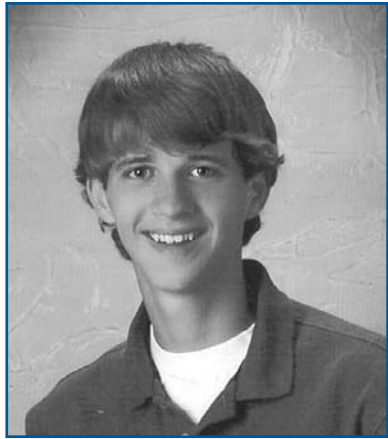
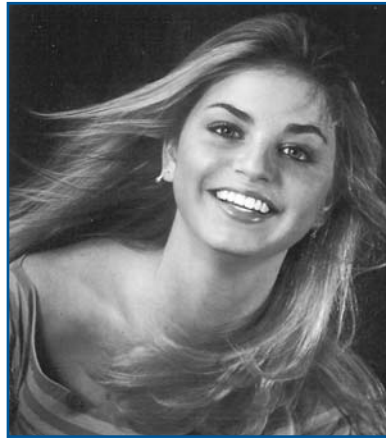


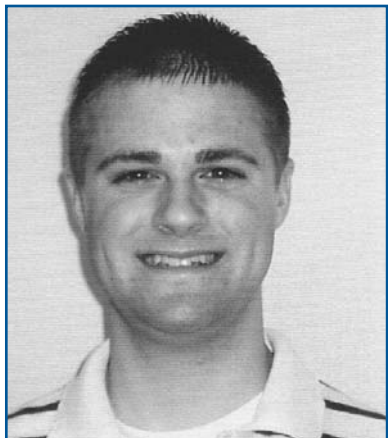
# Local 876 Scholarship Winners



**Carl Dork**  
Member: Kroger #453  
From Farmer Jack #719



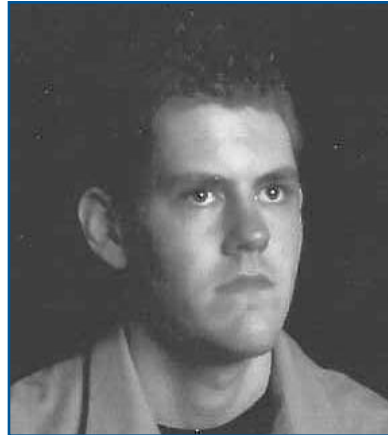
**Madison McKenzie**  
Daughter of Daniel McKenzie  
Oleson's #6



**Todd Dudzinski**  
Son of Thomas Dudzinski  
Kroger #656



**Amber Rudolph**  
Daughter of Chester Rudolph  
Kroger #706



**Michael Hunt**  
Son of Larry Hunt  
Farmer Jack #607



**Travis Schoenfeldt**  
Son of Jerry & Sue Schoenfeldt  
Kroger #456 & Kroger #459  
From Farmer Jack #371 & #675

The first UFCW Local 876 scholarships were recently awarded, bringing the initial year of the local's scholarship program to a very successful conclusion.

"Establishing the Local 876 Scholarship was one of our first acts as newly elected officers, and we are thrilled with the results," Roger Robinson, Local 876's president, speaking on behalf of his fellow officers, Rick Blocker and George Misko, said. "After a sluggish start, the applications came pouring in. And, after a very extensive selection process, six truly outstanding students were awarded \$2,000 scholarships from the local. Members of the Scholarship Selection Committee were very impressed by the overall quality of all of the applicants, and moved by many of their essays. 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."

The scholarship program called for five \$2,000 awards, however, after a tie for fifth place, the Local 876 Executive Board authorized an additional scholarship for 2007.

Details of the 2008 Local 876 Scholarship will be announced this fall. Individuals who applied for, but did not win, a 2007 scholarship can apply for a 2008 scholarship, provided they remain eligible.

