

## There is Power in a Union

By Matt Utecht, President

Last year, our union grew when hardworking families put themselves first by working together for a better life. Workers joined together at Linden Hills Food Co-op, Eastside Co-op, and Seward Co-op to secure better wages, benefits, safety, and a democratic voice in the workplace through union values. The results are real and make a difference in our members' lives.

Heidi Souza, who works in the deli at Linden Hills Food Co-op, says, "As a working parent, having a reasonable and flexible schedule that allows me to spend time with my kids is critical. Thanks to our new union contract, I won't be penalized for taking time off to attend parent-teacher conferences or caring for my kids when they get sick."

We join together proudly to protect new members and continuing members alike.

In 2018, we enter into negotiations for the Minneapolis Retail Grocery Contract which covers 8,500 of our union family. We partner together as a negotiating committee, part-time and full-time employees, all UFCW Local 653 members, to bargain for a better life through our contract.

We understand the struggle that working families face. I know about your struggles because I've listened to you through all the conversations I've had with all of you and from the surveys you filled out last summer.

We know that our bargaining priorities include higher wages, health and welfare, and securing a sustainable path forward to be able to retire with dignity. They also include pay equity, guaranteed hours/scheduling, job security, and respect in the workplace. You can be sure your voice is heard and clearly communicated as we work across the table to secure your hard-earned benefits.

Connect for negotiation updates by texting 653 to "MYUFCW" to stay connected with negotiations.

**Text 653 to MYUFCW**

**(698329)**

**and receive mobile updates**

**from UFCW Local 653.**

\*UFCW Local 653 does not charge for text messages, but cell phone provider message and data rates may apply.



[www.facebook.com/ufcwlocal653](http://www.facebook.com/ufcwlocal653)

# Take Advantage of Your Exclusive Union Member Privileges

By Paul Crandall, Secretary-Treasurer

**N**ow that we've made it through the busy holiday season, it's time to look ahead as we turn the page to a new year. As a UFCW Local 653 union member, please take the time to learn about these special member-only privileges.

**Educational:** College scholarships for members and union households; free college at [www.ufcw.org/college](http://www.ufcw.org/college); several college scholarships are available during the year through the UFCW International Union and your Local 653 Union.

**TEAM—Employee Assistance Program:** The TEAM employee assistance program is available to all UFCW Local 653 members covering: wellness at work, counseling service, mental health, alcohol or drug problems/addiction, job-related difficulties, stress, family/parenting issues, finances and gambling.

**Ticket Giveaways:** Drawings for free tickets available to Local 653 members to Minnesota Wild, Minnesota Vikings, Minnesota Twins, and the State Fair to name just a few. Simply mail in your name/address label located on the back of the Fact Finder Newsletter and indicate on the envelope "tickets," or you can call/email Sandy (763-525-1500 or [sandy@ufcw653.org](mailto:sandy@ufcw653.org)). Our new website in 2018 will also have a signup form available. Please send only one entry per person so that everyone has an opportunity to win. Drawings are held as tickets become available. Your winning tickets will be mailed to you.

**Ours Resort Cabin Rentals:** Six beautiful cabins located on Lake Superior in Lutsen, Minnesota, exclusively for Local 653 members. This resort is such a gem with the most beautiful view of the lake and a great getaway. Call Sandy at the union office to make reservations; you may also go to our website at [www.ufcw653.org](http://www.ufcw653.org) for more information on prices and availability.

**Union Plus Benefits:** Union discounts on mortgage programs, auto programs, credit cards, travel, cell phones, car rental and so much more. Take time to enjoy your union privileges and the value you enjoy as a UFCW Local 653 member. Check it out at [www.unionplus.org](http://www.unionplus.org).

I hope you all had a joyous holiday and have a happy new year.



*"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.

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# LLS Retail and Member Drive Going Strong!

