

Your Voice Matters

By Matt Utecht, President

By now you have seen when workers join together in union, we win. Just look at our growing food co-op movement of workers who want a better life: Linden Hills, Eastside, Seward. These workers want to improve their workplace and have a better life, and working families deserve it.

We value our freedom. We value our voices and choices that we have in our lives. So why shouldn't working people deserve the same freedom as corporate CEOs have: the freedom to negotiate a fair return on our work so we can provide for our families?

Workers in Minneapolis saw huge gains this summer, despite the rich and powerful constantly trying to chip away at the all the freedoms people in union have won for all of us. Just a week after workers at Seward Co-op chose to join the UFCW 653 family, we won \$15 an hour minimum wage! I am extremely proud of these brave workers who stood together in the face of rich and powerful bosses to overcome. They stood together and used their voices to talk about their values. These values are the basis of policies and contracts that create happier lives for us.

That's why I want to talk with you now about **your** voice. The majority of our membership affected

by the Minneapolis Retail Grocery Contract has an important opportunity to have your voice heard **RIGHT NOW!** There is a survey where we want to hear from you about your values. We use these surveys to prioritize what we fight for in bargaining.

If you are covered under the Minneapolis Retail Grocery Contract and haven't completed the survey, I encourage you go online and do it today: <https://www.surveymonkey.com/r/retailsurveyUFCW653>. I want to hear from every single one of you. **Your voice matters!** You are thousands!

In our union, we are family. Our collective bargaining agreements reflect that. They are about our livelihoods, but it's about much more than that. Just like real freedom is about more than making a living, it's also about having time to take a loved one to the doctor, attend a parent-teacher conference, and retire in dignity. I want to work with you to protect and grow these values as we make better lives for our families and communities.

Local 653 Union Stewards and Executive Board members handed out surveys and encouraged members to complete them



Union Steward Kim Cizl at left

Executive Board Member Chris Erickson at right



Union Steward Anthony Lanners at left





SWANSON
MEATS, INC

UFCW Local 653 Members Ratify a New Agreement at Swanson Meats!

By Paul Crandall, Secretary-Treasurer

Congratulations to the seventy hardworking men and women of Local 653 who work at Swanson Meats, Inc. in Minneapolis for ratifying a new three-year labor agreement. Swanson Meats is Minnesota's largest independently owned and operated food service company providing customers with exceptional products since 1962.

Some of the highlights of the agreement are:

- Wage increases secured in each year of the agreement.
- Health & Welfare benefits maintained for the life of the agreement.
- Defined benefit pension maintained for the life of the agreement.
- Improvements in bereavement pay.
- Holiday workweek premium.
- Saturday hours premium.
- Footwear allowance each calendar year.
- New contract language regarding Shop Stewards, SPUR and orientation language for new members.

Swanson Meats provides quality products to some of the most successful restaurants and bars in the metro area including St. Cloud, Rochester, Mankato, Owatonna and Hudson, Wisconsin.



Jose Campos and Oscar Cruz are among the many Swanson Meats employees who will enjoy the benefits bargained for in their new labor agreement

I know personally that some of my favorite places to eat are supplied by Swanson Meats, like Tooties on Lowry in Minneapolis, BLVD Kitchen & Bar in Minnetonka, and 50s Grill in Brooklyn Center.

Local 653 represents all the workers at Swanson Meats including warehouse, meat cutters, machine operators, packers and drivers.

I want to thank negotiating committee members Danny Haney and Tim Branville for doing an excellent job in representing their fellow members during negotiations, and Union Representative Rick Milbrath for his work in the process.

If you are interested in learning more about the excellent products produced by these Local 653 union members, please go to their website at www.swansonmeats.com.

Minneapolis Workers Win \$15 Wage

By Jessica Hayssen, Director of Communications

7 1,000 low-wage workers who work in Minneapolis will get raises starting in 2018. The Minneapolis City Council passed a municipal minimum wage ordinance on Friday, June 30 that will require businesses to phase in \$15/hour over five to seven years, depending on the size of the employer. A disproportionate number of these workers are people of color and single mothers.

The win is a culmination of years of grassroots organizing, and UFCW Local 653 is proud to lift up workers for a better life.