"The scholarship program is one way Local 876 can give back to the membership," Robinson said. "We look forward to continuing this program and establishing a long tradition of helping members meet the increasing costs of a college education."

**See page seven for more on the scholarship winners and the selection process.**

**Inside This Issue**

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# Wal-Mart Actions Bring Awareness

## Rally Spotlights Wal-Mart's Poor Civil Rights Record



Local 876 joined with the NAACP conference participants, the Detroit labor community, local leaders, grassroots activists, and civil rights leaders to expose Wal-Mart's poor civil rights record at rally on Wal-Mart in Detroit in early July.

The rally was part of the nationwide "Think Wal-Mart isn't a Civil Rights Issue? Think Again" campaign.

During the rally, speakers, including Reverend Jesse Jackson, told how Wal-Mart's poor pay, unaffordable health care, and unjust business practices not only hurt African American and Hispanic Wal-Mart workers, but have contributed to over 2 million women and up to 10,000 African American truck drivers suing Wal-Mart for discrimination.

Speakers also encouraged support of a proposed NAACP resolution calling on Wal-Mart, as the nation's largest private employer of minority and women workers, to address its civil rights failures and change into a responsible corporate leader treating all workers with dignity, fairness, and respect.

**Local 876 helped expose Wal-Mart's poor civil rights record at a rally featuring Rev. Jessie Jackson (above).**

## Stopping the Wal-Mart Tax

On Tax Day, Local 876 members, local community leaders and activists held protests at the Madison Heights, Royal Oak, Ferndale and Troy post offices, rounding out a nation-wide day of action.



**Dorothy Jordan, Kroger #602, distributes a flyer detailing the Wal-Mart Tax Bill at the Madison Heights post office.**

Participants informed taxpayers how Wal-Mart's irresponsible corporate behavior often forces workers and their families onto public assistance, costing taxpayers an estimated \$2.5 billion a year.

"Not only is this an obvious burden on American taxpayers, but it also takes much-needed tax dollars away from important social and community programs," Roger Robinson, Local 876's president, said. "Wal-Mart must stop shifting its health care costs onto American taxpayers."

Participants distributed the "Wal-Mart Tax Bill" to local residents as they mailed their tax returns. This tax bill encouraged Michigan residents to join the national effort by WakeUpWalMart.com to help end the Wal-Mart tax forever.

## Put America's Security First

In late spring, Local 876 members, community and civic leaders, and other supporters of WakeUp-Wal-Mart held a press conference at the Livonia Wal-Mart as part of a new nation-wide campaign entitled "Wal-Mart, Put America's Security First."

Speakers called on Wal-Mart, America's largest private importer of port containers, to put our nation's security first and stop lobbying against 100



**Local 876 helped draw attention to the fact that Wal-Mart is lobbying against having all cargo containers bound for the United States scanned for security purposes, putting profits first and American's security second.**

percent scanning of port containers.

The rally highlighted the serious and growing terrorist threat posed by the fact that America's ports remain vulnerable because the U.S. only inspects approximately five percent of the port containers coming into the country. They also recognized the troubling fact that, even in the face of a serious terrorist threat, Wal-Mart chooses to actively lobby against 100 percent scanning of port containers, putting profits first and America's security second.

A memo was also released during the rally entitled, "America's Risk, Wal-Mart's Reward." In it, key facts and statistics concerning the serious economic, social, and human costs that would arise if a nuclear weapon were successfully slipped into the United States and detonated, and why Wal-Mart is so critical to the debate over port security.

**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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Janice Wood	Jo Ann Potts
Peter Butterworth	Constance Misuraca
Carmen Tally	Wayne Lounsbury
Kim Fletcher	James Frazier
James Gehart	Frank Catanzaro
Barrie Willenborg	Roger Oman
Darlene Abad	Harold Jones
Fred Farley	Kim Imbrunone

### 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

**Professional Hair Care and Beauty Trades**  
1-800-754-9933

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Madison Heights, MI 48071

## Your Local 876 Union Representatives • Your Local 876 Union Representatives • Your Local 876 Union Representatives

Local 876 members are represented by a staff of highly experienced, well trained and dedicated trade unionists who are charged with numerous duties, with their primary responsibility being enforcing the union contract at individual workplaces. They insure members receive all the benefits and protections provided by the contract and represent members when their rights have been violated by management.

