefits that your contract provides. Nonunion competitors such as Walmart, Target and Hy-Vee, are aggressively trying to weaken and destroy your wages, benefits and working conditions. The more profitable they are, the more stores they can open and that will create more nonunion jobs in our communities. Some people may not think that shopping at a nonunion store would be considered taking money out of the hands of a union worker. However, every dollar spent in a nonunion store simply is putting that money in the hands that will use their profit to take away your stability and benefits. Nonunion competitors offer comparable or cheaper prices on some items, while often paying their employees less and providing little to no benefits. The only concern of the nonunion employer is their bottom line – **profits**. Employees at nonunion grocery stores generally earn lower wages, get fewer scheduled hours, no guaranteed minimum hours, no seniority rights. They face higher rates of wage theft and discrimination, receive fewer benefits, vacations, holidays, and do not receive protection under a collective bargaining agreement. There is not a grievance procedure – they are “at-will” employees who can be fired at the whim of management. In the process, nonunion management tactics undercut the wages and working conditions of employees at our union stores. You may not realize that if you shop nonunion you are threatening your own job and only fueling the growth of nonunion competition. When nonunion competitors expand and grow, it puts more pressure on your union employer who provides strong wages, various benefits and retirement. The tougher it is for your employer to compete, the more challenging it becomes when Local 653 sits down at the bargaining table to negotiate on your behalf.

One of the easiest ways to protect all that has been gained for Local 653 is to shop in the stores where we work. Every dollar spent in a union store is dollar well spent toward ensuring the future stability of every Local 653 member. We are all aware that consumers fuel the economy and keep businesses profitable. Profits ensure that businesses stay open and provide jobs for workers. If all 10,000 Local 653 members and their families shopped where they work, and if our retirees supported the business of our employers as consumers, it would make our union employers more competitive in the marketplace. It would increase our numbers. It would strengthen our negotiating power at the bargaining table. Please protect your wages, benefits and job by shopping where you work! Be proud your store displays the union shop sticker in the window.

# *Wilson McShane Corporation*

## **Planning for Retirement**

Retirement can be one of the most exciting times of a person's life. It is important to be prepared and understand the retirement process as you move toward this life change. Below we have provided information related to applying and receiving your pension benefits based on the most common questions the Fund Office receives on the retirement process.

### **When Am I Eligible To Retire?**

In order to be eligible to receive your monthly retirement benefit from the Fund, you must satisfy one of the following requirements:

- Normal Retirement Benefit: Requires 5 years of service and attainment of age 62
- Early Retirement Benefit: Requires 15 years of Credited Service and attainment of age 52
- Thirty-Year Retirement Benefit: Requires 30 years of Credited Service without regard to age
- Disability Retirement Benefit: Requires 15 years of Credited Service and Total and Permanent Disability

Currently a complete year of Credited Service requires 2,000 hours of service in a Plan Year. No more than one (1) year of Credited Service can be earned during any Plan Year. A partial year of Credited Service will be granted on a pro-rata basis for Plan Years with less than 2,000 hours and will be calculated by dividing the number of hours of service earned in the Plan Year by 2,000. There is an exception in Plan Years during which you started or terminated employment--no partial years of Credited Service will be granted for a Plan Year:

1. For hours of Credited Service earned on or after May 2, 2010, if you have less than 1,000 hours of service.
2. For hours of Credited Service earned on or before May 1, 2010, if you have less than 850 hours of service.

With the exception of those who are age 70½, you must terminate employment in the industry before you are eligible to commence payment from the Plan.

### **How Do I Apply for my Pension Benefit?**

A few months before you want to retire, you should contact the Fund Office at (952) 851-5797 or toll free at (844) 468-5917 to request an Application for Benefits. The Application provides necessary information to identify your intended retirement date as well as additional information to determine the benefit payment options available to you under the terms of the Plan. Once your completed Application has been returned to the Fund Office, a Benefit Election Form to select a payment option, tax forms and a direct deposit form will be mailed to you. If you are married and have been for at least 12 months prior to your retirement effective date, you will have the option of choosing a benefit that would allow your spouse to collect part of your pension if she/he outlives you. Please note the Fund Office cannot provide advice on which election option you should choose or how much tax to deduct from your monthly benefit.

