

Advocate

Inside This Issue
Fall 2009

The Health Care Reform Battle | The American Public vs. Insurance Companies

Health care reform will pass this year. The question is, will reform work for you, or will it work for the insurance industry?

There is a battle raging across the country over health care reform. While the details of the dispute are complex, it comes down to a simple truth – if the insurance companies win the battle, workers lose.

“Insurance companies are spending \$1.4 million a day to oppose health care reform because they profit by keeping the system as it is,” Roger Robinson, Local 876’s president, said. “Under the current system, insurance companies win because they are able to deny claims, raise premiums, co-pays and deductibles at will, make health care decisions that should be left to patients and their doctors, and deny care because of pre-existing conditions. Through their total stranglehold over health care, insurance companies make record profits.”

From 2002 to 2006, health insurance industry profits rose from \$1.3 billion to \$15.39, an increase of 1,084 percent. Profits for drug companies are almost 20 percent, compared to 6.3 percent for all Fortune 500 companies.

“As you may expect, since insurance and pharmaceutical companies are thriving, their CEOs are being paid very well,” Robinson said. “In 2006, drug company CEOs averaged compensation of \$4.36 million, for health insurance CEOs, that figure was \$8.76 million. The CEO of Aetna Insurance alone makes more than \$32 million a year.”

While health insurance CEO’s took home \$690 million, health insurance premiums have been going up four times faster than wages.

“The insurance industry puts their own selfish greed and profits before people,” Robinson said. “They are giving millions in campaign contributions to win reforms that will add billions more to their profits and do

Reform for You Will:

- ✓ Guarantee coverage, even if you have a pre-existing condition.
- ✓ Cap out-of-pocket expenses.
- ✓ Include a public health insurance option to compete with insurance companies.

Reform for Insurance Companies Will:

- ✓ Allow coverage to be denied for pre-existing conditions.
- ✓ Provide NO caps on out-of-pocket expenses.
- ✓ Lack a public health insurance option to compete with insurance companies.

nothing for the rest of us. Workers and their families simply can’t afford to let the insurance companies buy their way to victory. We may not have millions of dollars, but we have millions of voices, and we must make our voices heard.”

Despite the fact that union members are more likely to have employer-provided health insurance and better coverage than non-union workers, labor unions are leading the charge for health care reform. Labor is in the forefront of health reform because the plans covering their members are becoming increasingly harder to maintain and are coming at a greater cost to workers.

“For over a decade, health benefits have been the major hurdle at the bargaining table. Insurance premiums are sky rocketing, and union employers say they can’t compete with non-union companies who don’t provide their workers with health insurance,” Robinson said. “Without reform it is going to be a challenge to maintain current levels of health care insurance benefits without dramatically eroding wages, pension and other areas of compensation. Union members absolutely need the health care reform proposed by the president to maintain their standard of living and keep their employers competitive.”

Tell Congress to Take Your Side!

Workers Need Quality, Affordable Health Care With a Public Health Insurance Option

The UFCW International has made it easy for members to let their congressional representatives know how they stand on health care reform, using the following telephone number and internet system.

1- 888-743-4403

www.UFCWactnow.org

Make Your Voice Heard, Call or Click Today

2 Special Member/Retiree Discount on Union Hall Rental

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President’s Message

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7 Local Secures \$1 Million for Former Members

8 2010 Union Scholarships

Special 20% Discount for Members and Retirees



Renting Union Hall

Perfect for weddings and other family celebrations, as well as trade shows and meetings, your Union Hall can accommodate both large and small groups.

The newly renovated union hall offers flexibility in vendor selection along with the assistance of an Event Coordinator for stress free event planning to create a truly special gathering.

For More Information Call 1-888-385-9671

Upcoming Local 876 Membership Meetings

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

All meetings begin at 7:00 p.m.