Union representatives spend most of their time at members' workplaces, meeting formally and informally with members and management. However, union representatives are available to members during regular business hours by telephone. Simply call the Local 876 office at 1-800-321-6406 and enter your representative's telephone extension. If you do not know your union representative, the operator can provide you with this information.

On the following pages you will meet your Local 876 union representatives.



**Roger Robinson**  
President

"As president of Local 876, I am fortunate to have an outstanding staff of union representatives working for the membership. They are a very hard working and dedicated group who truly care about the members and their families."

# BCBSM Switch Provides Greater Savings, Options to UFCW Health Fund Participants

Approximately 9,000 Local 876 members will enjoy lower out-of-pocket medical expenses and participate in a larger network of providers thanks to the August 1, 2007 switch in medical insurance providers for the Michigan UFCW Unions and Employers Health and Welfare Fund. The change brings Blue Cross Blue Shield of Michigan (BCBSM) medical coverage to members working at Beavers, Buckeye, Hollywood, Hiller's, Kroger, Oleson's, Pat's Food Center, Plumb's, Riverside, and Turriss, who participate in the UFCW health insurance plan.

"On a regular basis, the Health and Welfare Fund takes bids from insurance providers to see which company can deliver the benefits secured by the local for members during contract negotiations in the most cost effective way possible for all the parties involved," Roger Robinson, Local 876's president and trustee of the Fund, said. "Earlier this year, Blue Cross Blue Shield of Michigan presented a bid that made them the clear choice for the Fund's new insurance provider."

While benefit levels will remain virtually the same, members will enjoy lower out-of-pocket expenses as BCBSM's deep discounts will be

passed on to them.

"It's no secret that Blue Cross Blue Shield receives bigger discounts on medical services than other insurance companies," Robinson said. "Now, Local 876 members will benefit from this practice as their total medical bill, and any portion they may be responsible for paying out of their pocket, will be less. This is a great move for the Fund, and the membership. For years, we have heard members say they would prefer Blue Cross Blue Shield coverage. We are pleased they can now say their medical insurance is backed by the most recognized name in health care."

The extensive pool of participating providers will also work to members' advantage.

"In Michigan, over 26,000 doctors and all acute hospitals participate with Blue Cross Blue Shield," Robinson said. "Nationwide over 660,000 doctors and hospitals participating with Blue Cross, covering members when they are out-of-state."

Members were sent a letter detailing the switch from the Health and Welfare Fund and new insurance cards were sent from BCBSM. Questions can be directed to the Fund at 1-800-322-8190 and BCBSM at 1-800-810-BLUE.

## Accomplishments Tempered by Loss

For Local 876, the summer of 2007 will forever be remembered as a time of great accomplishment, and a time of tremendous loss.



Roger Robinson

In June, we became the first local union in the country to successfully negotiate a contract with Kroger without lengthy contract extensions, intervention by mediators, and strike votes. Not only did our agreement meet the members' goals for the negotiations, the package exceeded most everyone in the industry's expectations for our Kroger negotiations.

I am proud to say the Local 876 Kroger contract set the bar for Kroger negotiations across the country and it serves as a shining example of the gains that can be achieved when workers stand together.

While the Kroger contract is a great accomplishment, as it provides security and stability for nearly 10,000 Michigan workers for the next three years, it was a victory Local 876 could not celebrate.

Just days after the ratification of the Kroger contract, we were making plans for an Open House to assist nearly 5,000 Farmer Jack workers who would lose their jobs by early July, when their store was either sold or closed. Our goal was, and continues to be, to help Farmer Jack members through this difficult time.