### **When Will I Get My First Check?**

It is important to understand that in most cases you will not receive your first pension check on your retirement effective date. Before your pension can start, you must stop working, and all of your hours must be submitted to the Fund Office including vacation/holiday hours. For example, if you physically stop working on April 15<sup>th</sup> and have 4 weeks of vacation hours due from your employer, the earliest date your pension can be effective is on June 1st. This is because your April hours will be submitted to the Fund Office at the end of May and the 4 weeks of vacation hours will be submitted at the end of June. Please note that although your effective date for retirement is June 1, you will not get your first check on June 1st because your vacation hours are not submitted to the Fund Office until the end of June. Going forward, however, you will receive your pension check on the first of each month.

If you have additional questions related to the retirement process, please contact the Fund Office at (952) 851-5797 or toll free at (844) 468-5917.





# Are You Following Company Policies?

By Doug Rigert, Union Representative



Every now and then issues arise at the nursing home facility or one of the grocery stores where I represent the union members. In most cases the issue(s) can be easily resolved through existing language in the union contract that addresses them, as well as listening, respectful communicating and understanding between management (the employer) and the union member (the employee).

However, sometimes the issues involve a violation, challenge or complete disregard of the member following a particular established company policy. It is important that you know

the employer has the right to make policies with the expectation that they will be followed by all employees and, if need be, enforced or appropriate action taken if warranted. This, however, does not mean that anything goes or that a policy as such can protect or allow the employer to do whatever they choose simply because they have an established or written a policy on this or that. The company has the right to make policies, however, your union representative also reserves the right to question and challenge any policies they feel are unjust, unfair, illegal, or violate the union contract. Most employers have policies that address a wide array of issues and what the employees are required and expected to do or not to do in order to be in compliance. If you are unsure or unaware of your employers' policies governing you and your coworkers, ask or request from your employer a copy of all existing policies the company expects you to adhere to.

It is a shared responsibility between you and your employer that you know and follow company policies. Please do not directly challenge or violate a policy for any reason or because you simply feel that it is wrong or unfair. This could possibly jeopardize your job or ability to advance within the company. Instead, contact your union representative first and discuss the issue(s) with them so they can advise you properly as to how to best proceed and, if need be, get involved on your behalf to resolve the issue(s) and to help take the pressure and focus off of you.

## Executive Board Members

Matthew P. Utecht, President	Lorrie Wayman, Vice President 5
Paul Crandall, Secretary-Treasurer	Nick Stute, Vice President 6
Judi Johnson, Recording Secretary	Paul Merchlewitz, Vice President 7
David Maas, Vice President 1	Melissa Charles, Vice President 8
Tom Potvin, Vice President 2	Michael Gaulrapp, Vice President 9
Doug Dehmer, Vice President 3	John Pignato, Vice President 10
Theresa Kick, Vice President 4	Chris Erickson, Vice President 11

# Contract Ratification at Lunds Manufacturing Facility

By Scott Larson, Union Representative

**A** contract agreement was ratified on March 31, 2016, for the Lunds Manufacturing facility in Eden Prairie. The contract will be effective April 3, 2016 through April 2, 2018.

The new contract includes wage increases for both years, improvements to the vacation planner, positive change for accommodating employees' requests for time off, and an addition to bereavement pay (inclusion of stepchildren). The contract maintains pension contributions with a March 5, 2017 reopener. It also maintains Health & Welfare, with the first year having no changes—the employer will continue to make current contributions at **NO COST** to the employee. For the second year the employer contributions will increase from \$159.80 to \$210.65 per week for full-time employees and from \$56.90 to \$116.89 per week for part-time employees. Members will also start contributing to the fund on a pre-tax basis. Effective March 2017 full-time employees will be paying \$10.00 per week and part-time employees will be paying \$5.00 per week. Members will receive a Lunds & Byerlys gift card upon ratification.