UFCW Local 653 joined the Raise Retail Campaign that ran in 2014 through 2016 along with \$15 Now, CTUL, NOC, CPD, and Working America, and the Minneapolis Regional Labor Federation, among others, to gauge and raise awareness of the \$15 an hour movement, fair scheduling, and sick and safe time in Minneapolis. Organizations worked together to blitz big and small retail stores in the Twin Cities, surveying workers for support of these ideas. Local 653 sent out SPURs (Special Project Union Representatives) and staff to these stores to help survey workers.

The results painted a clear picture that there was a lot of support for \$15. After a ballot initiative for \$15 an hour in Minneapolis failed in a Minnesota Supreme Court ruling last August, the \$15 for Minneapolis coalition pushed for an ordinance.

Through months of working in coalition with labor and progressive organizations, UFCW Local 653 helped to turn out members and amplify communications and support for \$15 an hour.

On June 22, UFCW Local 653 members testified in support of the \$15 an hour ordinance during a Minneapolis City Council public hearing. Members Sondra Williams, Jeff Livingston, and Courtney Huber were there.

In a packed room in Minneapolis City Hall, Sondra Williams said, “I work part-time in the deli department, I have two part-time jobs. I’m a single mom struggling to raise three beautiful children. Imagine not seeing your kids because you work two jobs. I’m doing the best I can. \$15 would not only help me and my family out, but it would help others who are struggling as well.”

Jeff Livingston said, “After 15 or 16 years in the screen printing industry before this current job, I realized that

low wages are part of a systemic problem, where the rich get richer, and working people like me have to work harder and harder for scraps. Although the ordinance sees \$15 fully realized in 2025, I see \$15 an hour as a baseline of what minimum wage should be today.”

Courtney Huber testified, “I make \$14.25 an hour, and have a couple of other part-time jobs, because, well, you gotta do what you gotta do to pay the bills. It’d be nice not to struggle as much.”

As the momentum of the \$15 an hour campaign built, it helped UFCW Local 653 to organize East-side, Linden Hills and now Seward Community Food Co-op in Minneapolis. Workers want a better life through higher wages, workplace rights and collective bargaining agreements. When workers see and experience these momentous wins that lift up union and nonunion workers alike, it builds confidence in retail industry workers.

Looking forward, workers can use the win in Minneapolis to demand \$15 at UFCW Local 653 co-op bargaining and in larger retail contracts down the road.

Local 653 members testify in support of \$15/hour ordinance at Minneapolis City Council hearing



Sondra Williams of Cub - West Broadway



Jeff Livingston of Hirshfield's



Courtney Huber of Cub - Quarry

If you have not already done so, please complete the survey on pages 4-6 and return to a Union Steward, Union Representative, or SPUR.

UFCW Local 653 Retail Contract Survey



Our Collective Bargaining Agreement expires on March 3, 2018. The expiration of this Agreement provides us the opportunity to negotiate over the wages, benefits and working conditions members want to improve.

Member input and participation is how we win the best contract possible. Your opinions and voice matter. Please share your concerns and ideas for what should be addressed in negotiations. After the survey process, a summary will be created and shared with members. There will also be several meetings at various times and locations to talk about our bargaining priorities after the survey process. Survey results will be used to develop proposals and bargaining strategies for the upcoming negotiations. Individual responses and surveys will not be shared with employers.

Please complete this survey and return it to your union representative or steward no later than **September 1, 2017**. You can also complete the contract survey online at www.surveymonkey.com/r/retailsurveyUFCW653.

Name _____ Email _____

Cell (_____) _____ Can we text updates?* ____YES ____NO

What is the best way to reach you: ____ Email ____ Text ____ Facebook Other: _____

Company _____ Location _____

Average hours worked per week _____ Hourly wage _____

RANK YOUR BARGAINING PRIORITIES. Rate the following in order of importance from 1-10 with 1 being least important and 10 being most important. Use each number only once.

