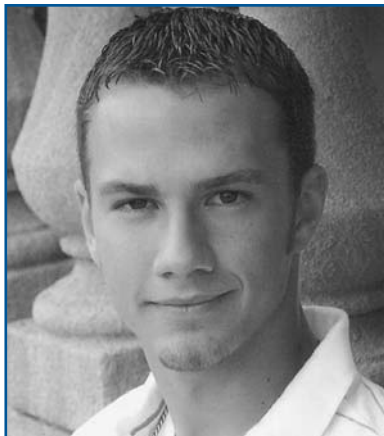


Local 876 Scholarship Winners



Paul Kudla

Son of David Kudla
Kroger #549



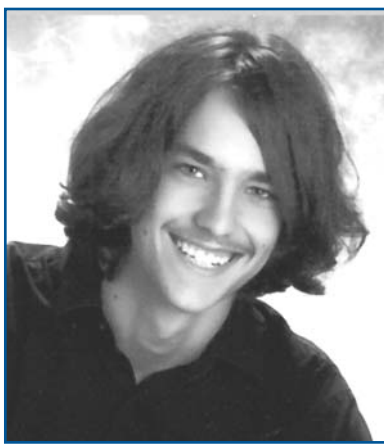
Jennifer Pennington

Daughter Lawrence Pennington
Kroger #442



Sandra Rambow

Daughter of Nancy Rambow
Kroger #675



Jacob Stanton

Member
Kroger #618



Kara Witting

Daughter of Mary Bean
Hollywood #1

The 2008 Local 876 Scholarship \$2,000 winners were recently chosen by the scholarship selection committee selected by college scholarships were recently awarded to the five applicants who received the highest scores from the .

"The committee was very impressed by the overall quality of all of the applicants, and moved by many of their essays," Roger Robinson, Local 876's president, said. "The winners and their families should be extremely proud to have been selected as one of the top applicants from a very impressive group of students."

Court Denies Kroger's Appeal in Meat Coat Dispute

The U.S. Circuit Court of Appeals provided Local 876 with another victory in its ongoing battle with Kroger regarding the laundering of meat department uniforms. In late June, the court ruled against Kroger and upheld the 2007 federal court decision challenging the March 2006 arbitrator's decision in the case.

"The arbitrator ruled Kroger could require employees to launder their uniforms, but must pay them for their time and laundering expenses," Roger Robinson, Local 876's president, said. "Kroger challenged the arbitrator's authority to rule over the payment aspect of the grievance, and asked the federal court to set aside that portion of the decision. The court denied the request, upholding the arbitrator's entire ruling."

Kroger then appealed the federal court's decision

to the U.S. Court of Appeals for the Sixth Circuit. Their loss in circuit court leaves only an appeal to the U.S. Supreme Court, which Kroger still has time to file.

Prior to the recent court decision, Kroger decided to limit its financial liability to members for their laundering time and expense, by once again contracting with an outside firm to perform the service.

"While we are pleased Kroger resumed its practice of laundering the uniforms, from July 2003 through March 2008, members were saddled with this unpleasant, time consuming, and costly task and they deserve to be fairly compensated," Robinson said. "This has been a long struggle, but it is gratifying to have won at every level. Eventually, Kroger is going to have to admit their error and settle this case."

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Spread the
Word to the
Beauty
Trades
Professionals
in Your Life

BARBERS & COSMETOLOGISTS Guild of Michigan

Affiliated with UFW Local 876 since 1979, the Barbers and Cosmetologists Guild of Michigan has been making a difference in the lives of beauty trades professionals by offering



many valuable benefits including:

- ✓ Low Cost Health Insurance Plans
- ✓ 401(k) Retirement Savings Plan
- ✓ Short Term Disability/Time Loss Pay
- ✓ Free \$10,000 Life Insurance Benefit



Call 877-585-9672 for More Information

Upcoming Local 876 Membership Meetings

General Membership
Meetings are open to all Local 876 members. At these meetings, union representatives review the actions of the Local 876 Executive Board, present updates, and address members' questions.