Madison Heights Tuesday, December 1

UFCW Local 876 Union Hall
876 Horace Brown Drive

Ann Arbor Monday, December 7

Holiday Inn, North Campus
3600 Plymouth

These are the final 2009 Membership Meetings. The 2010 meeting schedule will be available at www.ufcw876.org and from the 876 office.

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 a VOICE for working America Advocate

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

Roger Robinson
President

Rick Blocker
Secretary/Treasurer

George Misko
Recorder

Vice Presidents/Executive Board

Peter Butterworth	James Frazier
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
www.miufcwbenefits.com

**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
www.miguild.org

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876 Horace Brown Dr.
Madison Heights, MI 48071

HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS

FACT: Premiums are Rising Three Times Faster than Wages or Inflation

From 1988 to 2007, Americans have experienced the following increases:

- Workers' Earnings -- 41.6 percent
- Overall Inflation -- 42.7 percent
- Health Insurance Premiums -- 132.6 percent.

Today, the average premium for family health insurance coverage is more than \$12,000, and it is expected to double by 2016 without real health care reform.

While premiums have been soaring, so have workers' out-of-pocket medical expenses. From 2001 to 2008, workers average out-of-pocket medical expenses increased 63 percent, from \$1,320 to \$3,597.

Local Endorses John Cherry for Governor

In late September, UFCW Local 876 endorsed Lieutenant Governor John Cherry in his bid to become Michigan's next governor.

"We are proud to put the support of the UFCW behind John Cherry, and are committed to making him our next governor," Roger Robinson, UFCW Local 876's president, said.



Lieutenant Governor John Cherry (left) and Local 876 President Roger Robinson at the UFCW Michigan Lobby Day in June. In September, Cherry received the endorsement of the Michigan UFCW in his bid to become the state's next governor.

"Not only does John Cherry have a nearly 30-year history of fighting for working families, but in several recent meetings with the Lieutenant Governor, he has shared a clear vision and solid plans for transforming Michigan's economy and leading the state to a brighter future."

Prior to becoming Michigan's Lieutenant

Governor in 2002, Cherry served two terms in the Michigan House of Representatives and four terms in the State Senate. As a legislator, Cherry focused on issues of top concern to UFCW members; jobs, education, health care, and safe neighborhoods. During this time, Cherry earned a reputation for reaching across party lines, and received the respect of colleagues on both sides of the aisle for his knowledge of the issues, hard work, and dedication to his constituents. As a public servant, Cherry received many awards and honors, including recognition from The Detroit News as one of "Michigan's Most Effective Legislators" and acknowledgement from his peers as one of the most effective Lieutenant Governors in the nation.

"All the candidates for governor agree times are tough in Michigan, and have pledged to change the situation," Robinson said. "But John Cherry is the best and only candidate UFCW members can count on to take action to protect and advance the best interests of workers and their families as our next governor."

In thanking the union for its support, Cherry promised to continue fighting for workers.

"The next governor will need to lead this state through tough times, not a race to the bottom," Cherry said. "I promise to work hard for working families and am very grateful for your endorsement. It means a lot to me and I won't let you down."

Local 876's endorsement was made in conjunction with UFCW Local 951, putting the full support of the UFCW in Michigan behind Cherry.

Thank You for Your Support

On behalf of myself and fellow Executive Officers; Rick Blocker, Secretary-Treasurer, George Misko, Recorder, and the 12 Vice Presidents who comprise the Local 876 Executive Board, I would like to thank the membership for the support and confidence displayed in your current union leadership, re-electing us by acclamation.



Roger Robinson

I speak for all of us, when I say it is an honor and privilege to serve the members of this great local union. Your officers take our elected positions very seriously. We are fully aware of the impact our decisions may have on thousands of members and their families across the state, and thoughtfully consider every decision put before us. Each action is measured against the simple guideline of "what is best for the membership?"