Economic Priorities

LEAST										MOST									
1	2	3	4	5	6	7	8	9	10	Raise the hourly wage									
1	2	3	4	5	6	7	8	9	10	Improve the wage scale and/or starting wage									
1	2	3	4	5	6	7	8	9	10	Pay equity									
1	2	3	4	5	6	7	8	9	10	Affordable medical benefits									
1	2	3	4	5	6	7	8	9	10	More paid time off									
1	2	3	4	5	6	7	8	9	10	Protect pension and retirement benefits									
1	2	3	4	5	6	7	8	9	10	Guaranteed weekly hours of work									
1	2	3	4	5	6	7	8	9	10	More full time positions									
1	2	3	4	5	6	7	8	9	10	Shift differentials (i.e. working overnight, weekends, in higher classification)									
1	2	3	4	5	6	7	8	9	10	Other									

Non-Economic Priorities

LEAST										MOST									
1	2	3	4	5	6	7	8	9	10	Consistent scheduling									
1	2	3	4	5	6	7	8	9	10	Job security ("just cause" & representation)									
1	2	3	4	5	6	7	8	9	10	Respect on the job									
1	2	3	4	5	6	7	8	9	10	System for posting and filling vacancies									
1	2	3	4	5	6	7	8	9	10	Training and development opportunities									
1	2	3	4	5	6	7	8	9	10	Vacation and time off requests									
1	2	3	4	5	6	7	8	9	10	Voice in company sustainability and growth decisions									
1	2	3	4	5	6	7	8	9	10	Workload and adequate staffing									
1	2	3	4	5	6	7	8	9	10	Health and safety									
1	2	3	4	5	6	7	8	9	10	Other									

GIVE INPUT TO MAKE OUR CONTRACT STRONGER. Attach additional pages if you need more space.

1. What is your Hire Date? _____ Are you a department head? ____YES ____NO

2. How long have you worked in the industry? (Check one)
 ____ 6 months or less ____ 1 – 3 years ____ 5 – 10 years ____ 15 – 20 years
 ____ 6 months to 1 year ____ 3 – 5 years ____ 10 – 15 years ____ Over 20 years

Continue Survey on page 5

3. We are bargaining to ensure retail jobs are family sustaining careers. Do you see a career in retail?

____YES ____NO

If yes, how long do you plan to continue working in the industry? (Check one)

____1 – 3 years

____5 – 10 years

____15 – 20 years

____3 – 5 years

____10 – 15 years

____Over 20 years

4. In which Department do you work?

____Bakery

____Floral

____Grocery

____Produce

____Courtesy

____Front End

____Meat

____Scanning/Pricing

____Deli

____Frozen/Dairy

____Pharmacy

____Other _____

5. What is your Classification? (Check one)

Full time: ____Traditional FT ____Classified Assistant ____Retail Specialist ____Maintenance ____Carryout

Part Time: ____Modified PT ____Regular PT ____Group 3 ____Certified Pharmacy Tech ____Maintenance ____Carryout

Other: _____

6. For Promotion and Full time opportunities, workers submit a letter of interest to their store manager and cc their union representative.

Are you interested in becoming Full Time? ____YES ____NO

What are changes to the process you would like so there are more opportunities for promotion and full time?

7. All Part Time workers should be scheduled for 15 hours per week and Maintenance/Carry Out should get 12 hours per week. Do you get your minimum hours?

____YES ____NO If no, how often are you shorted hours? _____

8. Group 3 members get 3 floating holidays, vacation (1 week after 1 year and 2 weeks after 3 years), and 15 guaranteed hours of work per week. What improvements are most important for the Group 3 classification?

9. Are you short staffed? ____YES ____NO If yes, how often? _____

10. You are entitled to rest breaks at work. Are you able to take appropriate time for uninterrupted breaks?

____Always ____Most Times ____Rarely ____Never

11. Equity: Are you paid the same or less than a newer person in the same classification? ____SAME ____LESS

12. Please list any other concerns or issues for these negotiations:

13. I nominate these members at my store for the bargaining committee (you can nominate yourself as well):

Part time member(s)

Full time member(s)

_____	_____
_____	_____
_____	_____

Continue Survey on page 6

14. I want to make sure we win a good contract! I will help do the following: (Check all that apply)

- ☐ *Talk to co-workers about how we can win improvements*
- ☐ *Set up or bring co-workers to meetings so we can discuss our ideas and priorities for bargaining*
- ☐ *Pass out leaflets and talk to the public about why it is important to support workers*
- ☐ *Speak with other unions, faith organizations, community groups, and/or politicians to gain support for workers*
- ☐ *Participate in actions and community events to show that workers are united for fair industry standards*
- ☐ *Become a steward or join the contract action team*

Thank you for completing this contract survey.

