

**GET IN ON THE ACTION!**  
**UFCW MI FIREKEEPERS CASINO TRIP**  
**TUESDAY, MARCH 16 -- \$10 PER PERSON**  
**UFCW \$10 Ticket Includes: \$25 to Spend at the Casino and Round-trip Transportation**



Buses will be leaving from Madison Heights, Flint, Saginaw, Ann Arbor, Lansing, Jackson & Grand Rapids.

Due to the popularity of 2009 UFCW Michigan casino trips, Locals 876 and 951 have teamed up to offer an expanded 2010 casino outing to Battle Creek's FireKeepers Casino, providing additional buses and scheduling additional departure locations.

Flyers and posters detailing the casino trip are included with this *Steward Edition* for distribution at the workplace. These flyers also contain a ticket order form. It is important to note the following factors regarding tickets and the order form:

- Due to limited seating, members may purchase one guest ticket.
- Casino tickets are limited and will be filled on a first come first served basis.
- The form must be completed entirely. Incomplete forms will be returned without tickets.
- Casino regulations require individuals be at least 21 years old and present valid picture ID matching the information on the ticket order form below.
- Orders must be received by March 9. No orders will be filled after this date.



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**1-800-321-6406  
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# UFCW 876 STEWARD EDITION

United Food and Commercial Workers Union Local 876 • Vol. 6 No. 1 • Feb. 2010

## Stewards Urged to Warn Members to Use Caution Online

### Cyber Activity Could Lead to Workplace Discipline

Although they are “off the clock” when engaging in online communications, members can still be disciplined for their actions on social networking sites (such as Facebook and Twitter), personal websites, podcasts, videos, blogs and other cyber sites.

“Celebrities and politicians aren’t the only ones getting in trouble for for something they posted online. Workers, including members are being disciplined, even terminated, for their online actions,” Roger Robinson, Local 876’s president, said. “Stewards need to remind members to think about employment ramifications before they launch something into cyberspace.”

Many employers, including Kroger, have developed specific policies regarding employee online communications. Stewards are encouraged to familiarize themselves with their employer’s policy and contact their union representative with questions.

In general, members can protect themselves online if they don’t identify their employer. If their employer is identified, it is recommended members post disclaimer such as “these postings are my own and do not represent the opinions of (list employer).”

Even with a disclaimer, if members

go online and bash their employer or another employee, they risk discipline.

“While the truth is always a good defense, members must be able to prove their statements are true, which isn’t always easy,” Robinson. “To best protect themselves, members should refrain from saying anything negative about their employer or coworkers in their online communications.”

Members can be disciplined, even terminated, for dishonesty if information they post online contradicts information provided to the employer.

“If you call in sick to work, then post pictures of yourself at the beach, you have a problem,” Robinson said. “And one that is hard to defend since you have provided undisputable proof the employer can and will use against you to support any discipline.”

Members should assume their employer will see their online actions.

“The internet has made the world very small, Robinson said. “It’s simple, if don’t want your employer to see the picture, comment, video, or status, don’t put it online.”

### UFCW Joins Immigration Reform Effort

Over the next few months, a coalition, including the UFCW, will be working to fix America’s broken and expensive immigration system, by securing immigration reform that works for America’s workers by:

- Regulating our borders.
- Allowing the right number of workers into the country at the right time, with proper authorization.
- Enforcing workers’ rights and protections.
- Taking into account the dynamics of international trade, which not only moves finances, but also labor, across borders.
- Offering a path to citizenship for workers already in this country.

As the UFCW moves immigration reform into the national spotlight, it is important for members to have the facts on the issue. The article on page three debunks the top myths surrounding immigration reform. For more information on immigration reform and the UFCW’s efforts to help all working people—immigrant and native-born—improve their lives and realize the American dream, go to [www.ufcw.org/issues/immigration](http://www.ufcw.org/issues/immigration).

# It's in Our Hands: Local 876 Official Census Partner

Local 876 has signed on as an official U.S. 2010 Census partner to help insure a complete and accurate census.

“For the state of Michigan in general and for the city of Detroit in particular, it is critical everyone living in our state is counted in the 2010 census,” Roger Robinson, Local 876’s president, said. “Census data is used to determine how much federal funding states and communities are granted annually. The lower the census numbers the lower the funding. With people leaving Detroit and Michigan to find jobs elsewhere our population has declined. We simply can’t afford to have the residents who remain go uncounted.”

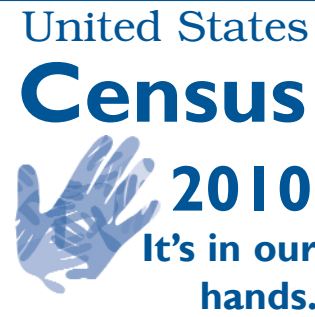
The allocation of the 435 seats in the U.S. House of Representatives is also determined by the census.

“States gain and lose seats in the U.S. House based on their population gain or loss,” Robinson said. “More seats translates into more power and money for your state. Politically, it is important to the labor movement for traditionally pro-union states, like Michigan, to maintain or increase their number of U.S. representatives. Every seat we lose is likely to be a gain for anti-union states.”

With census numbers collected every 10 years, the impact of inaccurate census data is long-lasting.