Lunds Manufacturing has been in existence since 1979 and was originally located in New Hope. In 2004 it was relocated to 7752 Mitchell Road in Eden Prairie. The facility employs approximately 50 union members.

On a personal note, during my visits through the facility I have witnessed nothing but hard work and dedication to the success of Lunds Manufacturing by each union member. They create sandwiches, salads,

wraps, home meal replacements, bulk salads, deli hot foods, take-and-bake pizzas and marinades. All products are made with incredibly high standards. This can only be achieved with their commitment to working and communicating with their coworkers and being willing to work endless hours of overtime. I admire each and every one of you for taking such pride in your work!

I want to thank Secretary-Treasurer Paul Crandall for his leadership in negotiating the contract, and our negotiating committee-- Jane Watts and Pakou Lee--for their willingness to serve on the committee. All of the positive changes for the entire facility could not have happened without their valuable insight and expertise of the day-to-day operations. Both were committed to achieve the best possible agreement for every member. Once again thank you both for your hard work and dedication through this challenging process.



*Lunds Manufacturing negotiating committee members Pakou Lee and Jane Watts*

# Brede Contract Ratification

By Rick Milbrath, Union Representative

Local 653 members of Brede Exposition Services recently negotiated a new four-year contract. As in all negotiations and contracts, wages, Health and Welfare, pension and work rules were the top issues for the employees. Leading the charge was Secretary-Treasurer Paul Crandall from Local 653 as lead negotiator, along with Brede committee members Perry Joos and Greg Goodman. These three did a great job for all the members who work for Brede, and I would like to thank all of them for all their time and hard work that went into this process.

A four-year contract was ratified that has wage increases every year of the contract while maintaining Health and Welfare each year with no cost to the employees. The company also agreed to maintain pension contributions for the life of the agreement. Negotiations also brought a grandparent bereavement day, along with an additional sick day, which now totals six days a year. They also strengthened the Labor/Management Committee language that will deal with:

- \* Improving Communication
- \* Training
- \* Safety and Health Issues
- \* Product Quality Control
- \* Improving Employee Knowledge and Skill
- \* Job Design
- \* Equipment / Protection of Company Equipment.

They also worked and improved the language on Medical Leave and Union Leave. This was a contract with no give-backs, which was huge. The Local 653 Brede members have very demanding jobs with a lot of deadlines to meet. They work some of the worst schedules that you can image and from any

location across the country.

Their hours can range from 40 to 60 hours or more in one week to being laid off the next. They set up things like the Sportsmen's Show and other trade shows at convention centers and all over Minnesota and the rest of the country. Their jobs range from loading to unloading trucks, cleaning and folding, to setting up hundreds of drapes each week. They also lay over 100,000 feet of carpet at a time, hang signs, and set up booths for vendors. With all that going, they supply tables and chairs for each event. If you ever watch them at work, without question you know they all earn their money.

Again, I would like to thank Paul and the committee for a job well done. Having a contract like this gives members of Brede Exposition Services a lot of stability in their workforce and in their own personal family lives. In today's time, and with what's going on in the world, that is unheard of and priceless.



*Brede negotiating committee members Perry Joos and Greg Goodman*



# May 2016

## Member News and Events

THANK YOU FOR THE TWINS  
TICKETS TO THE HOME  
OPENER. GREAT SEATS AND A  
GOOD TIME, WHAT A TREAT.  
--ALANA

THANK YOU!! WE WON 4 FREE TICKETS TO THE SHRINE  
CIRCUS! WE WERE ABLE TO TAKE OUR 3 KIDS--THEY  
LOVED IT! WE WOULD NOT HAVE BEEN ABLE TO GO WITH-  
OUT THE TICKETS FROM YOU. THIS WAS A SWEET LIFE-  
TIME EXPERIENCE OF SEEING THE ELEPHANTS, LIONS  
& TIGERS, THE TRAPEZE ARTISTS, THE FUNNY CLOWNS,  
AND THE DIRT BIKE/MOTORCYCLE TRICKS. WOW! THANK  
YOU FOR THIS EXPERIENCE! WE APPRECIATE--REALLY  
APPRECIATE IT!!