At the beginning of our term, we pledged to bring you a better union. To deliver on this pledge, we took many actions including; improving management of the union treasury to insure fiscal responsibility, negotiating wage increases, pension protections and job security, securing \$2 million for members in the meat coat settlement, conducting professional steward and staff training to better represent members, establishing convenient ways for members to participate in their union, and implementing programs and affordable events for families and young workers, including awarding over \$34,000 in scholarships to members and their children.

During our next term we plan to continue adding value to your Local 876 membership. This added value will take various forms including; effective management of union resources to develop new ways to protect members' jobs, expansion of family events and member programs, achieving members' 2010 contract bargaining goals, and increasing partnership with labor and community groups to protect hard fought gains in tough economic times.

By allowing us to serve you for another term, you have put the future of this local union and its nearly 20,000 members in our hands. We thank you for trusting us with this enormous responsibility and pledge our continued diligence and hard work on your behalf as we strive to continually bring you a better union.

876 Officers Re-Elected by Acclamation

With no opposition to their candidacies, Local 876's officers were re-elected by acclamation to a new three-year term beginning January 1, 2010.

President

Roger Robinson

Secretary-Treasurer

Rick Blocker

Recorder

George Misko

Vice Presidents

Peter Butterworth

Kim Fletcher

Barrie Willenborg

Fred Farley

Jo Ann Potts

Constance Misuraca

Wayne Lounsbury

James Frazier

Roger Oman

Harold Jones

Kim Imbrunone

Kim Taylor

HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS

FACT: Increasing Health Care Costs are Hurting Families

Health costs are a factor in half of all personal bankruptcies. Since 2000, an estimated 5 million families have filed for bankruptcy in the aftermath of a serious medical problem. In fact, in the United States every 30 seconds, someone files for "medical bankruptcy."

One in four families had a problem paying for medical care in the past year, the majority of which had medical insurance.

Health care costs contribute to an estimated 25 percent of housing problems.

Kroger's Success Encouraging as Local Prepares for 2010 Bargaining

Kroger By the Numbers

Kroger is the national grocery market share leader among conventional grocers. At about 13 percent, it is second only to Wal-Mart, and is poised to further expand market share with its continued success.

Kroger's Most Recent Fiscal Year:

• Total sales were \$76 billion, a growth of 8.2% over fiscal 2007, and net sales were \$1.25 billion, a growth of 5.8% over fiscal 2007.

• Kroger continued to gain market share in 36 of its 42 major markets, and believes it will continue to gain even more in near future.

Kroger's Most Recent Quarter:

• Total sales were \$17.7 billion this quarter, a decline from \$18.1 billion over last year—but this is due to the decline in fuel prices.

• Excluding fuel, supermarket sales were up 3.5%.

• Kroger had a decline in quarterly profits—from \$276.4 million to \$254.4 million. Identical store sales, excluding fuel, were up 2.6%.

• Kroger continues to see strong sales in deli and bakery, which is at least partly because of former restaurant-goers trading down to prepared food at the grocery.

Kroger's Executives are Being Rewarded for the Company's Continuing Industry Dominance:

• In fiscal year 2008 (which ended January 31, 2009), David Dillon, the Chairman and CEO of Kroger, earned \$1,220,000 in base salary, his total compensation was over \$8 million.

• The other four top Kroger officers received total compensation ranging between \$1.8 million and \$3.9 million.

Times may be tough in Michigan, but things are looking up for the Kroger Company, a fact UFCW Local 876 and its members believe will result in a positive outcome to their contract negotiations with the company next year.

"It's easy to get caught up in all the gloom and doom with Michigan's economic downturn and high unemployment rate, but all the news isn't so bleak. The Kroger Company is doing very well, nationally and here in Michigan, and that's great news," Roger Robinson, Local 876's president, said. "When we sit down at the bargaining table next year, we won't be sitting across from a company that is struggling like GM or Chrysler. We will be negotiating with Kroger, a profitable company with an exceptionally bright future, which puts Kroger in the fortunate position of being able to provide its workers with a fair and just contract."