Meetings begin at 7 p.m.

Madison Heights

Local 876 Union Hall
876 Horace Brown Dr.
Oct. 7 • Dec. 2

Ann Arbor

Holiday Inn Campus N.
3600 Plymouth
Nov. 10

Flint

Plumbers & Pipefitters
5500 W. Pierson Rd.
Oct. 1

Traverse City

Days Inn
420 Munson
Oct. 1

Lansing

Michigan AFL/CIO
419 S. Washington
Oct. 9

Muskegon

Comfort Inn
1675 East Sherman
Oct. 14

Monroe

Murray/CIO Bldg.
41 Front Street
Oct. 14

Keep Your Union Records Updated: Change Notification

Keeping your union records up-to-date ensures no interruptions in communication and accurate servicing. Please put a check mark next to the box(es) indicating change(s) you are submitting, and fill this form out completely. No changes will be processed without the last four digits of your social security number. Return completed cards to: UFCW 876; 876 Horace Brown Dr.; Madison Heights; MI 48071. Notify the Michigan UFCW Unions & Employers Health & Welfare Fund with changes at 1-800-322-8190.

*WITHDRAWAL CARD REQUEST

Complete if you leave the industry, or are no longer employed for any reason. You must be off one calendar month to be eligible for a withdrawal card.

NAME, ADDRESS or PHONE CHANGE

For name changes, include previous and current name. For all other changes, include only current information. You may be contacted by phone if further information is required.

Name: _____ Last 4 digits of social security #: _____

✓ Name change to: _____ Effective date of change: _____

Mailing address: _____ City: _____

Apt. #: _____ State: _____ Zip: _____ Employer: _____ Unit #: _____

Telephone: (_____) _____ Cell phone: (_____) _____ Email: _____

× Withdrawal card request - Last day worked: _____ Last location worked: _____

Reason you will be off the job: _____

UFCW 876

Advocate

Official quarterly publication of the
United Food and Commercial Workers
Local 876

Roger Robinson
President

Rick Blocker
Secretary/Treasurer

George Misko
Recorder

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Kim Fletcher	Frank Catanzaro
Barrie Willenborg	Roger Oman
Fred Farley	Harold Jones
Jo Ann Potts	Kim Imbrunone
Constance Misuraca	Mark Charrette
Wayne Lounsbury	Kim Taylor

UFCW Local 876

876 Horace Brown Dr.
Madison Heights, MI 48071
1-800-321-6406
www.ufcw876.org

Michigan Health & Welfare Funds
1-800-322-8190

**UFCW National Industry Pension
Fund and Sausage Makers Pension**
1-800-531-2385

Pre-Paid Legal Plan
1-800-826-0101

Social Security
1-800-772-1213

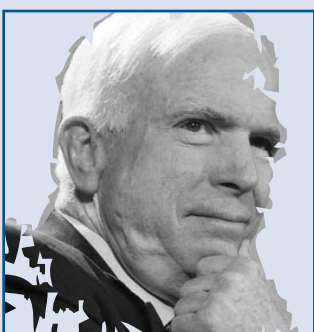
Retirement Services Center
1-800-321-6406 ext. 8645

**Barbers and Cosmetologists
Guild of Michigan**
1-877-585-9672

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Madison Heights, MI 48071

THE REAL JOHN McCAIN • THE REAL JOHN McCAIN • THE REAL JOHN McCAIN • THE REAL JOHN McCAIN



John McCain REVEALED

Sen. John McCain has long promoted the idea that he is a "straight-talking maverick" who challenges his party and stands up to his president. However, McCain has not strayed far from President George Bush's line. McCain is not running for a term of his own; he is running on an extension of the anti-worker agenda laid out by Bush in his first two terms: tax cuts for the rich, privatizing Social Security, attacking workers' rights and outsourcing jobs.