“With so much at stake for the people of Michigan, we simply can’t afford to have anyone go uncounted by the census, which is why the local said ‘yes’ when asked to become a census partner,” Robinson said. “The census bureau is looking for unions and other community groups to communicate the importance of participating in the census and dispelling myths that keep people from being counted.”

Stewards can assist in Local 876’s communication efforts regarding the



## The U.S. Census: A Snapshot

**What:** The census is a count of everyone residing in the United States.

**Who:** All U.S. residents must be counted—both citizens and non citizens.

**When:** Census questionnaires will be delivered in March, by U.S. mail or hand delivery. In remote areas some people will be counted in person.

**Why:** The U.S. Constitution requires a national census once every 10 years to count the population and determine the number of seats each state will have in the U.S. House of Representatives.

**How:** Households should complete and mail back their questionnaires upon receipt. Households that do not respond may receive a replacement questionnaire in early April. Census takers will visit households that do not return questionnaires to take a count in person.

## A Complete Count: The Importance of Census Data

Every year, the federal government allocates more than \$400 billion to states and communities based, in part, on census data.

Census data is used to determine locations for retail stores, schools, hospitals, new housing developments and other community facilities.

Census data determine boundaries for state and local legislative and congressional districts.

## 2010 Census Questionnaire: Easy, Important and Safe

With only 10 questions, the 2010 Census questionnaire takes approximately 10 minutes to complete. Households are asked to provide key demographic information, including: whether a housing unit is rented or owned; the address of the residence; and the names, genders, ages and races of others living in the household.

**By law, the Census Bureau cannot share an individual's census responses with anyone, including other federal agencies, law enforcement entities, and creditors.**

census by encouraging members to complete their census questionnaire and explaining its confidentiality.

“The most common reason people don’t complete their census questionnaire, or provide the census with inaccurate information is they falsely think their information will be turned over to a government agency, creditor, court,

or individual, who they are avoiding,” Robinson said. “The fact of the matter is, the Census Bureau is prohibited from sharing any personal identifiable information from the questionnaire with any government agency, group or individual. No one has to worry about some one finding them because they participated in the census.”

# Debunking Immigration Reform Myths

## Myth: Immigrants take jobs.

### The Facts

- The largest wave of U.S. immigration since the early 1900s coincided with the nation’s lowest unemployment and rate and fastest economic growth.
- Broken immigration laws allow employers to exploit illegal workers driving down wages for all workers.

## Myth: Immigrants don't pay taxes.

### The Facts

- On average, undocumented immigrants contribute more in taxes than they consume in public benefits. It is estimated this group contributed nearly \$50 billion in federal taxes between 1996 and 2003. Undocumented immigrants also contribute between \$7 and \$8 billion annually in social security, amounting to over \$100 billion in the last 15 years *they will never claim*.
- Legalizing the undocumented workforce, will bring these workers out of the underground economy and increase social security and federal tax revenues. The Congressional Budget Office estimated that \$48 billion in new federal revenue would have been generated from 2008 -2017 had the 2007 immigration reform bill passed.

## Myth: Immigrants are free-loaders who drain federal and state coffers.

### The Facts

- Studies repeatedly shows undocumented immigrants contribute more to the economy than they take. Despite

the myths, undocumented immigrants are *ineligible* for most public services including food stamps, Medicare and Medicaid.

● According to Texas’ Comptroller, eliminating Texas’ undocumented population in 2005 would have generated a 2.1 percent decline in gross state produce, a 2.3 percent decline in employment and a 2.6 percent decline in personal income.

● America’s prosperity has long depended on the hard work, commitment and entrepreneurial spirit of immigrant workers. Just as they have done for centuries, immigrants fuel the U.S. economy and create more buying opportunities for native-born workers.

## Myth: Enforcement at the borders will solve the problem.

### The Facts

- The strategy of deportation and enforcement without reform has repeatedly failed and cost taxpayers billions of dollars. From 1986 to 2002, the budget for the Border Patrol increased tenfold, from \$151 million to \$1.6 billion, yet during that same time, 9 million undocumented immigrants were added to the U.S. population.
- It is estimated it would cost well over \$200 billion, more than four times the 2008 Homeland Security budget, to deport today’s 12 million undocumented immigrants, in addition to the costs to local economies.

● Trying to eliminate the undocumented workforce through “enforcement-only” policies would only force more workers into the underground economy and decrease tax revenue. The

Congressional Budget Office estimated mandating the employment verification programs would decrease federal revenues by \$17.3 billion from 2009-2018 by pushing millions of workers further into the underground economy.

## Myth: There are more immigrants today than ever before in U.S. History.

### The Facts

- The percentage of immigrants in the U.S. was higher at the beginning of the 20th century than it is today.
- As a proportion of the population, the number of immigrants in the U.S. is close to that of other advanced, industrialized countries. In fact, Australia, New Zealand and Canada have higher immigrant percentages and France and Germany have about the same.

## Myth: Many immigrants are criminals.

### The Facts

- Immigrants have the lowest crime rates of any other demographic group in the U.S. In California, male, Mexican national ages 18 to 40, those more likely to have entered the country illegally, are more than eight times less likely than their U.S. born counterparts to be imprisoned.
- According to a recent report, crime rates are lowest in states with the highest immigration growth rates. From 1999 to 2006, the total crime rate declined 13.6 percent in the 19 highest-immigration states compared to a 7.1 percent decline in the other 32 states.