Evidence of Kroger's success can be found in a variety of trade publications and in the company's own reports, and include the following factors:

Kroger is Once Again the #1 Grocery Chain for 2008

As it has for the last several years, leading grocery industry trade publication, Supermarket News, ranks Kroger as the #1 grocery chain in America based on sales. (July 14, 2009 Supermarket News.)

Kroger's 2009 First Quarter Profits Soar 12.7 percent as More Consumers Eat at Home

Kroger reported net earnings of \$435.1 million for the first quarter of fiscal 2009, compared with net earnings of \$386 million in the same period last year. (Kroger Co. press release June 23, 2009; blog.tagagana, by Dan Sewell, June 23, 2009.)

Kroger Remains Confident as 2009 Second Quarter Earnings Reported

Kroger reported identical supermarket

sales increased 2.6% without fuel in the second quarter of fiscal year 2009 ending August 15, 2009, compared with the same period last year.

According to David B. Dillon, Kroger's chairman and chief executive officer, "we remain confident in our strategy. The number of loyal households we serve and the number of items they are buying in our stores grew during the quarter. As a result, we experienced exceptional tonnage growth. Kroger's customer-focused strategy is generating and will continue to generate long-term value for our shareholders."

The company says it will continue their focus on long-term growth and expects sales to pick up by the fourth quarter, predicting overall 2009 non-fuel sales to increase by three to four percent. (Kroger Co. press release September 15, 2009; AP report, by Dan Sewell, September 15, 2009.)

"We are glad to see that Kroger remains positive after receiving second quarter numbers, and that the company recognizes the important role their union employees play in their success," Robinson said. "Union mem-

bers drive Kroger's customer-focused strategy which is generating profits for the company, and we plan to leave the bargaining table with a new contract that allows members to share in the success of their company."

Receiving their fair share is a common theme among Local 876 members as they look towards their 2010 contract negotiations.

"Kroger is definitely making money, and they spared no expense in flying the bosses in from around the country to visit our store," Alvin Boykin, a produce clerk at Kroger #440 in Bloomfield Hills, said. "We should share in that success too."

Pete Butterworth, a 19-year Kroger employee who has served on three union bargaining committees agreed. "We know the company is making money, even with the

"It's easy to get caught up in all the gloom and doom with Michigan's economic downturn and high unemployment rate, but all the news isn't so bleak. The Kroger company is doing very well, nationally and here in Michigan, and that's great news."

Roger Robinson, Local 876's president

economy the way it is," he said. "I think people are realistic about the increases they expect, but they expect Kroger to be fair with us."

Similar sentiments were echoed by Katherine Diamond, a union steward from Kroger #668 in Bloomfield Hills, Michigan. "Kroger is a very healthy multi-billion dollar company," she said. "The company needs to take care of their employees, we deserve a raise."

The Local 876 Kroger contract covering over 12,000 members expires June 9, 2010.

Protect Yourself -- Check for Proper Union Dues Deduction

"It is the employer's mistake, but it is the member who ends up paying the price."

Local 876 has learned union dues are not being deducted from numerous members' paychecks, putting their membership benefits at risk and resulting in large unpaid union dues bills. The majority of these cases involve members who work for Kroger who return to work after a leave or suspension, however all members are urged to review their paystubs to insure union dues are being deducted.

"Members may think their employer is doing them a favor by failing to deduct union dues, when in reality, the exact opposite is true," Roger Robinson, Local 876's president, said. "It is the employer's mistake, but it is

the member who ends up paying the price."

The price can be loss of health benefits, since being a dues paying member is a requirement for receipt of health benefits. The price may also be loss of pension credits, since failure to deduct union dues is typically accompanied by the employer's failure to make the proper pension payment for the member. However, when an employer fails to deduct union dues, members are always responsible for payment of owed back dues.