Facts revealing the real John McCain and his position on issues of importance to working families appear on the following pages.

Local Expands Servicing Staff Providing Members with Greater Access to their Union

Membership Services Reps



Leslie Butterworth Dan Pedersen

Local 876 members will begin to see new faces representing the union at their workplaces. These individuals, whose business cards read "Membership Services Representatives," will focus on educating members about the programs and services available to them through their union, and obtain membership input on future programs.

"Local 876 has made developing and implementing new programs designed to enhance the services provided to Local 876 members by their union a top priority for 2008," Roger Robinson, the union's president, said. "The local has several new programs in place and would like to see more members take advantage of these great opportunities. The Membership Services position was created because it is difficult for Union Representatives to regularly talk to members about an increasing number of union programs during their unit visits

because they are busy with grievances and helping members solve other workplace issues."

It is also Local 876's intent for the Membership Services Representatives to help the union know its membership better by learning what members want from their union.

"The more we know about the membership, the better services we can provide to them," Robinson said. "Our goal is to continually do better by the membership, and we are confident implementing the Membership Services Representatives position will help us achieve this goal."

To insure Membership Services Representatives are not sidetracked into handling workplace problems or contract issues, they have not been trained in these areas. Membership Services Representatives will refer members with these types of issues to their Stewards and Union Representatives.

"Members can still take any question or issue to their Union Steward or Local 876 Union Representative, as their jobs will not change with the addition of the new staff," Robinson said. "In addition, members now have the added resource of a Membership Services Representative to help answer questions about and navigate through union programs, and take suggestions regarding programs back to the local."

Initially, Membership Services Representatives will be assigned to metro-Detroit Kroger, Hiller's and Hollywood stores. As the program is fine tuned, it is likely to be expanded to include additional units.



2008 UFCW Local 876 Membership Golf Outings

Tuesday, September 23
Maple Lane Golf Club
Sterling Heights
\$30

Thursday, September 25
Warren Valley Golf Course
Dearborn Heights
\$35

Both events begin with registration and continental breakfast at 8 a.m. and shotgun starts at 9 a.m. and include 18 holes of golf with cart, contests, lunch, and raffles. Lunch will be at the union hall following golf at Maple Lane, while golfers at Warren Valley will enjoy lunch at the turn on the course.

Registration Form

Team captain and main contact for the _____ outing.

Name: _____ Telephone: _____

Address: _____

City: _____ Zip Code: _____

Employer and unit number: _____

Other golfers: _____

Send your registration form and fees to: UFCW Local 876, 876 Horace Brown Drive, Madison Heights, MI 48071. Make checks and money orders payable to "Local 876 Membership Golf" Direct questions to: 1.800.321.6406.

President's Message

What We Have Done and Must Do

As you read this issue of the *Local 876 Advocate*, you will see that your union has accomplished much over the last few months.

We not only awarded \$10,000 in college scholarships, but expanded the local's scholarship program to include 20 scholarships to

Wayne State University's Labor School.

In addition to successfully launching a Young Workers Committee, your union expanded its staff to include Membership Services Representatives to educate members about the union's committees, programs, and services. One such service is noted in this issue, the 20 percent discount off rental fees at Madison Place, Local 876's newly renovated and updated banquet hall.

I am pleased to report Local 876 has also updated our former Hair Care Division, renamed the Barbers and Cosmetologists Guild of Michigan, and will once again be actively recruiting new members to our union.

Another piece of good news for Local 876 members came from the U.S. Circuit Court of Appeals who ruled in their favor in our ongoing dispute with Kroger regarding the laundering of meat department uniforms. This ruling brings us closer to obtaining fair compensation for members forced to launder their uniforms.

Despite these meaningful achievements, the most important topics in this publication focus not on what we have done, but on what we can do -- elect Barack Obama as the next president of the United States.

Senator Obama's campaign slogan is "change we can believe in." For workers and their unions, electing Obama is change we must have. It would be difficult, if not impossible, for workers and unions to bear four more years of the anti-worker, anti-union policies of the Bush administration which is what a John McCain presidency would bring.