By Jessica Hayssen, Director of Communications

**U**FCW Local 653 and our labor partners are united in the fight to end cancer! From October 21 until November 18, 2017 over \$5,700 was raised by UFCW Local 653 cashiers, store managers, members, and customers in the first ever *Labor Against Cancer retail campaign* held in Cub Foods in Brainerd and Baxter, SuperOne Pequot Lakes and Chris Quisberg's additional stores in Alexandria, Minnesota. Thanks so much to Chris Quisberg and company for partnering with Local 653.

UFCW has partnered with Leukemia & Lymphoma Society for more than 30 years, and has raised over \$83 million over that time to help ensure that no one battling cancer struggles alone. Many Local 653 members have participated in this fight, and members can be proud of the fact that the collective efforts have helped so many families, including families of some of our own members, stand strong and fight this terrible disease.

UFCW Local 653 is partnering with its Twin Cities retailers as well and will hold similar retail campaigns in March 2018 at participating stores. Incentives for cashiers, store managers and members will increase the opportunity and drive to give generously!

Just like Chris Quisberg's stores, Jerry's Foods in the Twin Cities has already agreed to offer incentives for its top fund-raising store in March by offering a pizza party for its employees! UFCW Local 653 will also offer chances for drawings to win a free two-night stay at Ours Resort for union members on the North Shore of Lake Superior. Wild Tickets will also be offered as an incentive.

In addition to the retail giving, our UFCW Local 653 LLS membership drive is still going strong!

Every donation that you make puts us closer to developing cures to cancer. Please make your donation today. Remember that your donation is tax-deductible because LLS is a 501c3 nonprofit.

Go to [www.laboragaincancer.org](http://www.laboragaincancer.org) to give today.

Click "Donate to Labor Against Cancer"

Put your UFCW Local #653 and all other necessary information in the spaces provided online.

**Attention Jerry's Foods employees!** Your employer will MATCH your donations up to \$2,000 total from now until January 12, 2018. That means you can double the impact you make! Thank you for your generosity as we continue to raise funds to meet our goal as a local of raising \$100,000.



Anna Pitts (Baxter Cub Foods) - Winner of two-night stay at Ours Resort



# Fight for \$15 Update

By Rena Wong, Director of Organizing

**U**FCW Local 653 was honored alongside \$15 NOW, CTUL, Working America, SEIU State Council, SEIU Local 26, Minneapolis Regional Labor Federation, AFSCME Council 5, and Restaurant Opportunities Center by Take Action MN at the 2017 People's Celebration in December as part of a coalition that helped fight for \$15 in Minneapolis.

Now, the Minnesota Chamber of Commerce is trying to take away the \$15 minimum wage increase for workers in Minneapolis. After years of lobbying at City Hall and countless actions and protests by workers, the Minneapolis City Council passed the \$15 minimum wage ordinance in June 2017. However, a few months later, in November, the Chamber of Commerce and other business groups filed a lawsuit to prevent the ordinance from going into effect. On December 11, a judge denied a request for a temporary injunction against the new minimum wage ordinance.

## **How does raising the minimum wage to \$15 impact UFCW Local 653 members and all low-waged workers?**

Sondra Williams, a steward at Cub Foods West Broadway, testified at a city council hearing in June. She 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."

At Linden Hills Co-op, Eastside Food Co-op, and Seward Community Co-op, raising the minimum wage was an important reason for organizing a union with UFCW Local 653. Max Storey works in the deli at the Seward Friendship store and said, "Every year I've seen my cost of living go up. Less and less can I save for my retirement or an emergency. The \$15 an hour movement has given me hope I can make a future for myself instead of living paycheck to paycheck. That is part of why I organized to form a union with my coworkers."

Amy Swenson is a Food Demo Specialist at Seward shared, "I live in a 198-square-foot studio apartment on Cedar and Riverside in an affordable housing co-op. \$13.32/hour is above the current Minneapolis minimum wage, but even working full-time it is nearly impossible to live on. Over half my income goes to rent."