"We had one Kroger member who owed over \$800 in back dues, while the union can work with them on a payment plan, it's tough because members end up having both

current and back dues deducted from their pay check," Robinson said. "We are working with Kroger to correct their procedures, and considering alternative action if these types of mistakes continue. But members need to protect themselves by making sure union dues are being properly deducted from their paychecks."

The best way for members to verify correct union dues deduction is to contact the Local 876 Dues Department at 1-800-321-6406. The department is staffed Monday through Friday from 8:00 a.m. to 4:30 p.m. A message can be left after hours.

Kroger Stewards Speak Out

Plans Underway for Upcoming Negotiations

As Local 876 prepares for its 2010 Kroger negotiations, so are stewards working for the company. The following is a sampling of the actions stewards are taking to help insure members receive a fair contract.

"I hope negotiations with Kroger go well. I understand the economy in Michigan is bad, but we also know the company is making money. I am going to make every effort to make myself available to the members in my store, answer their questions, and call my business representative when I can't."



Robert Laemmel
Kroger #453, Dearborn

"It's going to be rough. But I am going to make sure the members in my store are aware, up-to-date and understand what Local 876 is doing to secure a solid contract for Kroger members. Kroger can handle what we are asking for."



Pat Vanderkolk
Kroger #620, Clarkston

"I am hoping to get members to understand the union is ready and available to them, not just when they have a problem. I hope I can provide the evidence they need to move forward as a group and support our union in these upcoming negotiations. I know 876 is there for them."



Kelly Beckman
Kroger #406, Burton

HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS

FACT: As Costs Rise, More People are Uninsured

Today, 47 million people in the United States have no health coverage -- including 8.7 million children -- and these numbers are going up. Without health care reform, 56 million Americans will be uninsured by 2013.

FACT: Everyone Impacted by Uninsured Epidemic

Premiums for employer-provided family health insurance coverage includes approximately \$1,000 towards the cost of care for the uninsured.

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FACT: Under Reform You Can Keep Your Current Health Insurance

Reform isn't about putting government in charge of your health insurance; it's about putting you in charge of your health insurance. Under the president's proposal, if you like your doctor, you can keep your doctor. If you like your health care plan, you can keep your plan.

FACT: Reform Will Stop Rationing, Not Increase It

Reform will not lead to a "government takeover" of health care or "rationing." On the contrary, reform will stop much of the current insurance company rationing.

Congratulations Recent 876 Retirees

A&P/FARMER JACK

Martha Artress
Susan Bauman
Robert Berry
Gary Berry
Gary Boedeker
David Bonilla
Brenda Briscoe
Linda Brown
Connie Clarke
Marcia Clontz
Richard Fullmerhouse
David Groh
Lydia Hall
Mark Hemming
Kay Kahn
Roger Kidd
Sharon Lalli
Gary Leff
Karen Lehtinen
Geraldine Lupo
Elizabeth Mapes
Deborah Martin
Frank Masterson
Marilyn Minton
Susan Musyk
Donna Obrzut
Lynette Orr
Marlin Reid
Linda Riehl-Chapman
Claudia Rodriguez
Michael Schepperly
Louise Stokes
Bosko Stojcevski
Thomal Stoll
Gregory Trocker
Chester Ulinowski
Yevgeniya Ustinova
Lawrence Wurth