We must change the course our country is on by putting Barack Obama in the White House. His blueprint for change puts workers ahead of corporate interests, and will restore the promise of the American Dream to the millions who have been abandoned and victimized by the policies of the Bush administration.

For unions, Obama's promise to sign the Employee Free Choice Act into law, is a promise of a brighter tomorrow. With labor law finally working for workers, the percentage of workers belonging to unions will rise, raising the wages, benefits and working conditions for all workers.



Roger Robinson

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ON THE ECONOMY

John McCain Says We're Not Headed Into a Recession

"I don't believe we're headed into a recession. I believe the fundamentals of this economy are strong, and I believe they will remain strong."

(*GOP Debate, 1/10/08*)

McCain Offers Massive Tax Cuts for Corporations and the Wealthy

McCain's tax plan offers two massive tax cuts for corporations, slashing tax rates from 35 percent to 25 percent, with 58 percent of the benefits going to the top 1 percent of taxpayers -- an even larger tax cut for the wealthiest taxpayers than Bush's. (*Reuters, 3/10/08; Center for American Progress Action Fund, 3/21/08*)

McCain's Tax Cuts Would Cut Social Programs Working Families Need

"McCain cannot pay for his tax cuts without massive reductions in Social Security, Medicare or other key programs that benefit the vast majority of Americans." (*Center for American Progress Action Fund*)

Congratulations Recent 876 Retirees

A&P/FARMER JACK

Darlene Abad
Patsy Albertson
Kathleen Beard
Carrie Bennett
James Boice
Barbara Bonner
Marguerietta Bullock
Julia Bylski
Thomas Calleja
Jack Campbell
Robert Catalfo
Carol Catenaro
Penelope Churchfield
Thomas Cunningham
Joseph Davis
John Delisi
Gary Dudley
Jean Ebendick
Gladys Edgerton
Elizabeth Elliott
Katherine Formes-Dore
Sarah Gardner
William Geoit
Helene George
Betty Griffin
Carol Haidy-Hickey
Helen Hale
Michael Hare
Roberta Harris-Peoples
Don Hoffman
Anita Holliday
Christine Houle
Larry Keehn
Clarence Kroll
Paul Kuzera
Joseph Lavich
William Linsdau
Viola Long
Phyllis McKenzie
Alan McWha
Sylvia Moore
Timothy Murphy
Dennis Palmer
Leah Patrick
Nancy Paxton
Beckwith Pearson
Daniel Pier
John Plumley
Mose Primus, Jr.
Robert Quinn
Janet Radwanski
Alice Reid
Vicki Shonce

Sharon Spleet
Ruth Streeet
Penelope Strigel
Edward Szymanski
Shirley Tyrell
Charles Vangogh
James Wade

GIANT FAMILY DISCOUNT

Willard Hardy
Lee Paterson

HAMADY

Ross Carlile

HOLLYWOOD MARKET

Veronica Schumborg

KROGER

Gloria Ackerman

Martha Adkins
Charles Brynski
William Burke, Jr.
Barbara Doeman
Clara Johnson
Dianne Jed
Barbara Lambrix
Craig Lashbrook
Patricia Longerbeam
Audrey Maitrott
Roy Necker
Brian Pennington
Barbara Peters
Diane Roberts
Michael Sheloski

OLESON'S

Margaret Lloyd

RAY'S FOOD FAIR

David Eichorn

John Jamrog

RITE AID

Janice Chandler
Betty Frazer

SEAWAY FOODTOWN

Marthel Allen

OTHER

William Adams
Valerie Awiszus
Roger Bentz
Michael Brothers
Karen Brown
James Clawson
Kay Drexler
John Dziendziel, Jr.
David Eby
Larry Elkins
Maxine Feller