--MARIA

Thank you for the  
circus tickets! We  
had so much fun!!  
Thanks for all you  
do!

--Chelsea

THANK YOU SO MUCH FOR THE AMAZING TICKETS TO  
THE SHRINE CIRCUS. MY WIFE AND I TOOK OUR 2 DAUGH-  
TERS TO THE SHOW LAST NIGHT AND IT WAS SO MUCH  
FUN.

THE CHILDREN ENJOYED THE LIGHT-UP TOYS AND THE  
COTTON CANDY. THE SEATS WERE THE BEST IN HOUSE  
AND WE FELT A HUGE SENSE OF PRIDE REPRESENTING  
THE LOCAL 653 UNION.  
IT CAME AT A PERFECT TIME AS I HAD JUST GOT  
OUT OF THE HOSPITAL FOR AN UNRELATED NON-WORK  
HEALTH ISSUE. MONEY IS KINDA TIGHT RIGHT NOW AND  
YOU HELPED US TREAT OUR DAUGHTERS TO AN INCRED-  
IBLE FAMILY EVENING. THANK YOU.  
YOUR EFFORTS TO KEEP LOCAL 653 MEMBERS AND  
THEIR FAMILIES HAPPY AND STRONG DON'T GO UNNO-  
TICED. WE APPRECIATE EVERYTHING.  
THANKS AGAIN FOR THE WONDERFUL TICKETS AND AN  
AMAZING NIGHT OUT WITH MY FAMILY.  
FEELING THANKFUL--JOE

Imagine my delight when I opened  
your letter and found two Twins  
game tickets!  
Thank you so much!!

--Carolyn

I just wanted to thank you so  
much for the tickets to the cir-  
cus! We had a great time! What  
an extra special treat to get the  
lighted toy and cotton candy!

--Jill

Thank you so much for the Twins  
tickets. It was a perfect day out and  
they even won! It was our 39th anni-  
versary so we celebrated at the game.  
--Jean & Jerry

I just wanted to take a moment to say thank you. I  
won Wild tickets at the charity bowling tournament and  
my Riff and I had a fantastic time. We even came out  
with a Wild win, and the bowling is always a blast and  
for a great cause. Thank you again for all that you do.

--Susan

Thank you!! Last year my husband  
won 2 Twins tickets, and I've been  
meaning to write to you since. Paul  
took his dad, who is 82 and whose  
health is fading. They loved this fun  
baseball outing and the excellent  
seats!! Although his dad is forgetting  
things, he so enjoyed this outing that  
he has remembered it 1 year later!  
Thank you for this opportunity that  
you provided!! It was such a blessing  
for Paul and his dad and their shared  
love of baseball. The free tickets that  
you offer are such a blessing of oppor-  
tunity--one that we wouldn't have on  
our own. Thank you!

--Paul & Maria





**Save  
the  
Date**

## Annual John Lego Memorial Golf Tournament August 24, 2016

Watch for further information!

## Service Pins Sent Out March - April 2016

### 10 Years

Douglas James (Jerry's Rainbow—Richfield)

### 15 Years

Cheryl Aikin-White (Jerry's Rainbow—Richfield)

Brenda Grater (Cub—Baxter)

Pam Kloster (Jerry's Cub—Elk River)

Mande Thul (Jerry's Cub—Elk River)

### 20 Years

Christina Kuckes (Cub—Eagan East)

Laura Schlotfeldt (Cub—Bloomington)

### 30 Years

Gary Sellner (Jerry's Rainbow—Richfield)

Dan Stock (Cub—Vicksburg)

Linda Stoneberg (Lunds & Byerlys—Edina)

### 35 Years

Sean Graves (Cub—Burnsville South)

Terry Olson (Jerry's Cub—Quarry)

### 45 Years

Mike McGinn (Cub—Vicksburg)

**UFCW Local 653**  
13000 63rd Avenue North  
Maple Grove, MN 55369  
[www.ufcw653.org](http://www.ufcw653.org)  
763-525-1500 or 1-800-292-4105