GIANT

Lewis Irwin, Jr.
Richard Papenfuss

HAMADY

Walter Vance

HILLER'S

Marie Curtis
Daniel Gottschall
Tala Hayali
Aitie Nuorala

HOLLYWOOD

Oliver Bourgeois
Wilma Cook

Joseph Ouellette
Mary Phelan

KROGER

Rafaa Abodi
Helen Alford
Larry Allison
Lazaro Araujo
Bonnie Bond
Darlene Comstock
Danny Corbin, Sr.
Jill Cruickshank
John Cox
Bernadine Crepeau
Ann Cutting
Patricia Dalton
Addie Dancy
Carl Dekeil
Aleksandr Epshteyn
Robert Finkle
Linda Fulkerson
Audrey Gerben
Sara Greene
Mohammed Hossain
Sabah Jamoua
Tom Jung
Donna Keane
Della Kidd
Stanley Kozlowski
Susan Kret
Lyn Lymond
Keith Lynn
Bonnie Maki
Linda Markes
John Mosser
Bernadette Myschock
John Pickelhaupt
Jack Ratliff
Sally Rule
Maryann Schenke
John Scotti
Richard Sefcovic
Sharon Siddall
Elizabeth Strong
Beverly Vankuren
Sharon Way
Ruthann Wild
Robert Wypych

PLUMB'S

Gerald Towne

RAY'S FOOD FAIR

Judith Kosecki
Sherry La Berge
David Pellethier

Juan Soto

RITE AID

Louise Bradley
Richard Coffman
Kathy Rau
Carol Stanton
Kay Williams

SASSANO

Barbara Smith

SEAWAY FOODTOWN

James Wilson

OTHER

Nathaniel Abner
Keith Abraham
Diane Bely
Dennis Berger
Ronald Breloski
Linda Brennan
Steven Britz
Janice Brown
David Bullock
Richard Cetnarowski
Judith Collins
George Conner
James Dalton
Douglas Deeds
Jane Demeritt
Fredrick Durkee
Constance Edds
Sally Falls
Henry Farwell
Gary Fortenberry
Susan Francia
Esther Garvaglia
Charles Gincel
Joseph Gennari
Mary Grassley
Gary Grzadzinski
Sue Hayes
Dale Hess
Ronald Horbes
Brenda Hinton
Martha Hughes
William Humphrey
Michael Jacks
Diana Jaworski
Sharon Jennings
Vivian Johnson
James Jurkiewicz
Fredrick Kellehan
Michael Kelly
Cheryl Kennedy
Richard Kraley
Gerald Krygel
Robert Lajainess
Jeanne Lee
Michael Longstaff
Dennis Manor
Donald Martin
Michael McCormick
Sharlene McClure-Thuston
Janice McNulty

Long-term Club Secretary Retires

My name is Al Wiley. I will be serving on the retiree Executive Board in the place of Joyce Corbeil as secretary of the Local 876 Retirees Club.

What a position to fill, after 17 years of outstanding service to the Retirees Club, Joyce decided to retire from the position. She has been a big part of the club's success, helping make it one of the largest in the country.

Joyce enjoys traveling and spends several winter months in Florida. To fill her shoes will be quite a challenge. The many responsibilities could be quite overwhelming, if Joyce were not such a good teacher. I will do my best to serve you.

Having an excellent Executive Board is an asset and a plus for me.

We will miss Joyce on the board, she is only a phone call away if needed.

Many thanks to Joyce for all her years of dedication and hard work.