Michael Finch
Jacqueline Fital
Jacqueline Fogarty
James French
James Geer
Sandra Hall
Gordon Harris
Joann Harris
Judith Haskin
Paul Hering
Alice Hickman
Victor Hogan
Charles James
John Johnson
Michael Johnson
Teri Kelsh
Linda Kilbourne
Karl Koenig
Ronald Krok
Robert Larosa
Patricia Loshkreff

Donna Lynn
Earl Marshall
Edna May
Stephanie Massey
Elizabeth Mercier
Barbara Mercer-Dumeah
Patricia Milner
Roger Morgan
Edward Mowinski
Milton Nash
Jameell Omron
Anthony Picarella
Bruce Podolski
Rita Romero
Virginia Rosati
Richard Schulte
Craig Sitkowski
Regina Stumpf
Linda Walker
Scott Ware

Members & Retirees Save at *Madison Place*

Local 876 members and retirees are eligible for a 20 percent discount off the rental fees at Madison Place -- the newly renovated banquet center located within the Local 876 building.

Perfect for weddings and other family celebrations, as well as trade shows and meetings, Madison Place Madison Place offers:

- Banquet facilities accommodating up to 900 guests.
- 1,400 square feet of trade show/convention space.
- Newly redecorated facility.
- Modern amenities, spacious bathrooms and coat room.
- Separate caterer's entrance and two catering kitchens.
- Convenient location north of the Twelve Mile exit off I-75.
- Accessible overnight accommodations in the immediate area.
- Outside catering, bartending and entertainment accepted.
- Spacious and secured, lighted parking.
- Assistance from an experienced Event Coordinator.

For More Information Call 888-385-9671 or go to www.madisonplacebanquet.com



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ON RETIREMENT SECURITY

McCain Wants to Privatize Social Security

McCain voted for Bush's Social Security Privatization Plan to put workers' retirement money into risky private accounts, and reduce Social Security payments retirees receive -- a plan he continues to promote in his 2008 campaign. (SCR 83, Vote #68, Wall Street Journal 3/3/08)

McCain Bashes Social Security, But Collects His Checks

McCain called the U.S. Social Security system that has allowed millions of seniors to retire with dignity an "absolute disgrace." Yet he received \$23,157 last year in Social Security checks. (McCain at a Denver town hall meeting, 7/7/08; Associated Press, 7/17/08)

McCain Voted to Cut Medicare Funding, Increase Seniors' Medicare Premiums and Raise the Eligibility Age

In 2005, McCain voted to reduced Medicare by \$6.4 billion, and against protecting seniors from steep increases in their Medicare premiums. He also voted to increase the age for Medicare eligibility from 65 to 67. (S. 1932, Vote #363, S. 1932, Vote #287, S. 947, Vote #112)

Meet the 2008 UFCW Local 876 Scholarship Winners



Paul Kulda, is a 2008 graduate of Garbriel Richard High School with a 4.19 grade point average. He plans to attend Wayne State University and earn a doctorate in pharmacy.

A varsity athlete in three sports, Kudla was also a member of the National Honor Society, band, and several other groups.

In a letter of recommendation, his counselor wrote: "Because of his strong leadership skills, Paul has become someone that other students look up to. He understands his responsibilities and always sets a good example."

Jennifer Pennington, is a 2008 graduate of Thurston High School where she excelled as an honor student, varsity athlete, and community volunteer.



"Jennifer has enhanced our school in numerous ways. Her dedication and "can do" attitude about everything she undertakes is an inspiration to both peers and staff," a teacher wrote of Pennington, who plans to study accounting.



Sandra Rambow, is a sophomore at Western Michigan University studying Art Education who plans to pursue a Masters Degree in Art Therapy to "help people believe in themselves and feel more confident about who they are."

A high school honor student and captain of the varsity volleyball team, Rambow also played varsity volleyball at Indiana University of Pennsylvania.

Jacob Stanton, recently completed his freshman year at Schoolcraft Community College, and plans to transfer to a four year university to earn a degree in journalism. A Local 876 member



since starting to work at Kroger in high school, Stanton persevered through tough times. As his teacher wrote, "his story is one of overcoming difficulty and living up to potential!"