## **Why do the Chamber of Commerce and business interests want to prevent \$15 and Sick and Safe Time ordinances from being implemented?**

Robert Van Vranken from the grocery department at Linden Hills Co-op believes that, "Considering the appalling disparity between what would be a living wage and the current actual minimum wage, this attempt by the Minnesota Chamber of Commerce displays in no uncertain terms their indifference to the needs of working people. Their continued attempts to consolidate wealth in the hands of a few wealthy CEOs and business owners damage both the economy and the democracy of Minneapolis."

Veronica Mendez Moore, Co-Director of Centro de Trabajadores Unidos en Lucha (CTUL), one of the organizations that worked to mobilize community and workers to win \$15 in Minneapolis, notes, "Winning \$15 in Minneapolis was a tremendous victory affecting about 71,000 workers, particularly impacting the most marginalized communities in Minneapolis including women and people of color. The Chamber of Commerce has decided that corporate profits are more important to them than allowing hardworking people in Minneapolis to be able to feed their families."

These same business interests tried to take away paid sick and safe time through a statewide "preemption bill" that would have taken away cities' local control over workplace standards in 2017. We were able to prevent that from happening by mobilizing together as unions, community, faith groups, and the public to take action by calling on Governor Dayton to veto it. We will need to organize together and collaborate even more in the future to win for workers.

Please contact me at 612-865-4345 or [rwong@ufcw653.org](mailto:rwong@ufcw653.org) to get more involved in organizing!



*Local 653 members attend Take Action MN People's Celebration December 9, 2017.*

# Wanted: Nonunion Workers!

By Jess Alexander, Organizer

Local 653 is a large and powerful union. But for us to continue to do well for ourselves and for all workers in the grocery industry we need to increase our power. Union power is people power. The more people we bring together the stronger we are. Workers coming together to join a union—that’s organizing. Local 653 needs to continue to organize.

Only a few decades ago, almost all grocery stores in Minnesota were unionized. Now our union grocery stores compete directly with many different nonunion grocery stores. With less of our industry unionized, we don’t have the power we used to have.

Since our power as a unionized industry has slipped we don’t have the bargaining power to maintain the high standards that mean a better life for workers in our industry. We pay more for healthcare, we have smaller pensions, we get fewer hours and we do more work. We are working harder and getting a smaller slice of the pie.

One recent statistic highlights the situation we are in: unemployment in America is at a 17-year low. This should make our pay go up—with fewer people looking for work, companies should pay more to hire and keep workers. But that’s not what’s happening. Instead, wages haven’t gone up for working families in any real way for decades.

Strong unions give us the power we need to bargain for better pay, better benefits and better jobs. The more workers we unite from across our industry, the better contracts we can bargain. UFCW Local 653 is here for all workers in our industry. We aim to organize our entire industry.

Organizing starts with a single person. Do you know someone working in our industry who doesn’t have a union? Do you know anyone working at these (or other nonunion) stores:

- Hy-Vee
- Whole Foods
- Trader Joe’s
- Target
- Wal-Mart
- Macy’s
- Best Buy
- Home Depot
- Menard’s
- Walgreens
- CVS
- SuperAmerica
- Holiday
- Kohl’s
- Family Dollar
- Dollar Tree
- Fresh Thyme
- TJ Maxx
- Marshall’s
- Aldi’s
- KMart

All grocery, food and retail workers are welcome at UFCW Local 653. It’s in our best interest and it’s in their best interest to organize and join Local 653.

Friends, family, neighbors, workers at a store in your area—give us a call and we can figure out how to get started organizing:

<p><b>Rena Wong</b> Organizing Director (612) 865-4345 <a href="mailto:rwong@ufcw653.org">rwong@ufcw653.org</a></p> 	<p><b>Ondrea Shallbetter</b> Organizer and Union Representative (612) 406-9419 <a href="mailto:ondreas@ufcw653.org">ondreas@ufcw653.org</a></p> 	<p><b>Jess Alexander</b> Organizer (612) 567-1225 <a href="mailto:jessa@ufcw653.org">jessa@ufcw653.org</a></p> 
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# Are You Receiving the Overtime Pay You Earned? And Is Your Employer Paying It Properly When It Occurs?