Gary Grzadzinski

Sue Hayes

Dale Hess

Ronald Horbes

Brenda Hinton

Martha Hughes

William Humphrey

Michael Jacks

Diana Jaworski

Sharon Jennings

Vivian Johnson

James Jurkiewicz

Fredrick Kellehan

Michael Kelly

Cheryl Kennedy

Richard Kraley

Gerald Krygel

Robert Lajainess

Jeanne Lee

Michael Longstaff

Dennis Manor

Donald Martin

Michael McCormick

Sharlene McClure-Thuston

Janice McNulty

David McPhee

Gail Minjoe

Irene Montry

Grady Morgan

Mary Morgan

Jeffrey Murphy

Charles Oakley

Gloria Oplinus

John Pelyak

Patricia Peters

William Phillips

Pascual Ponce

Chester Porter

Merton Prescott

Joseph Preskin

Jean Puchalski

William Ramsey

Christopher Recker

Majorie Reist

Sharon Rhodes

Joseph Ricker

Aurelio Rodriguez

Richard Ruby

Robert Ruffin

Marvin Ruthenberg

Michael Ruthenberg

Shirley Saldana

Richard Sanderson

Francis Schmidt

Steven Schneider

James Schofield

Barbara Simpson

Lewis Smith

James Spencer

Mark Summers

Robert Suszek

Rosalind Sutton

Clency Thomas

Carla Traves

Lawrence Turner

Lea Turner

Curtis Tuttle

Kenneth Vanheck

Gary Van Heusen

Michael Walker

Kenneth Walzak

Carol Weiss

Darleen Whipple

Tracy Whitcomb

Nancy Wright

Learn More About Your New Hearing Care Benefit

As announced in the Summer Advocate, Local 876 has partnered with the Hearing Care Network to provide members and retirees with a wide range of hearing care services at a special discounted rate. This new benefit is a no-cost, 100 percent voluntary hearing health care program available to all members, retirees, and their immediate families regardless of any other private, employer or government insurance program they may already have.

For More Information

Call: 248.673.2900

Visit: hearingcarenetwork.net

Program Kick-off Event for Members, Retirees and their Families

November 10, 2009

Dinner 5:30 p.m.

Presentation 7:00 p.m.

Local 876 Union Hall

RSVP to 248.673.2900

HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS

FACT: Reform Will Provide More Resources for Seniors

It's a malicious lie that reform would encourage or even require euthanasia for seniors. On the contrary, reform empowers families and provides the option to get resources and accurate information.

FACT: Medicare is Safe, Stronger with Reform

Reform would simply eliminate waste and unnecessary subsidies to insurance companies, not cut Medicare benefits or change Medicare eligibility requirements. Plus, the "donut hole" in Medicare prescription drug program would be gradually closed under reform.

Local 876 Fights for Former Members, Group Receives Over \$1 Million

Over 400 former Local 876 members saw the value of their union membership continue well after their employer shut its doors in 2007 and they ceased paying union dues.

For over two years, Local 876 battled on behalf of 403 former members from Cattleman's Meat Company whose accrued pension was jeopardized by company claims the pension monies were Cattleman's assets and could therefore be used to payoff creditors during their bankruptcy process.

"The union negotiated the Cattleman's pension benefit and made sure the proper contributions were being made by the company," George Misko, Local 876's Recorder and Meat Division Director, said. "However, the pension was managed by the company, the union had no say in its administration. When the company filed bankruptcy, we were on the outside looking in, but we knew that pension money belonged to the members and we were going to fight to the end to make sure they received every penny they had coming."

The amounts the former members had coming ranged between \$2,000 and \$15,000, depending upon their length of service.

"Collectively and individually, the pension plan represented a significant amount of money, but it wasn't the amount that drove us, it was the fact that it was the members' money, not Cattleman's," Misko said.

During the two year battle, Local 876 hired an attorney to monitor the situation and exert legal pressure on the process, and pursued every available avenue to secure distribution of the pension monies to the former members.

"For two years, things moved very slowly, and then came to a standstill. In an attempt to ignite the process, the local organized an action where we asked the former members involved to contact the persons we believed were holding up the process," Misko said. "We thought flooding them with calls would spark some movement, and it did."

Shortly after the union's coordinated effort, Local 876 received notification the monies

would be released to the people. In July, over two years after the plant closed, the former Local 876 members received their pension settlement checks.

"Without Local 876 fighting for them, the Cattleman's members would have been on their own to make their way through the legal bureaucracy and would likely still be waiting for their money. They may have eventually been forced to hire an attorney at their own expense," Misko said. "But Local 876 was not going to turn our backs on the Cattleman's group and leave them to fight on their own. To us, they were still members, even though their plant had closed, and that's how we treated the situation."

"George received many much deserved letters and calls of thanks from the Cattleman's group," Roger Robinson, Local 876's president said. "He is to be commended. George never gave up, and kept fighting for what was right."