Additional assistance came in the form of agreements Local 876 reached with Kroger and Hollywood Supermarkets who purchased a total of 23 of the 66 Farmer Jack stores. These agreements encourage hiring former Farmer Jack workers and establishment per contract wage rates and require the maintenance of health insurance, pension, and paid time off levels. These terms recognize members' years of service and experience, rather than requiring them to start over as entry level employees.

Local 876 also stands ready to assist members who took jobs at the 21 stores purchased by non-union operators who want to bring the benefits of union representation to these units. Farmer Jack may have left the state, but Local 876 remains available to assist former members who worked for the company. The union looks forward to the day we can celebrate a victory with them which lessens the impact of the loss they experienced in the summer of 2007.

## 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. All meetings begin at 7 p.m.

### Madison Heights

Local 876 Union Hall  
876 Horace Brown Dr.  
Oct. 2 • Dec. 4

### Ann Arbor

Holiday Inn Campus N.  
3600 Plymouth  
Nov. 12

### Flint

Teamsters Local 332  
1502 S. Dort Hwy.  
Oct. 3

### Traverse City

Days Inn  
420 Munson  
Oct. 17

### Lansing

Michigan AFL/CIO  
419 S. Washington  
Oct. 9

### Muskegon

Comfort Inn  
1675 East Sherman  
Oct. 9

### Monroe

Murray/CIO Bldg.  
41 Front Street  
Oct. 10

## Local 876 Membership Golf Outing 2007

**Tuesday, September 11**  
**Maple Lane Golf Course -- Sterling Heights**  
**\$30 per person entry fee**

Fee includes golf, continental breakfast, and a BBQ lunch and euchre at the Local 876 union hall. For more information, or to register for the outing, call the Local 876 office at 1-800-321-6406, or go to [www.ufcw876.org](http://www.ufcw876.org).

### Your Local 876 Union Representatives • Your Local 876 Union Representatives • Your Local 876 Union Representatives



Rick Blocker  
Secretary-Treasurer

"Since being elected secretary-treasurer, I continue to serve as a union representative for a few units and supervise the servicing staff. Our goal is to visit each unit on a regular basis and be accessible to the membership."



George Misko  
Recorder

"Whether on the shop floor, in a grievance meeting or at the bargaining table, myself and the other Local 876 representatives take our job very seriously and are unwavering in our commitment to securing fairness and justice for all Local 876 members."



Mark Charrette  
Executive Assistant to the President

"Everyday, Local 876 is involved in some type of battle over workers' rights. I urge members to say "yes" the next time their union asks them to join the battle --it's the only way we are going to be successful."

# Members Ratify Contracts -- Local Leads Nation with Kroger Agreement

During the first half of 2007, over 10,200 Local 876 members at five employers ratified new contracts securing continued stability and job security for the next several years. Before the year is over, members at an additional nine units will be involved in bargaining new contracts as their current agreements expire.

"We have a very full bargaining agenda for 2007, with over half of the membership involved in contract negotiations at some point during the year," Roger Robinson, Local 876's president, said. "This

year's bargaining schedule is keeping us very busy as it takes the same amount of time to prepare for all negotiations, regardless of the size of the bargaining unit, and the time involved in actual negotiations depends on the circumstances and issues unique to the talks, not the size of the unit. This year, we have had talks move very quickly with our largest employer and move very slowly with some of our smaller units."

Local 876 not only finds itself with a full bargaining schedule, but the union must negotiate at a time

when several economic conditions have combined to create a very tough climate in which to bargain, according to Robinson.

"When times are tough, as they are in Michigan, negotiations are tough," he said. "Unemployment is high, employer profits are low, and health insurance costs are out of control. Any one of these factors makes bargaining tough, and we are facing all three. Some of our employers are hit harder by what's going on with the economy than others, so negotiations with them are therefore more difficult.