By Doug Rigert, Union Representative

**T**he topic of overtime is one of those common discussions that comes up often. There seems to be some misunderstanding and confusion surrounding the issue, such as, "What is the correct definition or interpretation of overtime?", "What triggers it to go into effect?", as well as "Is your employer paying it properly as they are required to do under the current contract?" My hope is that this article will help to answer and clarify these questions.

Overtime, which is referred to as one-and-one-half times an employee's regular hourly rate of pay, occurs **anytime** a part-time employee is scheduled to work beyond eight hours on any given workday or is asked to work past their scheduled eight-hour work shift by the manager on duty or other qualified company personnel who has the authority to do so. When it comes to a full-time employee who is scheduled to work eight-hour days, the same rules apply. However, if a full-time employee is normally scheduled to work ten-hour days, overtime or one-and-one-half times their hourly rate of pay occurs only when they work beyond ten hours as either the result of being scheduled as such, or being asked by the manager on duty or other qualified personnel. I have heard from too many union members who have told me that they have worked approved overtime but did not receive it as they should.

The most common examples are employees who are scheduled or asked if they can work past their eight-hour shift by the manager or other qualified personnel. Then later in the same week they are asked or told by the same personnel to cut an equivalent amount of time off of their remaining work schedule to counter or avoid what the company **mistakenly believes** allows

them from having to pay the overtime they worked earlier in the week. For the record, leaving earlier than scheduled does not allow or let your employer off the hook from paying you for the approved overtime you worked earlier in the week. The overtime pay was earned on the day(s) you worked it and nothing can change that. Going home earlier than scheduled after you have worked approved overtime in the same week only allows the employer to count or calculate those hours cut at the end of the week at your normal or straight hourly rate of pay. They still owe you for the approved overtime on any and all days worked. If this happens to you, contact your store director first to give them a chance to fix it and pay you the overtime owed to you. If for some reason they don't, please contact your union representative immediately to help resolve the issue. Contrary to the belief and understanding of some, overtime or one-and-one-half times an employee's regular rate of pay can occur as stated in the example above and not just as some people commonly think applies **only** if an employee works more than forty hours sometime between Monday and Saturday as a result of them being scheduled or asked to do so. The one exception to this would apply to courtesy employees in the following way: Courtesy employees may work up to forty hours of work per week at straight time and be paid one-and-one-half times their regular rate of pay after forty hours only. Please remember, the employer is only required to pay you overtime if you are scheduled as such or additional hours that you worked on any given day that were the result of the manager on duty or other qualified personnel requesting you work additional hours.

# Vacations 2018

By Rick Milbrath and Jim Schommer, Union Representatives

If you are a member of Local 653's Minneapolis Retail Meat Cutters and Food Handlers Contract, there are a few things you should know and remember about vacations.

First, the vacation planner or schedule for the year should be posted and hung in each store by January 1. Second, vacations are selected on the basis of seniority by each classification by February 15 of each year. Third, the approved vacation shall be posted in each market by March 15 of each year for the following twelve (12) month period to March 15. Members who fail to select vacations by February 15 will be placed at the bottom of the seniority list for the purpose of vacation selection.

Vacations are open to the membership 52 weeks a year in each store. Your employer **does have** the ability to limit the number of members on vacation each week, but not deny. This limitation is one employee from each classification in each store. What does this mean? The minimum number of employees that would be allowed to go on vacation is a meat cutter, meat service employee, full-time food handler, part-time food handler, full-time deli, certified pharmacy tech, full-time maintenance, and part-time courtesy, custodial and so on. One from each separate seniority classification in each store is allowed any of the 52 weeks of the year. The employer **does not** have the ability to limit only one employee on vacation at a time from a given department with more than one classification. Example: They cannot tell a retail specialist or service employee they cannot go on vacation because a journeyman or a classified assistance meat cutter is on vacation the same week in that

department. They are different classifications and one employee from each classification would be allowed to go. In theory, you could have a retail specialist, a service employee and a journeyman from the same store go on vacation at the same time. If two employees from the same classification sign up for the same week of vacation on the vacation planner and the employer is only allowing one to be on vacation that week, the senior employee would be allowed to go. The further you plan ahead the better--more things fall into place when it comes to vacations.