Second Annual Shoot for a Cure Raises Over \$28,000



For the second consecutive year, UFCW Locals 876 and 951 joined forces to raise money for the Leukemia and Lymphoma Society of America in its Great Lakes Shoot for a Cure. Over 100 shooters participated in the 2009 sporting clays shoot at the Hunters Creek Club in Metamora. Through donations, sponsorships, and raffles over \$28,000 was generated for the UFCW's official charity.

"Since the UFCW adopted the Leukemia and Lymphoma Society as its official charity over 20 years ago, UFCW members have raised over \$28 million to fund researchers working to find a cure for this fatal blood disease," Roger Robinson, Local 876's president, said. "We are pleased to contribute to the UFCW efforts to bring us one step closer to the day when no one dies from leukemia or lymphoma."

Every dollar raised by the UFCW is used for leukemia research. Currently, 34 researchers working at leading universities in the U.S. and Canada are funded by UFCW contributions.

Mark Your Calendars

UFCW Holiday Party

December 17, 2009
Local 876 Union Hall



This family event will feature pictures with Santa, food, crafts, and children's activities. Look for holiday party details in union communications.

Tickets will be sold by union representatives in December.

HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS • HEALTH CARE REFORM FACTS

FACT: Health Care Reform Will NOT Bankrupt the Country

Health care reform will be fully paid for. It will not increase the deficit, it will not increase taxes for the middle class, and the U.S. will not borrow to pay for health care reform.

President Obama has demanded that health insurance reform not add to the deficit, and has identified hundreds of billions of dollars in savings by eliminating unnecessary subsidies to

insurance companies through Medicare.

A majority of reform will be paid for by finding savings and cutting waste within the current system. The rest of reform will be financed by new revenues. Taxpayers making more than a quarter of a million dollars per year may pay slightly higher taxes to help finance reform.

Union Scholarships Offer **MONEY** For College and Trade Schools



The labor movement is about more than paychecks and benefits. It is about workers coming together to build better lives for themselves and their families. It's about creating opportunity. That is why each year, Local 876, the UFCW International, and other labor organizations award thousands of dollars in college scholarships to union members and their dependents.

UFCW Local 876 Scholarship

Award: Five \$2,000 scholarships are awarded exclusively to Local 876 members and their dependents.

Eligibility: UFCW Local 876 members (with one year of service as of January 1, 2010) and their dependent children accepted or attending an accredited college, university (under-graduate and graduate), community college, or recognized trade school on a full-time or part-time basis.

To Apply: Call the Local 876 office at 1-800-321-6406 for an application or download one at www.ufcw876.org.

Application Deadline: March 31, 2010.

UFCW International Union Scholarship

Award: Several scholarships of up to \$8,000 are awarded to UFCW members and their dependents in the U.S. and Canada.

Eligibility: UFCW members and their unmarried dependent children under age 20 accepted or enrolled in an accredited college or university, or institute of higher learning on a full-time or part-time basis.

To Apply: Applications must be completed on-line at www.ufcw.org/scholarship beginning in mid-January. Those unable to complete an on-line application can request an application by writing to: UFCW International Union, Attn: Scholarship Program, 1775 K Street N.W., Washington, DC 20006.

Application Deadline: To be announced.

Union Plus Scholarship

Award: Several scholarships of between \$500 and \$4,000 are awarded to current and retired union members in the U.S., Canada and Puerto Rico and their spouses and dependent children.

Eligibility: Current or retired union members, and their spouses and dependent children (as defined by the IRS) accepted to or attending an accredited college or university, community college or recognized technical or trade school at the time the award is issued as an undergraduate or graduate student.

To Apply: Call the Local 876 office at 1-800-321-6406 for an application or download one at <http://www.unionprivilege.org>.

Application Deadline: Postmarked by January 31, 2010.



876 Horace Brown Drive
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www.ufcw876.org

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