Members seem to understand this, and have a fairly realistic understanding of what can be achieved in negotiations this year. We have been able to make some gains, and have made some adaptations that will enable members to enjoy stability and security as we weather this economic storm and emerge well positioned for their next negotiations."

The following is a summary of the contracts ratified in the first half of 2007.

## Alexander & Hornung/Butcher Boy

After a merger between Local 876-represented Alexander & Hornung and the non-union Butcher Boy, a new contract was negotiated covering the plant. The five-year agreement features wage increases and annual bonuses for all members and provides former Butcher Boy employees with holiday pay, seniority rights, affordable health insurance, and the other protections of a union contract for the first time.

"This was a unique bargaining situation," George Misko, Local 876's recorder and lead union negotiator for the talks, said. "When Alexander & Hornung purchased Butcher Boy, the company moved their existing workforce into the Butcher Boy facility, which was an unorganized shop. The local thought it made sense to extend the contract to the entire unit, and so did the Butcher Boy employees who expressed a strong interest in joining the union. When we got to the bargaining table we had the interesting job of negotiating a single agreement that would serve as both a first contract and a subsequent agreement for an equally large portion of the bargaining unit as the recently merged unit contained both new union members, and seasoned veterans."

Approximately 55 Local 876 members are employed at the meat processing plant located in St. Clair Shores.

## Provincial House

By a 10 to one margin, the LPNs working at Provincial House ratified a new three-year agreement which became effective April 1. The new contract, which is the second agreement for the unit, includes a three percent wage increase, bi-annual bonuses, premium pay gains, improved dental benefits, elimination of unpopular on-call language, and a clarified grievance procedure.

"This is a very good contract, as evidenced by the overwhelming membership vote in favor of the agreement," Mark Charrette, the Local 876 executive director in charge of the negotiations, said. "Not

only is the financial side of the package valuable to the membership, they were thrilled with the removal of the on-call procedure. Members disliked having to sit by the phone every third or fourth weekend waiting to be called into work."

Over 100 LPNs work at this Adrian nursing home.

## Turri's Italian Foods

Members working at Turri's Italian Foods overwhelmingly ratified a new four-year agreement in mid-March. Highlights of the new contract include: pension and wage gains, the addition of higher paying job classifications, and the ability to break a week of vacation into individual days.

Approximately 120 members work at this food processing facility in Roseville.

## Michael and Pete's Market

The new owners of the former Cattleman's store offered continued employment to Local 876 members working at the store and agreed to a union contract providing wage increases for the next four years, a 401(k) plan, and upgraded health benefits.

Approximately 14 Local 876 members work at this retail store located in Taylor.

## Kroger

When Local 876 Kroger members overwhelmingly ratified a new contract early June, they did more than secure wage increases and improved health insurance benefits, while maintaining their current paid time off, pension, and Sunday premium levels. The group shattered all predictions for the negotiations and broke the negative pattern of contract extensions, strike votes, and concessionary company proposals that had been plaguing UFCW/Kroger negotiations across the country.

"Michigan's poor employment and economic climate, combined with Kroger's hard line approach to their 2007 contract negotiations, led to predictions



"I couldn't be happier with the results the bargaining committee achieved. We are very strong for the next three years."

Jennifer Frankford, Kroger #526

of struggles and take-aways for the union's bargaining with Kroger," Roger Robinson, Local 876's president and chief union negotiator, said. "At the time of our negotiations, thousands of Kroger workers belonging to several UFCW local unions were operating under extended contracts as negotiations on new agreements had all but stalled. Mediators had intervened and strike votes had been taken."

Robinson credits the local's success in negotiations to the union's rank-and-file bargaining committee.