Kara Witting, is a recent graduate of Utica High School where she was an honor student and participated with several student organizations including the marching band, Destination Imagination, yearbook and student council.

Witting will be attending Wayne State University where she will pursue a major in Political Science with an eye on a career in foreign affairs. Regardless of her career path, Witting plans to "Continue volunteering throughout my life and inspire others to do the same. You can never stop learning valuable things from others," she wrote.

Essays Answer the Question: "How Local 876 Has Made a Difference in My Life"

Applicants for the 2008 Local 876 scholarship were required to complete an essay on the topic of how Local 876 has made a difference in their lives. The following are excerpts from the 2008 scholarship winners' essays.

"I live with a lifelong condition that requires seeing doctors a few times a year, it is hard to think about what I would do if I was one of those people in a family without health benefits. Local 876 has prevented my family from having to deal with medical expenses completely on our own." Sandra Rambow

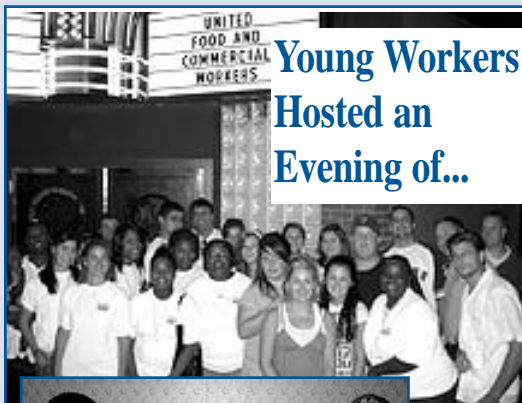
"Life with the union is all I know. I have the UFCW to thank for my healthy body, my straight teeth, and indirectly, my education and future." Paul Kulda

"Many of my friends' parents have been laid off or have lost their jobs recently due to the economy. Thanks to their union, my parents have kept good paying jobs along with health benefits for our family and a good pension package." Jennifer Pennington

"I went through a rough patch...But I managed to cleanup my act, I turned my life around. Had I lost my job, I don't know what I would have done. I wouldn't be able to afford any of the things that resulted in my change of life...and it's all thanks to the union." Jacob Stanton

"Local 876 has not only represented my mother, they represented me at Farmer Jack. As Farmer Jack closed, I was able to see how much Local 876 cared for its members as they held many seminars to help aide the closing process of Farmer Jack...Local 876 brought security to my life when I felt that it was starting to fall apart." Kara Witting

Local 876 Young Workers Kick Off is a Bit Hit



Young Workers Hosted an Evening of...



...Food



...Fun



...Friends



...Family

Local 876's Young Workers Committee hosted its first membership event in late June, an evening of fun, food, friendship, and family at Dave & Busters in Utica.

"We had a great turnout, with over 100 members and their family and friends in attendance," Emilie Herzberg, Local 876's Young Workers Coordinator, said. "Everyone had a lot of fun and seemed real excited about future Young Worker events."

The Young Workers Committee plans to regularly hold different types of social events and outings at various locations in the tri-county area at reduced costs to members of any age.

"We surveyed members at the Dave & Busters event and received very useful information that will help us plan future events," Herzberg said. "Members seemed very interested in spending time with their fellow UFCW members in a relaxed and fun atmosphere."

Members interested in learning more about the Young Workers Committee can go to the group's page at www.myspace.com/local876 or contact Herzberg at 1-800-321-6406 or YoungWorkers@ufcw876.org.

THE REAL JOHN McCAIN • THE REAL JOHN McCAIN • THE REAL JOHN McCAIN • THE REAL JOHN McCAIN



McCain's Health Care Proposal is Similar to Bush's Failed Plan

Like Bush's, McCain's plan undermines existing employer-based health care and pushes workers into the private market to fight big insurance companies on their own. It will reduce benefits, increase costs, and leave many with no health care at all.