**Matthew P. Utecht, President** ([mutecht@ufcw653.org](mailto:mutecht@ufcw653.org), 612-965-4307)

**Paul Crandall, Secretary-Treasurer** ([paulc@ufcw653.org](mailto:paulc@ufcw653.org), 612-965-4301)

**JERRY'S FOODS:** Jerry's Sausage

Brainerd / Baxter Cub Foods - Baxter Super One - Crosby Super One - Pequot Lakes Supervalu - Byerly's St. Cloud

**CUB FOODS:** Crystal, St. Louis Park

**Rena Wong, Director of Organizing** ([rwong@ufcw653.org](mailto:rwong@ufcw653.org), 612-865-4345)

**Amber Allen, Union Representative** ([ambera@ufcw653.org](mailto: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

**Scott Larson, Union Representative** ([scottl@ufcw653.org](mailto:scottl@ufcw653.org), 612-961-6305)

**LUNDS & BYERLYS:** Bloomington, Central, Edina, Hennepin, Lake Street, Minnetonka, Navarre, Plymouth, Prior Lake, Richfield, Wayzata, Lunds & Byerly's Kitchen, Lunds Manufacturing

Villa at Bryn Mawr, Senova (Bryn Mawr), Healthcare Services (Bryn Mawr)

**Rick Milbrath, Union Representative** ([rmilbrath@ufcw653.org](mailto:rmilbrath@ufcw653.org), 612-965-4310)

Ingebretsen's - Swanson Meats - Cooper's Foods - Almsted's Fresh Market - Jubilee Foods - Cub Foods Shakopee - Driskill's Foods - Oxendale's Market - Bergan's SuperValu - Hirshfield's - Brede Exposition Services

**KNOWLAN'S FESTIVAL FOODS:** Andover, Bloomington, Brooklyn Park

**KING'S COUNTY MARKET:** Andover, St. Francis

**KOWALSKI'S MARKETS:** Chicago (Parkview), Eagan, Eden Prairie, Excelsior, Hennepin, Lyndale

Golden Living Center (Bloomington and Chateau), Healthcare Services (Bloomington and Chateau)

**Doug Rigert, Union Representative** ([dougr@ufcw653.org](mailto:dougr@ufcw653.org), 612-889-9121)

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

**JERRY'S FOODS:** Eden Prairie, Edina, Jerry's Enterprises  
Benedictine @ Innsbruck Healthcare

**Jim Schommer, Union Representative** ([jims@ufcw653.org](mailto:jims@ufcw653.org), 612-965-4308)

**CORPORATE CUB FOODS:** Blaine North, Blaine South, Brooklyn Park North, Brooklyn Park South, Champlin, Coon Rapids South, Fridley, Lagoon, Maple Grove, Monticello, New Brighton, Plymouth Station, Rockford Road, Silver Lake Road, Vicksburg  
Homestead at Anoka, Gold Cross, Monarch Healthcare

**Nancy Vaillancourt, Union Representative** ([nancyv@ufcw653.org](mailto:nancyv@ufcw653.org), 612-965-4309)

**LUNDS & BYERLYS:** Burnsville, Chanhassen, Eagan, Eden Prairie, Edina, Glen Lake, Golden Valley, Maple Grove, Ridgedale, St. Louis Park

**HAUG'S** - Cub Coon Rapids (Williston), Cub Minnetonka (Haug), Cub Waterford

**JERRY'S CUB:** Elk River

Everett's Foods

Park Health & Rehab, Healthcare Services @ Park H&R

# Young and Active

By Ondrea Shallbetter, Special Project Union Representative



I have recently had a chance to work with a newly active and passionate young member, Adrian Eiken. He has been a member of Local 653 since July 2013 and is currently working in the produce department at Maple Grove Cub. Adrian was persuaded to attend his first union meeting by a couple of our experienced and dedicated members, Jeanne Hendricks and Tom Potvin. Since February of 2014, his interaction with our union has been increasingly more active. Adrian was the youngest member on our 2016 negotiating

committee, and currently is a part of our organizing campaign with Working America. He has also volunteered his time to work the Stamp Out Hunger Food Drive.