"To our Bargaining Committee's credit, they were not intimidated by Kroger's approach elsewhere or influenced by all the negative talk surrounding negotiations. They entered bargaining with the goal of reaching a fair and just contract, regardless of what was going on elsewhere, and refused to back down from this goal," he said. "The committee effectively communicated their intent to Kroger, letting the company know Local 876 members fully realized Kroger is a strong and profitable company looking to grow in Michigan, and has the means to do the right thing by their employees here."

After only a few bargaining sessions, a tentative agreement was reached which received the unanimous support of both the Bargaining and Advisory Committees, before its overwhelming ratification by the membership.

"It is a good contract," Milton Allen, from Kroger



"It's (the contract) awesome. The bargaining committee did a great job by not backing down and getting everything we needed."

Fred Heins, Kroger #680

"I was expeting increased co-pays and overall take-aways. The negotiating team did a great job."

Dan Conn, Kroger #693

All of these gains were achieved while maintaining current pension benefits, paid time off, and Sunday overtime and premium pay. Minimal pre-tax employee contributions towards health benefits will be required beginning January 1, 2008, which are well below national averages and those payments required by area retail grocery workers.

"The new contract is a solid package that will provide members with security and stability for the next three years. It is especially meaningful for the approximate 700 members who will receive health benefits earlier under its terms," Robinson said. "To

make the gains we did without taking any cuts is a significant accomplishment, the Bargaining Committee is to be commended."

#605 in Ann Arbor, said. "With all the economic issues in Michigan, I think the wage increases and changes in health care are fair."

Among the highlights of the new contract are:

- Immediate wage increases for all members.
- Top rate wage increases of between \$1 and \$1.30 over the contract's term.
- An improved health insurance plan (see side bar).
- Reduced health benefit qualifying periods.
- New contract language giving part-timers the opportunity to maximize their hours of work.
- 100% increase in the employer contribution to the Retiree Health Plan.
- Improved grievance procedure language.

## Negotiations Result in Improved UFCW Health Insurance Plan for Participating Members

The local's recent Kroger negotiations presented a major challenge for the union -- how to meet the company's unwavering demand for employee contributions for health insurance, and remain true to Local 876's commitment to quality, affordable health insurance for its members.

"Local 876 was one of the last, if not the last, local union to have a Kroger contract with no employee co-pays for health insurance," Roger Robinson, Local 876's president, said. "We knew Kroger was going to demand co-pays in our 2007 negotiations. We faced the fact that co-pays was a deal breaker for them, and well before negotiations were scheduled to begin, set out to find a health insurance package where improvements in coverage would offset employee co-pays."

### BCBS Plan Offers Improvements

- Reduced qualifying periods
- \$500 wellness benefit covering physicals, screenings, well baby check-ups, immunizations and more.
- \$10 doctor office visits not subject to deductibles.
- \$800 increase in dental benefits.
- Increased vision benefit.

### Co-pays Below National Average

The weekly employee contributions for participation in the BCBS Plan are well below the national average.

	BCBS Plan	2006 National Average
Single	\$4	\$12.06
Single +1	\$8	N/A
Family	\$12	\$51.17

### BCBS Plan Offers Savings

The following is an example of how the new wellness benefit would result in a meaningful savings for a typical family.

Sue and her husband, Chuck, have a son, Shane. Each year Sue goes for her annual exam, Chuck has an annual physical and Shane needs a sports physical and flu shot.

Existing Plan			
	Medical Bill	Insurance Pays	Family Pays
Sue	\$300	\$90*	\$210
Chuck	\$500	\$0**	\$500
Shane	\$190	\$0**	\$190
			<b>Total Family Cost: \$900</b>

\* The first \$200 goes towards Sue's deductible, insurance pays 90% of the \$100 balance.

\*\* Routine physicals, sports exams and flu shots are not covered.

BC/BS Plan			
	Medical Bill	Insurance Pays	Family Pays
Sue	\$300	\$290	\$10*
Chuck	\$500	\$490	\$10*
Shane	\$190	\$180	\$10*
			<b>Total Family Cost: \$30 a \$870 savings</b>

\* Under the wellness benefit, the only cost to patients is the \$10 office visit.