McCain's Plan Reduces Health Care Quality

McCain's proposal would circumvent laws regulating health care quality and consumer protections. *(The Common-wealth Fund, Envisioning the Future)*

McCain Wants to Tax Workers' Health Benefits

McCain would make employer-paid health premiums part of taxable income, creating a new tax on working families. *(Center on Budget and Policy Priorities, 9/20/06, 4/5/06)*

ON HEALTH CARE

Local to Award 20 Full Scholarships to WSU Labor School

Local 876 has expanded its Scholarship Program to include 20 full scholarship to the Labor School at Wayne State University.

The Labor School brings together people who share a common concern for the future of their workplace, their union and their community in a cooperative learning environment to explore the historical, social, economic and political contexts that shape labor's problems and prospects. Coursework also provides the strategies, tactics, organizational skills and legal insights required for leadership.

"The Labor School is a wonderful opportunity for members of any age who are interested in gaining a deeper understanding of the labor movement and issues facing workers, along with developing their leadership skills," Roger Robinson, Local 876's president, said. "The Labor School's cooperative learning environment with no entrance requirements, exams, or grades is especially appealing to workers who haven't been in a classroom for several years."

Students typically complete the Labor School program in two years, attending classes once a week for two semesters annually. Fall semester lasts 11 weeks, beginning in September, and winter semester last 18 weeks, commencing in January. Students can complete the program in one year by attending classes twice a week. Classes are two and one-half to three hours long and are offered at a variety of times including weekday mornings or evenings, and Saturday mornings. Students can attend the class each week that best fits their schedule. Classes for the 2008/2009 labor school will be held on the WSU Campus in Detroit.

Labor School graduates are admitted to WSU without further education or tests and receive 10 credit hours after enrolling in a degree program.

"Being able to move immediately into a degree program following graduation from the labor school is a great incentive to complete the program," Robinson said. "However, participation and completion of the Labor School program is also an impressive addition to any resume."

Any member with one year of service as of September 1, 2008 is eligible for a Local 876 Labor School Scholarship. Awards will be paid directly to the school and winners must be active members at the time tuition is due in order to maintain their scholarship eligibility. To apply, complete the application on this page. For more information, call Local 876 at 1-800-321-6406.

The Labor School -- A School for Workers With...

- ... No Entrance Requirements
- ... No Exams
- ... No Grades
- ... No Cost for Local 876 Scholarship Winners



UFCW Local 876 Labor School Scholarship Application

Name _____

Telephone Number _____ Last Four Digits of SS# _____

Briefly State Why You Want to Attend the Labor School _____

Mail completed form by 12/10/08 to: Local 876 Scholarship; 876 Horace Brown Dr., Madison Heights, MI 48071.



Michigan UFCW Unions
and Employers Health
and Welfare Fund

IMPORTANT NOTICE

Enroll for 2009 Health Benefits by November 1, 2008 Deadline

- All eligible members working at the listed employers must complete and return their open enrollment forms by November 1, 2008 in order to receive health care benefits from the Michigan UFCW Unions and Employers Health and Welfare Fund in 2009.
- Even members making no changes to their current coverage, or who recently enrolled, must complete and return required enrollment forms by the deadline.
- Call the Fund Office at 800-322-8190 to update your address and insure receipt of your open enrollment packet.
- Benefit coverage will end December 31, 2008 for members who miss the November 1, 2008 deadline.

**Requirement Applies
to All Eligible
Members Working at**

Beaver's
Cygnet Financial
Hollywood
Hiller's
Kroger
Riverside Markets
Oleson's
Plumb's
Turri's

There Will be NO Extensions of the November 1, 2008 Deadline

**CALL 800-322-8190 IF YOU DO NOT RECEIVE
YOUR ENROLLMENT PACKET BY OCT. 1, 2008**

UFCW876

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Madison Heights, MI 48071

www.ufcw876.org

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