While working with Adrian, we have had some down time to talk about what it is that excites him about the labor movement. He feels so passionately about union work because it is such a positive movement, and he has learned something new in every union interaction. Being more involved has given him a fun and productive environment to grow into a more outgoing individual. Adrian is excited to get more young people out to meetings and events, as he believes that we need to educate our young members in order to secure our future.

It has been such a great experience getting to know Adrian and what he stands for. I am beyond excited to see what his future with our union holds for him.

## Your Weingarten Rights

In 1975, the U.S. Supreme Court ruled, in the Weingarten decision, that an employee is entitled to have a union representative present during any interview which may result in his or her discipline. It is up to you to insist on union representation. If you fail to do so, you may waive your rights.

If you are called into a meeting with any management representative and have reason to believe that disciplinary action may result, read them your Weingarten rights:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my union representative or steward be present at this meeting. Without representation, I choose not to answer any questions."

Do the following:

1. Ask your supervisor if you might be disciplined as a result of the interview. If he/she says "No," ask for a written statement to that effect. If he/she gives you such a statement, you must participate in the interview. If not, read him/her your Weingarten rights, remain for the meeting, take notes, and afterwards immediately contact your union representative.
2. If he/she says you might be disciplined but will not allow you to have a union representative present, read him your Weingarten rights, stay in the room, take notes, and do not respond to any questions. Afterwards, contact your union representative immediately. If the supervisor allows your union representative to be present, you should participate in the interview.

# Mother's Day Tidbits

By Nancy Vaillancourt, Union Representative

**M**other's Day was originally started in the 1900s as a result of the efforts of Anna Jarvis, daughter of Anna Reeves Jarvis. Following her mother's 1905 death, it was Anna's way of honoring the sacrifices mothers made for their children. In 1908 she gained backing from a Philadelphia Wanamaker's Department Store and organized the first official Mother's Day celebration at a Methodist Church in Grafton, West Virginia, as well as thousands of people also attending a Mother's Day event at one of the Wanamaker's retail stores in Philadelphia. Following the success of her first Mother's Day, Jarvis--who was never married nor had children of her own--resolved to see her holiday added to the National calendar, arguing that American holidays were biased toward male achievements. She started a massive campaign writing letters to newspapers and politicians urging the adoption of the special day honoring motherhood. By 1912 many states, towns and churches had adopted Mother's Day as a holiday and Jarvis had established the Mother's Day International Association to help her cause. Her persistence paid off in 1914 when President Woodrow Wilson signed a measure officially establishing the second Sunday in May as Mother's Day.

Her vision of the holiday was a personal day of celebration between mothers and families. By 1920 she had become so disgusted with how the holiday had been commercialized that she outwardly denounced the transformation and urged people to stop buying cards and candies. Jarvis eventually resorted to an open campaign against confectioners, florists and even charities. She also launched countless lawsuits against groups that had used the name "Mother's Day," eventually spending most of her personal wealth in legal fees. By the time of her death in 1948 Jarvis had disowned the holiday

altogether and even lobbied the government to see it removed from the American Holiday.

*(Anna Jarvis info taken from History.com)*

In our industry today many mothers find themselves working on Mother's Day. Hopefully they will also find time to spend with their families.

Did you know: More phone calls are made on Mother's Day than any other day? Phone traffic spikes as much as 37%, and 80% of Mother's Day cards are purchased by women.

The work of a mother is never done... if you put a monetary value on the many things a mom handles in the household, her market value would be an impressive \$65,284.00!!

*(From 2015 insure.com Mother's Day Index)*

In 2015 The National Retail Federation reported that \$21.2 billion was spent on Mother's Day gifts that year. Nearly 80% bought a card, almost 70% purchased flowers, and 34% opted for jewelry, spending \$4.3 billion on jewelry alone.

A U.S. Census Bureau report stated there were about 85.4 million mothers in the United States alone.