The Local's efforts resulted in expansion of the Michigan UFCW Unions and Employers Health and Welfare Fund to include a Blue Cross Blue Shield plan that mirrors current benefits while offering a significant wellness benefit and flat rates for doctor's visits.

"Members already had very good coverage, so locating a better plan was going to be a challenge," Robinson said. "But we knew they were interested in wellness coverage and set amounts for doctor's appointments. By securing a plan that provides meaningful coverage in these two areas, with few changes in other areas, we would be able to offer members an improved plan that would result in lower out-of-pocket costs for covered members."

The plan was positively received by Kroger members, in their overwhelming ratification of their new contract, and will likely be presented to members at other employers participating in the UFCW Health and Welfare Fund (Beavers, Buckeye, Hollywood, Hiller's, Oleson's, Pat's Food Center, Plumb's, Riverside, and Turris) in their next negotiations.

"Once members look beyond the co-pays, which are well below national averages, and learn about the high level of coverage and cost savings offered by the new plan, we are confident they will see its value," Robinson said. "We expect most participating members to pay less for their health care, including their co-pays, which are paid with pre-tax dollars, under the new plan."

Your Local 876 Union Representatives • Your Local 876 Union Representatives • Your Local 876 Union Representatives



Carol Couch  
Ext. #8619

"Having a daily opportunity to help or improve members working lives with solid contracts is a privilege. Creating positive change for them not only brings satisfaction for me, but is a way I can contribute to my community."



Bill Crim  
Ext. #8615

"My grandfather and father were UAW members, they believed in the union and so do I. I had been a union member, so when I was working without a union at Kessel, I helped get the stores unionized so we could have better benefits and the backing of a union."



George Culver  
Ext. #8624

"Everybody needs a little help now and then, and I like that my job enables me to help members when they have a problem at work and advocate for workers in the political arena. I like contributing to the peace of mind unions provide workers."



Brian Fortier  
Ext. #8609

"If it weren't for the labor movement, people would be working for a lot less money and no benefits. Thanks to unions, working people have a chance to enjoy a decent standard of living and provide security for their families."



Bill Keedle  
Ext. # 8623

"Many of the working conditions people take for granted as 'givens' or assume are protected by the law, are under assault by big business. Unions are the only voice working people have left to defend these working conditions."



Steven LeVey  
Ext. # 8621

"Together, as a union, when we stand up, speak up, and stand together, good things will happen. Our new Kroger contract is a great example of the good that can happen when union members stand united."

# Congratulations Recent 876 Retirees

## A&P/FARMER JACK

Barbara Adams  
Russell Allen  
Bozin Atanasovski  
Karen Carothers  
Minnie Clark  
Sherita Cochran  
Mary Dutchak  
Mary Felix  
Althea Flowers  
Steven Fisher  
Pamela Gates  
Sarah Goble  
Gloria Henry  
James Hooker  
Eulas Houston  
Harold Jentzen  
Kathleen Jurkiewicz  
Zbigniew Kopacz  
David McIntyre  
William Meinke  
Patricia Messer  
Velma Nance  
Joan Niedbala  
Curtis Norwood  
Mary Pawlowski  
Mary Pearson  
Dorothy Powell  
Glenn Quick  
Lillian Rennon  
Peter Rennon  
Judith Rockford  
Samuel Roth  
Roseanne Sausser  
Kristine Semlow

Dennis Slomiany  
James Thomas  
Marie Tubaro

## ALLIED

Thomas  
DuranczykDiana  
Jackson  
Timothy Oleary

## BORMAN'S

Latif Babbie  
Nancy Bergler  
Bobby Cooksey  
Richard Erickson  
Kathleen Gosselin  
Joseph Gracia II  
James Morgan