The employer **DOES NOT** have the ability to tell or make union members feel that they cannot take vacation certain weeks of the year. A lot of times they do this by color coding or blocking off certain weeks on the vacation schedule or planner. Usually this happens around the holidays. They do this to try to discourage union members from signing up on certain weeks of the year. Another tactic they use is you get to have a special one-on-one meeting with your store director because you asked for one of the holiday weeks off, or some big sale is happening on the week you requested. The company has the right to limit but not deny when it comes to vacations. Remember, employers can limit but not deny any of the 52 weeks of the year. So if your vacation planner is hung with weeks that are blocked off, give your union representative a call to have that corrected.

We would strongly recommend that you, as a union member, take the time to read the vacation clause in the Minneapolis Collective Bargaining Agreement (union book), found in Article 4, Section 4.6. This clause will tell you everything there is to know about your vacation time and qualifications. This is one of many values the union contract provides for its members. If you have any questions on this or any other issues, feel free to give your union representative a call at the union office. With that being said, have a great vacation. Remember to always try to plan as far in advance as possible for your vacation requests. "Like Noah, he did not wait for it to start raining before he started building an ark."



# HO HO HO!

By Amber Allen, Union Representative

Local 653 held its 8<sup>th</sup> Annual Breakfast with Santa on Saturday, December 2, at the Earle Brown Heritage Center. Members and their families enjoyed a fabulous buffet style breakfast which included pancakes, sausage, bacon, scrambled eggs, hashbrowns, fresh fruit and yogurt.

Shortly after breakfast was served sleigh bells rang and the “jolly one” arrived, welcomed by a room full of excitement and cheer from all ages. Santa gathered the children and the room silenced as he read “The Night Before Christmas.” Once the story was finished the children lined up for their individual opportunity to share their wishes with Santa, and for individual and/or family photos. Before leaving the families enjoyed some holiday cookies, hot chocolate and cider, and the children were given treat bags to take home.

This event is always a huge success for two reasons: (1) It’s so enjoyable for members, their family, and the staff of all ages, and (2) Thanks to the generosity of our members we are able to provide a large donation to the “Toys for Tots” organization ensuring those families who need a little help during the holidays don’t have to go without. Local 653 members never cease to amaze me. **THANK YOU!** And thank you to the Local 653 staff for making this another successful event!







## Glaucoma Awareness Month

**G**laucoma is a disease that affects the eyes and can cause damage to your optic nerve, usually the result of abnormally high pressure inside your eye. The increased pressure can usually erode your optic nerve tissue, which may lead to vision loss or blindness.

Glaucoma is a group of diseases, the two most common types are:

- Primary Open-Angle Glaucoma
- Angle-Closure Glaucoma

### Primary Open-Angle Glaucoma:

Primary Open-Angle Glaucoma is the most common form of glaucoma. This form of Glaucoma develops when drainage canals become clogged. The entrances to the drainage canals should be clear and working correctly; when they become clogged, the inner eye pressure (also called IOP) rises and the fluid can't drain from the eye properly. Symptoms are typically innocuous at first, with mild warning signs. If left undiagnosed, over time Open-Angle Glaucoma will cause steady loss of vision. Intervention from a medical professional is needed to avoid further vision loss; treatments can be effective, but Glaucoma cannot be cured.