Your participation will help us win a stronger contract!

Please leave additional comments here:

After completing the survey, please return it to a Union Steward, Union Representative, or SPUR before September 1, 2017.

Help Us to Help You-- Please Participate in the Contract Survey

By Doug Rigert, Union Representative

By now many of you are aware of the UFCW Local 653 contract survey that your Union Representative, Steward or SPUR (Special Project Union Representative) has been in your store handing out to you and each of your coworkers. This survey is the idea and initiative of President Matt Utecht. The purpose of this important survey is to help your union leadership have a greater understanding and insight into the issues you and your fellow coworkers feel are most important to address during the upcoming negotiations.

We are currently in the last eight months of the existing union contract and it is not too soon to start getting ideas about what all of you (the union) would like to see your union leadership and negotiating committee propose and fight for in negotiations with your employer and others in the industry. Your participation by taking and filling out the survey is crucial in helping negotiate and achieve the best possible contract on your behalf. Your voices matter and are at the heart of what is best about belonging to a union. This is your chance (although not the only one) to be heard and to help us help you.

There are three ways to fill out the contract survey. You can either complete the survey that has been handed

to you, complete the survey reproduced on pages 4-6 of this Fact Finder, or the best and most efficient way is to complete the survey online. Simply go to www.surveymonkey.com/r/retailsurveyUFCW653. If you choose not to do it online, please be sure once it is completed to hand it back to your Union Representative, Steward or SPUR.

The individual responses expressed in the survey WILL NOT be shared with your or any other employer. Because the surveys are confidential, they will only be seen by your Union Leadership, Representative, Steward or SPUR, so please do not hand them back to anyone else unless you give it to a coworker you can trust will give it to us.

If you have not received a survey or have filled one out and need to get it back to us, please contact your representative at 763-525-1500 to request they bring one to you or that they come and pick up your completed contract survey. Thank you for taking part in helping to make your union better and stronger by making your voice heard!

Outstanding Employee at Cub - Eagan North

By Amber Allen, Union Representative

Matt Mrozinski has worked at the Eagan North Cub store for three years as a cashier. According to Store Director Chris Hagedorn, "Matt comes to work each day with a huge smile on his face and a load of energy." Matt's energy and positive attitude really stand out to their customers, so much so that Chris receives an overwhelming amount of customer feedback via "Voice of Customer" forms, all positive, of course, and here are just a few examples:

- "The best part of this store is by far the cashier, Matt. Every time I go to this Cub store location I always pick the same lane, the one where Matt works. Every time I see him he puts me in a great mood, always smiling, super helpful and really friendly. He seems like he enjoys his job. I give him a 10/10 performance every time. I have stores closer to my house but I always spend the extra little bit to drive to this store because of how happy and friendly he is. He is by far my favorite employee at any store ever, hats off to you Matt for always making my day better."
- "Matt the cashier is always friendly. Great customer service, always thanks me for shopping at Cub. You can tell he cares."
- "Matt is my cashier. He is friendly, courteous and efficient as he always has been over the years. He always wears a smile!"
- "Matt is a very friendly guy, he always has a smile on his face, he greets sweetly, makes me want to get into the counter where he is. He asks if I have found everything I was looking for today and asks me to fill out a survey. He thanks me and wishes me a good day, he inspires the customers with his actions, he is very pleasant and liked by others."
- "Matt is especially friendly and

competent--he always has been."

- "Our cashier Matt is extremely friendly and made it a wonderful experience. We will be back for sure!"

Those are just a few of the accolades Matt has received from customers.

Store Director Chris Hagedorn regularly rewards Matt with "GOT Cards," however, he felt that Matt deserved much more. Chris reached out to Customer Service Champion Mary Jo Neuman and in no time they had a plan to surprise Matt. On Friday, June 23, the district leadership team, along with the President of Cub, the VP of Operations, the head of HR, the entire Cub Eagan North Team, as well as Matt's parents, sister and nephews (who were secretly contacted) showed up to surprise Matt. There was a small gathering and Matt was given a gift card and an Outstanding Customer Service Pin from Curt Craig.

To say that Matt was surprised and full of excitement would be an understatement! It was a fun event for all Eagan North employees. Store Director Chris Hagedorn also stated, "I am proud to have Matt on my team; he is a top notch, outstanding employee!!"