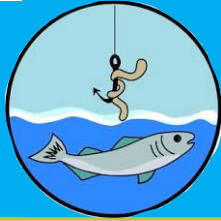
Mother's Day is the third most popular holiday in the world, second to only Christmas and Easter.

*(From Womensday.com)*

***Happy Mother's Day to all the hard-working moms in our industry!!!***







## ANNUAL FAMILY PICNIC AND FISHING CONTEST WEDNESDAY, JULY 20, 2016

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.

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 14, 2016. If you have any questions, call Scott Larson at the union office (763-525-1500).

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*

Hot dogs and pop  
will be served for lunch!

### 2016 UFCW LOCAL 653 FISHING CONTEST AND PICNIC

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: Picnic and Fishing Contest

13000 63rd Avenue N

Maple Grove, MN 55369

One entry per person.  
Duplicate entries will be discarded.

## 2016 UFCW Local 653 Educational Grant

Recognizing how important education is for the future growth of the young people in this country, Local 653 is again this year awarding ten \$1,000 educational grants to our members or their dependents to further their education. The winners will receive a one-time educational grant in the amount of \$1,000 to be applied to the verified school for tuition, books, or room and board. The only qualification is that the student will be attending a college, university, junior college, or technical school. The ten winners will be randomly drawn at the July Executive Board meeting from the applications submitted, and winners will be notified in writing after the drawing has taken place.

### **Member Information:**

Social Security Number (*last four digits only*): \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Employer: \_\_\_\_\_

### **Student Information – Must be completed even if you are the member!**

*If a dependent, in order to be eligible you must be able to be claimed  
on your parents' 2015 tax return.*

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

School you will attend: \_\_\_\_\_

Relationship to member: \_\_\_\_\_

*I give UFCW Local 653 authorization to verify my enrollment in the above school. I understand that this grant will be sent directly to the school and proceeds will be released for tuition, books, or room and board. This is a one-time only grant.*

**Member Signature:** \_\_\_\_\_

**Student Signature:** \_\_\_\_\_

**Deadline for entries: June 30, 2016**

**Mail to: UFCW Local 653, Attn: Scholarships, 13000 63<sup>rd</sup> Ave N, Maple Grove, MN 55369**

# A Visit from Boy Scout Troop 307 of St. Louis Park

By Scott Larson, Union representative



**O**n March 30, 2016, 13 out of 30 members from Troop 307 came to UFCW Local 653 to learn about Labor Unions. Their goal was to earn the American Labor Merit Badge. This particular badge is not earned very often. These 13 troop members spent three hours with Steve Milner and me. They learned about the history of labor unions, how and why they began, and discussed the benefits of belonging to a union, including the services unions provide to the membership, such as wages, safety,

benefits, work rules and collective bargaining. The troop enjoyed pizza for lunch and took a tour of the building.

It was great to see all the enthusiasm and interest from this troop! I want to thank the troop and their leadership for giving us the opportunity to educate these bright young men on what unions are about, and President Utecht for his support in this event.