### Angle-Closure Glaucoma:

Angle-Closure Glaucoma (acute Glaucoma) is another common type of Glaucoma. It occurs when the drainage canals are blocked or covered. With this type of glaucoma the iris is not as open as it should be. The outer edge of the iris bunches up over the drainage canals when the pupil enlarges too much or too quickly. Symptoms may include, but are not limited to, headaches, eye

pain, nausea, rainbows around lights at night, and very blurred vision. If you are found to suffer from Angle-Closure Glaucoma, treatment usually involves laser or conventional surgery to remove a small portion of the bunched-up outer edge of the iris. This should allow the extra fluid to drain more efficiently.

### Prevention:

Presently, regular eye exams are the best form of prevention against significant glaucoma damage. Early detection and careful, lifelong treatment can maintain vision in most people. Overall, a check for glaucoma should be done:

- Before age 40, every two to four years
- From age 40 to age 54, every one to three years
- From age 55 to 64, every one to two years
- After age 65, every six to twelve months

Those at a higher risk, which are those with a family history or diabetes, should be tested every year or two after the age of 35.

Unfortunately there are no known ways of preventing glaucoma, although significant vision loss and blindness can be prevented if the disease is treated during its early stages. It has been shown that a regular program of moderate exercise will benefit your overall health, and studies have shown that moderate exercise three or more times a week can have an IOP-lowering effect. Wearing protective eyewear is also an important preventive measure; eye injuries can result in traumatic glaucoma or secondary glaucoma. Remember, regular comprehensive eye exams are the best form of prevention against glaucoma and other eye diseases.

# Seward Bargaining Priorities and Update

By Ondrea Shallbetter, Union Representative and Organizer

Seward Co-op has had three bargaining sessions and the workers' priorities are as follows:

- Fair system for raises to fix pay inequities, reward experience and years of service, and is guaranteed annually
- Transparency regarding the context of decisions being made that affect the workers as well as the Co-op
- 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," worker agreement before posted schedule changes, and schedules posted with adequate advanced notice
- Workers' voice and participation in decision making around policies like attendance 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

What the bargaining committee has been able to accomplish in their first few sessions:

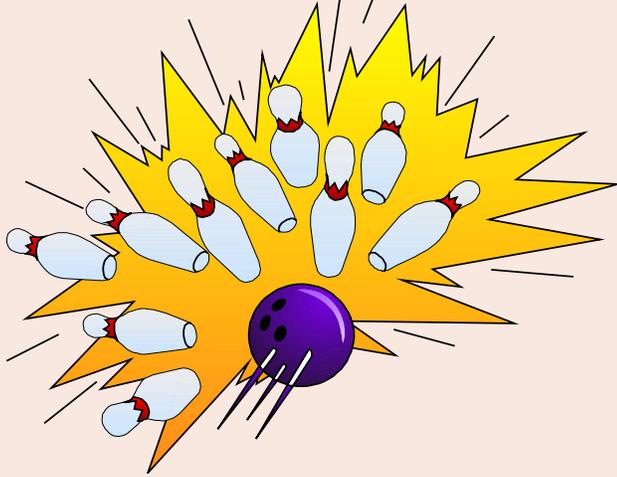
- Received economic data from management
- Tentatively agreed to training for all management on employee rights
- Tentatively agreed to union visitation rights

The hardworking bargaining committee is still fighting for basic issues of respect, dignity and decent treatment:

- Trans Rights
- Discrimination policy
- Employee Discount
- Break time
- ZERO tolerance of abuse and harassment, including customers
- Input on the attendance policy



**Seward Co-op Negotiating Committee Members:** Standing (left to right) - Keith Hanson, Brittany Miller, Ace Fox, James Bjork, Bailey Lutz, Jack Rosenquist, Calista Adeboye, Max Storey, Amy Swenson, Alex Christenson, Michael Patrick. Seated in front - Alicia Marcellis.



