

Labor's Language: Glossary of Union Terms

Labor agreements, publications, and even officials often use terms that are almost exclusive to the labor arena. To help stewards feel more comfortable operating in this area, "Labor's Language: A glossary of Labor's Terms" is a regular Steward Edition feature.

No Raiding Pact: An agreement between unions not to attempt to organize workers already represented by another union.

Occupational Safety and Health Act (OSHA): The federal law which authorizes the OSHA federal agency to set workplace health and safety standards, obligates employers to provide safe workplaces, and provides the enforcement of the standards. The law encourages states to develop their own safety laws which can replace the

federal law.

Offshoring: Also known as offshore outsourcing, offshoring describes the practice of hiring employees, usually through an outsourcing service, in another country. Companies seeking to reduce their labor costs use offshoring to employ workers at costs substantially less than at home. Typically, companies headquartered in the United States contract for employees in India, and increasingly in China, Russia, Israel, or Ireland.

Organizing Committee: The employees in a non-union shop who are designated to represent their co-workers during the representation campaign. Organizing committee members, among other things, usually

sign up their coworkers on authorization cards or petitions acknowledging support for union representation, hand out leaflets, attend meetings and visit workers at home to gain support for the union effort.

Past Practice: A customary way of doing things not written into the collective bargaining agreement. Past practices can sometimes be enforced through the grievance procedure if the practice has been longstanding, consistent, and accepted by the parties.

Pattern Bargaining: Collective bargaining in which the union tries to apply identical terms, conditions, or demands to a number of employers in an industry although the employers act individually rather than as a group.



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UFCW 876 STEWARD EDITION

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876 to Send 20 Members to Wayne State University Program

Local Offers Full Scholarships to WSU Labor School

Consistent with two of its primary goals -- giving back to the membership and strengthening the local union -- Local 876 will be providing full scholarships covering tuition and books to 20 members enabling them to attend the Labor School at Wayne State University (WSU).

"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

The Labor School

A School for Workers With:

- ✓ NO Entrance Requirements
- ✓ NO Exams ✓ NO Grades
- ✓ NO Cost for 876 Scholarship Winners

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.

variety of times including weekday mornings or evenings, and Saturday mornings. 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.

"Stewards who are interested in developing skills and a knowledge base that will make them more effective workplace representatives are encouraged to apply for one of the Local 876 Scholarships to the Labor School," Robinson said. "Participation and completion of this program is also an impressive addition to any resume."

The local also encourages stewards to spread the word about the scholarships to their coworkers.

"Since the scholarships are a new benefit of Local 876 membership, and most members are probably unaware the Labor School exists, stewards will likely need to inform their coworkers about both the Labor School and the Local 876 scholarships," Robinson said. "We are not opposed to awarding scholarships to members from the same workplace. In fact, having someone to carpool and attend classes with may add to the appeal of attending the program."

For more information on the Labor School, and a scholarship application, see page three.

Local Encourages Members to Join the Divided We Fail Movement

Local 876 often joins forces with other groups to achieve a common goal. Most recently, the union has signed on to assist *Divided We Fail* in promoting their campaign to end the partisan political gridlock that is threatening the American Dream and causing great concern among the American people.

The *Divided We Fail* campaign is a national effort designed to engage the American people, businesses, non-profit organizations and elected officials in finding bi-partisan solutions to two critical issues -- affordable, quality health care and long-term financial security for everyone.

"Local 876 members, like many Americans, are very concerned about the cost of medical care and their financial security and believe it's time for leadership action on these issues, so our support of the *Divided We Fail* campaign was natural association," Roger Robinson, Local 876's president, said. "We have pledged to help *Divided We Fail* by educating Local 876 members about the campaign and asking our members to join the *Divided We Fail* movement."

Over the next several weeks, during their workplace visits, Local 876 representatives will be asking members to complete a *Divided We Fail* pledge card indicating their intention to vote for candidates who will ensure that all Americans have access to affordable, quality health care and peace of mind about their lifetime financial security and who have a specific plan of action and a real commitment to the American people.

"By signing a pledge card, members will show candidates that voters are serious about now being the time to put party politics aside and truly address the problems plaguing our country," Robinson said. "By becoming a *Divided We Fail* voter, members are telling candidates they owe us action, answers, and accountability, and they must commit to delivering long-term, lasting solutions if elected."

For more information on *Divided We Fail*, go to www.DividedWeFail.org, or contact the Local 876 Political Director, Chris Michalak, at 1.800.321.6406 ext. 8644.

UFCW DAY
 AT THE
DETROIT ZOO
 JULY 30, 2008

Special \$5 Member Rate
Reduced Family/Guest Admission Rates

Adult (ages 13-61) -- \$9
 Child (ages 2-12) -- \$6
 Senior (61 and over) -- \$8

Complimentary Lunch

Advance ticket purchase required.
Call the union office for more information and tickets.

WSU Labor School & UFCW Local 876 Scholarships FAQs

The following section features answers to questions members may have regarding the Labor School and new Local 876 Labor School Scholarships.

Question: Who attends the Labor School?

Answer: People just like you! Since 1967, the Labor School has graduated more than 3400 students, including union members, officers, and staff from 60 different unions as well as individuals who are not yet union members.

Question: Where and when are Labor School classes held?

Answer: Students choose morning, evening, or Saturday classes on the Wayne State University (WSU) campus in Detroit, just blocks from the I-75, I-94, and John C. Lodge freeways.

Question: How long will it take to complete the Labor School?

Answer: Regular students can complete the program in two years by attending classes once a week. Accelerated students can finish in one year by attending class twice a week.

Question: What will I learn?

Answer: In general, students learn about our changing society and the challenges facing the labor movement. Classes focus on the full range of issues that confront workers, as well as developing the skills to address them.

Specifically, students complete the School's two core programs and classes:

- (1) Union Views
 - Labor Perspective
 - History of Social Movements
 - Leading a Diverse Union
 - Economics for Workers
 - Power and Politics
- (2) Union Strategies
 - What Unions Do
 - Your Rights in the Workplace
 - Effective Planning
 - Communication Skills
 - Building the Union

Question: Do I earn college credit?

Answer: The Labor School is a non-credit certificate program. Graduates wishing to continue their education are admitted to WSU without further education requirements or tests. Graduates receive 10 credit hours for course work

after enrolling in a degree program.

Question: When can I begin?

Answer: You can join the Labor School at the start of fall or winter semesters.

Question: How much is tuition for the Labor School?

Answer: Local 876 is offering 20 full scholarships to eligible members interested in participating in the program. Current tuition is \$150 per semester, \$300 per year or \$600 for the total program. Textbooks are included in the cost of tuition.

Question: Who is eligible for a Local 876 scholarship?

Answer: 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.

Question: How do I apply for a Local 876 Labor School scholarship?

Answer: Complete the application below, (additional applications are available from the Local 876 union office) and return it by the August 25 deadline.

Additional information regarding the Labor School is available online at www.laborstudies.wayne.edu or by calling 313.577.2191. Questions regarding the scholarships should be directed to Local 876 at 1-800-321-6406.

UFCW Local 876 Labor School Scholarship Application

Please Print

Name _____

Telephone Number _____ Last Four Digits of SS# _____

Briefly State Why You Want to Attend the Labor School _____

Mail completed form to: UFCW Local 876 Labor School Scholarship; 876 Horace Brown Dr., Madison Heights, MI 48071.

Application must be received by August 25, 2008