Matt Mrozinski in red at center

Wilson-McShane Corporation



Staying Safe in the Summer Sun

Summer in Minnesota is a wonderful time of the year for outdoor fun and activities. It's important, however, that while we enjoy the summer fun, we also protect ourselves from potential sun damage/cancer and heat-related illnesses.

Sun Screen and Skin Cancer

Skin cancer is the most common type of cancer. About 5.4 million basal and squamous cell skin cancers are diagnosed each year. In order to protect your skin from harmful UV radiation that can cause skin damage and skin cancer, follow as many of the suggestions below as possible while outdoors:

- Seek shade
- Wear protective clothing (UV-protective clothing, wide-brimmed hat, sunglasses, etc.)
- Generously apply sunscreen (SPF 30 or higher with broad spectrum protection)
- Use extra caution near water, sand, snow and concrete (UV rays bounce off these surfaces)
- Get Vitamin D safely (supplements)
- Do not let your skin tan or burn

The American Cancer Society suggests that individuals follow the "Slip! Slop! Slap! And Wrap!" method to ensure you are protecting yourself and others from skin damage.

- **Slip** on a shirt.
- **Slop** on sunscreen. Sunscreen should be applied 15 minutes prior to going into the sun. Make sure to reapply sunscreen frequently (every two hours or more if you are sweating or swimming).
- **Slap** on a hat.
- **Wrap** on sunglasses to protect your eyes and sensitive skin around them.

Heat-Related Illnesses

It's not uncommon for the temperatures and humidity to soar in the summer months. In order to protect yourself and others from heat-related illnesses, adhere to the following precautions:

- Wear loose-fitting, lightweight clothing. Excess dark or tight clothing holds in heat and doesn't let your body cool properly because it inhibits sweat evaporation.
- Avoid sunburn. If you're going to be outdoors, wear a lightweight, wide-brimmed hat or use an umbrella to protect yourself from the sun, and apply sunscreen to any exposed skin. Having sunburn reduces your body's ability to rid itself of heat.

- Seek a cooler place. Being in an air-conditioned building, even for just a few hours, is one of the best ways to prevent heat exhaustion. If your home doesn't have air conditioning, consider spending time at a shopping mall or some other place with air conditioning. At the very least, find a well-shaded spot. Fans alone are not adequate to counter high heat and humidity.
- Drink plenty of fluids. Staying hydrated will help your body sweat and maintain a normal body temperature. Avoid alcoholic beverages.
- Avoid hot spots. On a hot day, the temperature in your parked car can rise 20 degrees Fahrenheit in just 10 minutes. Never leave children, pets, or anyone else in a parked car in hot weather for any period of time.
- Let your body acclimate to the heat. If you travel to somewhere hot, or the temperature suddenly jumps in your area, it can take several weeks for your body to get used to the heat. It's best not to exercise or do any strenuous activity in hot weather, but if you must, follow precautions and take frequent breaks in a cool spot.

Common Symptoms of Heat Exhaustion

- Confusion
- Dark-colored urine (sign of dehydration)
- Dizziness
- Fainting
- Fatigue
- Headache
- Nausea or vomiting



How to Treat Heat Exhaustion

- Rest in a cool place--Getting into an air conditioned building is best, but at the very least, find a shady spot or sit in front of a fan. Rest on your back with your legs elevated higher than your heart.
- Drink cool fluids--Stick to water or sports drinks. Do not drink any alcoholic beverages which can contribute to dehydration.
- Try cooling measures--If possible, take a cool shower, soak in a cool bath or pool, or put towels soaked in cool water on your skin.
- Loosen clothing--Remove any unnecessary clothing and make sure your clothes are lightweight and nonbinding.
- If you don't feel better within one hour of using treatment measures, seek prompt medical attention.

Heatstroke

Heatstroke can kill or cause damage to the brain and internal organs. Heatstroke often occurs as a progression from milder heat-related illnesses such as cramps, fainting, and heat exhaustion. Heatstroke results from prolonged exposure to high temperatures--usually in combination with dehydration—and can lead to failure of the body's temperature control system. Common symptoms include throbbing headache, lack of sweating despite the heat, rapid heartbeat, rapid shallow breathing, nausea, seizures, confusion, disorientation, and sometimes loss of consciousness or coma.