# UFCW Local 653's 34<sup>th</sup> Annual 9-Pin No-Tap Cosmic Bowling Tournament

<b>Date:</b>	Sunday, February 11, 2018
<b>Start Times:</b>	12:00 noon
<b>Check in:</b>	11:00 a.m.
<b>Location:</b>	New Hope Bowl 7107 42nd Avenue North New Hope, MN 55427
<b>Cost:</b>	\$9.00 per person (includes shoes)
<b>Events:</b>	Men's Singles, Women's Singles Team (2 men and 2 women)

*All monies collected from entry fees will be donated to:*

## **The Leukemia & Lymphoma Society**

- All members, their family and guests are welcome to participate. Winning teams or individual winners must be members.
- A team consists of two men and two women.
- As a "No-Tap" Tournament, we will not be using handicaps.

*--Prizes for first place in team, men's singles and women's singles.  
--Prizes for getting a strike with a colored head pin (9 pins is a strike).  
--Drawings for door prizes.*

Questions? Need more entry blanks? Call Scott Larson at 612-961-6305.

**Payment must accompany your entry.**

**Entries must be received by Thursday, February 1, 2018.**

**RESERVE EARLY!**

# UFCW Local 653 34<sup>th</sup> Annual Bowling 9 Pin No-Tap Tournament

## Sunday, February 11, 2018

**New Hope Bowl**  
**7107 42nd Avenue North**  
**New Hope, MN 55427**

Captain Name: \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ MN, Zip: \_\_\_\_\_  
 Employer: \_\_\_\_\_

Mail or stop in  
 the union office  
 by or before  
 Thursday,  
 February 1, 2018.

Payment must  
 accompany  
 registration form!

UFCW Local 653  
 Attn: Scott Larson  
 6160 Summit Dr N  
 Ste 600  
 Brooklyn Center,  
 MN 55430

Questions?  
 Call Scott Larson  
 at 612-961-6305.

Singles Entries		
12:00 noon		
Check-in at 11:00 a.m.		
M/F	Singles Entries -- Print Names	Amount
		\$9.00
		\$9.00
		\$9.00
		\$9.00
		\$9.00
		\$9.00
Total for singles:		

Team Name: _____		
12:00 noon		
Check-in at 11:00 a.m.		
M/F	Team members -- Print Names	Amount
		\$9.00
		\$9.00
		\$9.00
		\$9.00
Total for team:		\$36.00

**1/2  
PRICE!**

## Ours Resort - Have We Got a Deal for You!



Ours Resort is a special place any time of year, and it's a wonderful destination in the winter. It's located just one mile from the Lutsen Mountains ski resort, which has great ski slopes. There are also nearby snowmobile and cross country ski trails. Even if you're not into outdoor activities, it's hard to beat sitting in front of a nice fire looking out at Lake Superior. Aaaahhhhhh.....

Sound interesting? We're making it even more affordable than usual! Starting December 1, reservations made for stays between January 1 - March 31, 2018, are **HALF PRICE!**

Ours Resort is owned and operated by UFCW Local 653. It consists of six cabins on Lake Superior in Lutsen, MN. Each cabin is fully furnished--you only need to bring your food, clothes, and personal items. (Check our website--[www.ufcw653.org](http://www.ufcw653.org)--under Member Benefits for more information.)



Ours Resort is available to active, dues-paying members of Local 653 and retired members who are receiving a UFCW Local 653 pension. Call Sandy at the Local 653 office (763-525-1500) today to make your reservations. You'll be glad you did!



## 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.

Just wanted to let you know how pleased we were with the [Breakfast with Santa] party this year. The grandkids had a good time and the food was outstanding, maybe the best we've ever had. Please keep the same caterer for next year. Thanks.  
--Van

**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](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

Linden Hills Co-op

Restaurant Depot

**UFCW Local 653 Members:**

Union Meetings will be held the first Monday of each month (October through May) at **6:00 p.m.** at Embassy Suites by Hilton Mpls North, 6300 Earle Brown Drive in Brooklyn Center.

**Upcoming meetings:**  
Monday, February 5, 2018  
Monday, March 5, 2018

**SEND IN THE ENTIRE ADDRESS BOX AT THE RIGHT FOR A CHANCE TO WIN 2 TICKETS TO A MINNESOTA TWINS 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, January 18, 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

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