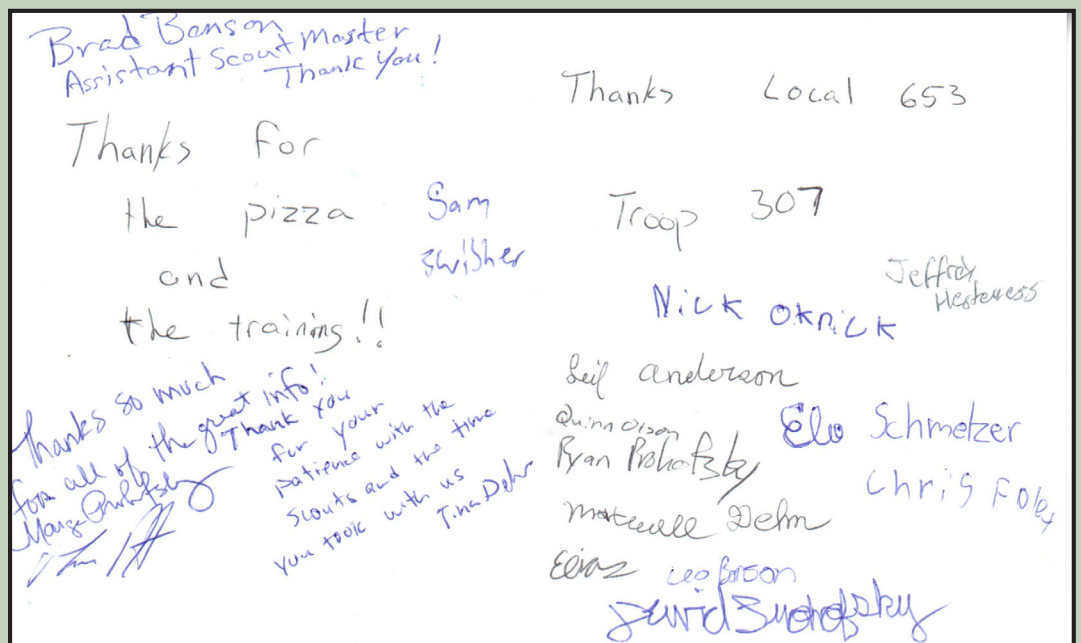
Congratulations to these 13 astute scouts for earning their American Labor Merit Badge. I was impressed with each and every one of you for your attention and the excellent questions you asked. It was great to meet all of you!!



UFCW Local 653 President Matt Utecht (at right) met with members of Troop 307



Boy Scouts' American Labor Merit Badge





# Corporate Cub Expanding

By Jim Schommer, Organizer

**C**orporate Cub Foods is expanding. They recently opened a new store in White Bear Lake and they also took over the Rainbow Foods from Lunds & Byerlys in Plymouth. The Plymouth Station store (as it has been called since the Fleming/Roundy's days) is still under the Rainbow banner, however it is going to be converted into a Cub Foods format in late June to early July. It is a beautiful store and will really shine once it becomes a Cub Foods store. Stop in and you will see some of the original Rainbow members as well as long-time Cub members. They make a great team and it's an enjoyable place to work.

## Some of our great members from Cub - Plymouth Station



Lynn Isdahl, Terry Smith, Lanise Blades - Front End



Alan Peterson - Meat



Dustan Posch - Meat Manager



John Yoder - Meat



Jon Ruppert - Deli Manager



Kim Wood - Deli



Jamie Palmborg - Receiving



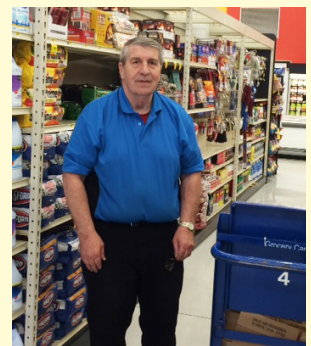
Narcisa Gualpa - Bakery



Reed Kettenacker - Produce



Erik Nelson - Dairy Manager



Don Stimpson - Stocker



The other new Cub store is located in Blaine on 109<sup>th</sup> and University in the Oak Park Plaza strip mall. The new store will be smaller at 45,500 square feet; a typical Cub store is approximately 80,000 square feet. They have just started with the demolition of the old mall. No opening date has been set.



**UFCW Local 653  
Members:**

**Union Meetings are  
recessed for the summer.  
They will resume on  
Monday, October 3, 2016.**

SEND IN THE ENTIRE ADDRESS  
BOX TO THE RIGHT  
FOR A CHANCE TO WIN 2 TICKETS  
TO THE **RENAISSANCE FESTIVAL!**

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

Mail your entry to:

UFCW Local 653  
Attn: Tickets  
13000 63<sup>rd</sup> Ave N  
Maple Grove, MN 55369



**Retiree's Club Meeting Notice**

**Knights of Columbus -  
Marian Hall**

1114 American Blvd. W.  
Bloomington, MN 55420

**Thursday, May 19, 2016**

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

United Food & Commercial  
Workers Union, Local 653  
13000 63<sup>rd</sup> Avenue N.  
Maple Grove, MN 55369  
763-525-1500 or 1-800-292-4105

Change Service Requested

*Renaissance Festival*

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