If you suspect that someone has heatstroke, call 911 immediately or transport the person to a hospital. Any delay seeking medical attention can be fatal. If waiting for the paramedics, follow the steps below:

- Move the person to an air-conditioned environment--or at least a cool, shady area--and remove any unnecessary clothing.
- Fan air over the person while wetting his or her skin with water from a garden hose or sponge.
- Apply ice packs to the person's armpits, groin, neck and back.
- Immerse the person in a shower or tub of cool water, or an ice bath.

For more information on how to protect your skin during the summer months, please visit the American Cancer Society's website: www.cancer.org. To learn more about heat-related illnesses and how to prevent them, please visit the Center for Disease Control's website: www.cdc.gov. Enjoy your summer and stay safe!

Co-op Bargaining Priorities

By Rena Wong, Director of Organizing

These priorities came from bargaining surveys that each worker had an opportunity to fill out and return. Results were summarized and shared with members. The worker bargaining committees used this to craft priorities and goals for their current bargaining sessions.



Eastside Food Co-op negotiating committee members (left to right): Sam Philpot, Whitney Zimmerman, Alex Bischoff, Paul Wood, Seth Kuhl-Stennes

Eastside Food Co-op Workers' Bargaining Priorities:

- Fair system for raises that gets rid of caps so no one is “topped” out, fixes pay inequities, rewards experience and years of service, and is guaranteed on time annually
- Maintain economic benefits such as paid time off, health benefits, retirement, profit sharing, etc.
- Scheduling practices that promote work-life balance through adequate staffing levels based on department needs that recognize individual and situational circumstances
- Workers’ voice and participation in decision making and promoting sustainability of our co-op
- Training and advancement opportunities so workers can grow their skills and experience
- Reflect our community and owner values by actively engaging in our neighborhood and participating in the life of Northeast
- Discipline only for just cause with representation and a clear, effective grievance process



Linden Hills Co-op negotiating committee members (left to right): Tracie Lemberg, Jeff Nielsen, Mark McGraw, Evan Adams-Hanson, Hannah Glaser, Michael Bierlien

Linden Hills Co-op Workers' Bargaining Priorities:

- Fair system for raises that gets rid of caps so no one is "topped" out, fixes pay inequities, rewards experience and years of service, and is guaranteed annually
- Secure economic benefits such as paid time off, health benefits, retirement, profit sharing, etc.
- Scheduling practices that promote work-life balance through consistent shifts and hours, weekly time off, enough hours away from store for rest when "clopening", workers agree before posted schedules
- change, and schedules are posted with adequate advanced notice
- Workers' voice and participation in decision making and sustainability of our co-op
- Training and advancement opportunities so workers can grow their skills and experience
- Respect and dignity for all workers
- Discipline only for just cause with representation and a clear grievance process

"Saving Jobs, Dreams, and Lives" – John Sanchelli



Providing short term mental & chemical health assessment and daily living tools for union members and their families since 1987.

651-642-0182

Available 24 Hours a Day

800-634-7710

Note that TEAM's office has moved to:

*Roseville Office Plaza
1970 Oakcrest Ave
Roseville, MN 55113*

Workers' Compensation Attorneys Are a Phone Call Away

By Jim Schommer, Union Representative

Membership meetings are in recess for the summer months, and will resume in October. If you have been to a previous membership meeting, you have probably met and listened to one of the attorneys from Erickson, Bell, Beckman and Quinn, PA. At least one of them tries to make it to our monthly membership meetings to answer any questions the members in attendance may have regarding Workers' Compensation or any other questions members might have for an attorney.

The attorneys are Caroline Bell Beckman (whose areas of practice include Workers' Compensation, municipal-civil, personal injury, municipal-criminal, and ERISA-subrogation), Kari Quinn (whose areas of practice are Workers' Compensation and municipal law), James Erickson, Sr. (whose areas of practice are personal injury, motor vehicle accidents,

dog bites, alternative dispute resolution, and fire loss), and James C. Erickson, Jr. (whose areas of practice are personal injury, Workers' Compensation, and municipal law). They also have attorneys in their practice who specialize in wills and trusts, estate planning, real estate, and employment law.

