

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.

Injunction: A court order which either imposes restraints upon action, or directs that a specific action be taken and which is, in either case, backed by the court's power to hold disobedient parties in contempt.

Interest Arbitration: A method of settling a collective bargaining dispute or resolving a negotiating impasse by having an impartial arbitrator or arbitration board render a decision about the contents of a collective bargaining agreement that is binding on both the

union and the employer.

Intermittent Leave: Leave taken for a single illness or injury in separate time periods. This is permitted under the Family and Medical Leave Act.

Intervenor: A union which wants to be on the ballot when another union has already petitioned for an election.

Job Action: A concerted, coordinated activity by employees designed to put pressure on the employer without resorting to a strike. Examples include: wearing T-shirts, buttons, or hats with union slogans, holding parking lot meetings, collective refusal of voluntary overtime, reporting to work in a group, petition signing, etc.

Joint Committee or Panel: A committee of equal numbers of union and

management representatives established by a contract to hear grievances arising under the contract. If a committee is deadlocked on a grievance, the matter may be referred to a higher committee, to an arbitrator, or the employer and the union may be permitted economic recourse, depending on the wording of the contract.

Jurisdiction: The specific industry, craft and/or geographical area which a local union is chartered to organize or represent workers.

Jurisdictional Dispute: A dispute between unions over which shall represent a group of workers in bargaining or which union's members shall perform a certain type of work.



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UFCW 876 STEWARD EDITION

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Developing Future Activists for Stronger Unions and Communities

Local Unveils Young Workers Summer Internship Program

In conjunction with its Young Workers Committee, Local 876 has developed a Young Workers Summer Internship Program to better engage and involve younger members in their local union and the labor community.

"If our local and the labor movement are going to flourish and grow, we need to increase the involvement of younger members," Roger Robinson, Local 876's president, said. "We must train younger workers, and encourage them to take a more active role in their union, which is why we established the Young Workers Committee. The summer internship program goes a step further, providing in-depth training and real world experience."

The six-week paid internship will include education/training components along with hands-on experience in most every aspect of the organization. In addition to working with Local 876 staff, interns may also participate in community development and political action projects involving canvassing along with phone banking and participation at rallies and other activities aimed at securing social justice in the workplace and communities, helping to grow the labor movement.

"Eligible stewards are encouraged to

apply for the program,"

Robinson said. "In addition, I would challenge

every steward

to reach out to at least one young member, urging his or her participation in the program, and helping the member complete the

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application process if necessary."

Additional information, and answers to common questions regarding the internship program are on page three.

Local 876
Steward
Conference



Plus a
Detroit
Tigers Game!

Mark Your Calendars
September 4, 2008

The 2008 Local 876 Annual Steward Conference will be held on September 4, 2008 at the Local 876 union hall in Madison Heights. Following a morning of training devoted to the 2008 Election, interested stewards will board a bus to Comerica Park for a 1:05 game between the Detroit Tigers and the Los Angeles Angels.

Stewards will sit as a group in upper box seats, section 325. A food voucher will be provided in addition to the game ticket and round-trip transportation from the union hall.

Local 876 has secured 150 tickets to the game which will be reserved for the first 150 stewards who respond to the official Steward Conference invitation later this summer.

UFCW International Endorses Obama for President

Senator Barack Obama (D-Il.) received the UFCW International Union's endorsement for president in mid-February, citing his support of union-friendly issues, and popularity among younger workers.

"While both Sens. [Hillary] Clinton and Obama have a vision to change America, we believe Sen. Obama is the best candidate to unite our country who will deliver the type of change needed - for good jobs, affordable health care, retirement security and worker safety," Joe Hansen, president of the UFCW, said in a statement. "Senator Obama understands the needs of working people. As a

community organizer, he understands that America must restore the balance between working America and corporate America. He will fight to level the playing field on behalf of workers across our country. He will fight to regain the rights and protections workers have lost after too many years of the Bush Administration."

In addition to Obama's strong pro-worker position, the UFCW was moved to endorse him by the high percentage of young workers belonging to the union. The UFCW is the largest union of young workers with more than 40 percent of its members under the age of 30.

The UFCW will be mobilizing, organizing and energizing members, their friends and families to make Obama not just the Democratic nominee, but the country's next president.

"At Local 876, we will concentrate on registering members to vote, providing information on the candidates, and encouraging members to exercise their political voice by voting," Roger Robinson, Local 876's president, said. "The 2008 presidential election is a

Obama's Record on Key Labor Issues

Strong Supporter of Workers' Freedom to Unionize: Obama believes workers should have the freedom to choose whether to join a union without harassment or intimidation from their employers. Obama co-sponsored, and is a strong advocate for, the Employee Free Choice Act (EFCA), a bi-partisan effort to assure that workers can exercise their right to organize.

Fought Attacks on Workers' Right to Organize: Obama has fought President Bush's National Labor Relations Board (NLRB) efforts to strip workers of their right to organize. He is a co-sponsor of legislation to overturn the NLRB's "Kentucky River" decisions classifying hundreds of thousands of nurses, construction, and professional workers as "supervisors" who are not protected by federal labor laws.

Supports Workers' Right to Strike: Obama supports the right of workers to bargain collectively and strike if necessary. He will work to ban the permanent replacement of striking workers, so workers can stand up for themselves without worrying about losing their livelihoods.

critical one for the future of Local 876 members and our country."

To become involved in Local 876's

political activities, call the Local 876 Political Director Chris Michalak at 1-800-321-6406, ext. 8644.

UFCW Lobbying on Food Stamp Distribution Pays Off

Earlier this month, the Michigan State Senate passed SB 120, legislation that would up the distribution of food stamps from once to twice a month.

"For almost two years, the UFCW in Michigan has been lobbying for this change to the distribution of food stamps," Roger Robinson, UFCW Local 876 president, said. "Last summer, over 75 members from UFCW Locals 876 and 951 went to Lansing to lobby on a variety of issues, including food stamp distribution. It's encouraging to see our efforts paying off. It's a win-win for everyone involved -- Michigan's workers, consumers and retailers."

The advantages of twice a month distribution include:

- Greater shopping and budgeting flexibility for food stamp recipients who would be less likely to run out of food stamps before the end of the month.
- A greater and more even distribution

of work hours for grocery workers. Currently, many UFCW members' hours are cut during the last 20 days of the month, coinciding with the drop in shopping experienced after the distribution of food stamps.

- Elimination of the financial, management and inventory problems caused by the current food stamp distribution system for the grocery industry.
- A greater selection of fresh food for all shoppers. Currently, many grocers are unable to stock fresh product during the last 20 days of the month when their business drops following food stamp distribution.

"We applaud the bi-partisan action by the State Senate," Robinson said.

"In a joint effort with Local 951 we are urging members of the House to approve the change and send the new bill to the Governor for her signature as quickly as possible."

Local 876 Young Workers Internship Program

The following section will help stewards promote the local's newest program and answer members questions regarding the internship and its application process.

Q: Who can apply for an internship?

A: Members between the ages of 17 and 25.

Q: Are interns paid?

A: Yes, interns will be paid a weekly salary equal to or greater than their full-time hourly wage rate to insure no member suffers an economic loss for participating in the program. Approved work-related expenses will be reimbursed, including mileage for field assignments.

Q: How are interns' benefits handled?

A: Interns will take a "union leave" from their job, meaning the union will reimburse their employer for any benefit costs to insure interns maintain their benefit levels.

Q: What hours will interns be expected to work?

A: In general, interns will work 8 a.m. to 5 p.m. weekdays, with some evening and weekend work. Interns will be expected to work the entire six-week program, from June 1 to July 11.

Q: What type of work will interns perform?

A: Interns will work side-by-side with Local 876 staff members and

Applicant Qualifications

- Members must be between the ages of 17 and 25.
- Participants should be people-oriented, energetic, flexible, and able to work long hours on a sometimes unpredictable schedule.
- A college degree is not required.
- Participants need their own reliable transportation and a valid driver's license. Most days, interns will report to the union office in Madison Heights.
- Participants must be available for the full length of the internship -- June 1 - July 11, 2008.

have the opportunity to experience most every aspect of the organization. In addition, interns may also participate in community development and political action projects involving canvassing, along with phone banking and participation at rallies.

Q: What can interns expect to gain from the program?

A: All interns will obtain greater insights into their union and the labor movement. Participants will also gain real world experiences they can use to determine if they want to become further involved in, or pursue

a career in, union, community or political activism. Individuals already interested in one of these career paths will gain valuable experience and make meaningful contacts.

Q: How do members apply for an internship?

A: Interested members should complete and return the Internship Application (below). Upon review of all applications, several candidates will advance to the personal interview portion of the selection process. Final intern selection will be made following completion of candidate interviews.

Local 876 Young Workers Summer Internship Application

Name _____

Employer and Unit Number _____

Telephone Number _____ Age _____

On separate sheets of paper include:

A list of all relevant work, volunteer, and community involvement.

A brief statement as to why you want to be an intern.

A letter of recommendation from a non-relative.

Send completed application and required materials to: UFCW Local 876 Young Workers Internship Program, 876 Horace Brown Dr., Madison Heights, MI 48071. **Applications must be received by 4:30 p.m. on May 1.**

For more information call UFCW Local 876 at 1-800-321-6406.