As you can see, they cover just about everything, and as a union member of Local 653 you can call and ask questions and have a consultation on any of these matters for free. Their phone number is 651-223-4999. We also have available at our office a brochure on Workers' Compensation that they have produced. They have a very good website (www.ebbqlaw.com) which can also answer a lot of questions.



Tweet Tweet!

We're on
Twitter!

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



"Like"
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Local 653
on Facebook
today!

Let Your Voice Be Heard

By Rick Milbrath, Union Representative

By our voice, emotions and actions at work we are always telling a coworker or someone what is on our mind. We might be telling them our problems, our happiness, our ideas, our wants, our needs, our likes, our dislikes or whatever else might be floating around in our heads.

It is important and necessary that we take time, no matter how busy we are, to listen and relate these feelings and thoughts from other people. We all need to do this for kindness and the courtesy of the workers that we spend time with day after day.

We also need to be extra attentive when other people are communicating their needs and wants to us. In doing

this, we become more in tune with their wants and our own surroundings in our working environment. It is probably one of the greatest and most prudent ways we can spend our time with coworkers if we hope to be successful in our job.

So, how does this affect us in our business? If management does not listen to their employees, which seems to happen more often than not, they will not be informed as to what is happening in their store or company. If management does not have the right communication skills to deliver what they need and why, they will not get the full potential of what they really want from their employees. It is similar with a union—if a union does

not listen to its members, it will not be a successful union.

Contract negotiations for the Minneapolis Retail Contract will likely start around the first of the year 2018. We will have to sharpen our skills on listening and communicating. It is essential and critical that **all members under the Minneapolis Retail Grocery Contract** complete the UFCW Local 653 Retail Contract Survey by going to www.surveymonkey.com/r/retailsurveyUFCW653 or handing in a paper survey to your Steward or Union Representative. This is a very effective way to communicate to your union leadership what is important to you in the new contract.

By failing to prepare, you are preparing to fail.

~~~Benjamin Franklin~~~

## 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 8<sup>th</sup> 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*



# SAVE THE DATE!!

## Annual Harvest Festival

Sunday, October 8, 2017

1:00 - 4:00 p.m.

New  
Location!

Veteran's Memorial Park in  
Richfield



Thank you so much for the tickets to the MN United FC soccer game on July 4th. My son-in-law and I enjoyed the game very much.

--Larry



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](http://www.unionplus.org)!

**UFCW Local 653**  
6160 Summit Dr N, Suite 600  
Brooklyn Center, MN 55430  
[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)  
Brainerd / Baxter Cub Foods - Baxter Super One - Crosby Super One - Pequot Lakes Supervalu

**Jessica Hayssen, Director of Communications** ([jessicah@ufcw653.org](mailto:jessicah@ufcw653.org), 651-261-8559)

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

**Jess Alexander, Organizer** ([jessa@ufcw653.org](mailto:jessa@ufcw653.org), 612-567-1225)

**Amber Allen, Union Representative** ([amberra@ufcw653.org](mailto:amberra@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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:ondreas@ufcw653.org), 612-406-9419)

**CUB FOODS:** Plymouth Station, St. Louis Park

## 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  
FOR A CHANCE TO WIN 2 TICKETS  
TO A MINNESOTA WILD 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, August 17, 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

United Food & Commercial  
Workers Union Local 653  
6160 Summit Dr N Ste 600  
Brooklyn Center, MN 55430  
763-525-1500 or 1-800-292-4105

Change Service Requested

**Minnesota Wild**

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U.S. POSTAGE PAID  
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Twin Cities, MN**

## UFCW Local 653 at the Minnesota State Fair!

Minnesota AFL-CIO Labor Pavilion

1657 Dan Patch Avenue, Minnesota State Fairgrounds

Thursday, August 24 through Monday, September 4, 2017

Kiosk open 9:00 a.m. until 8:00 p.m.



**U**FCW Local 653 will be at the Minnesota State Fair every day this year! Stop by your kiosk at the Minnesota AFL-CIO Labor Pavilion located at 1657 Dan Patch Avenue and say hi, pick up a reusable grocery bag, and sign up for giveaways! Check on our Facebook event for updates as the fair gets closer!

Celebrate with us as your union members show fairgoers where we work in the Twin Cities and in Greater Minnesota. We're the workers that serve community members at most grocery stores and now food co-ops in Minneapolis! We are also workers in nursing homes and other retail industries.

**Live better, work union!**