## CHATHAN

Tyra Fogg  
Thomas Greenfield  
Mary Guaiana  
Ted Hudzik  
Arthur Severin  
Lynda Stupar  
Kathleen Temelko  
Sheryl Toupin

## BUCKEYE DISCOUNT

Ruth Sadler

## DANNY'S

Mary Smigelski

## DARLING

Marshall Perry

## HAMADY

Adolph Arizola  
Marianne Brenner  
Dennis Cronkright  
Kathleen Eckert  
Linda Maniak  
William Thompson  
Betty Wideman

## HOLLYWOOD MARKET

Nancy Masta

## KROGER

Michael Adams  
Ellen Belcour  
Renee Belmore  
Gene Best  
Gregory Billiett  
Samuel Bravata  
Barbara Carr  
Alfred Chong  
Valentino Cimini  
Judith Clark  
Shirley Clinton  
Troy Collins  
Martha A. Cook  
Helen Crosby  
Don Darga  
John Domke  
Linda L. Dorman

Darlyn Eschmann  
Lucille Ford  
Thomas Gruba  
Dolores Hamen  
Patricia Hyek  
Carol Keene  
James Kish  
Gail Kozykoski  
Diane Krause  
Brenda Kruger  
Linda Kunkle  
Marian Lavigne  
Robert Malcolm  
William Mathis  
Cecelia MacFarland  
Michael McLaughlin  
Emma Nicholson  
Judy Nothnagel  
Patricia Petrie  
Vera Prljic  
Janice Reaume  
Glynn Reeder  
James Roberts  
Marlene Salinas  
Lois Shanku  
Pearlean Snell  
Allan Strickler  
Carl Szymanski  
Norma Tuckerman  
Donald Van Arsdalan Jr.  
Grace Vettraino  
Gloria Villarreal  
Grover Walston  
Elaine Whitmore  
Jospeh Witkowski

Nancy Witte  
**MEADOWDALE**  
Danny Bates  
Lawrence Gadula  
Jane Millar

## MIDWAY

Patrick Dowling  
Thomas Graczyk  
Russell Morgan

## OLESON'S

Richard Cushman  
Vicki Hickman

## PLUMB'S

Gerald Grabowski

## RAY'S FOOD FAIR

Shirely Brandt  
Lucretia Casto  
Gloria S. David  
Walter Parent, Jr.  
Mary Piersall  
Dwight Provoast  
Joann Vermeesch

## RITE AID

Nancy Hopak  
Mary Garcia

## SHOPPING CENTER MARKETS

Barbara Andrews  
Crisanto Filio  
Ronald McKenna  
Richard Nasser  
Richard Spaulding

## OTHER

Lois Abate  
Gerald Akens  
Iova Almazan  
Frederick Altenbernt  
Barbara Bennett  
Scott Bock  
Gena Brown  
Vicki Budowick  
Arthur Burasinski  
Robert Callahan  
Joan Dacey  
John Dahl  
Violet Forbes  
Robert Ford

Sherry French  
Niels Froberg  
Roy Frohriep  
Ronald Goebel  
Robert Heeter  
Karl Hewitt  
Ann Hines  
Eddie Hogan  
Suzanne Hovnanian-  
Roberts  
Charles Judd  
Steven Kilburn  
Cheri Kiracofe  
Judy Krettlen  
Sandra Krist  
Andrew Kuffa  
Russell Lindeman  
Wolfgang Lodden  
Carol Majors  
Joel Maljak  
Paul Manhart  
Nola Mills  
Daniel Moblo  
Billy Morton  
Roger Nielsen  
Roger Newman  
Lowell Norton  
Steven O Kilburn  
Kristine Placinto  
Diana Potter  
Andris Purgailis  
Betty Rice  
James Rice Jr.  
Stanley Robertsd  
Patricia Roemmele  
Melvin Ryckman  
Thomas Saver  
Joseph Saullo  
Roger Seely  
William Seta Jr.  
Betty Smith  
Craig Smith  
Barbara Staples  
Montaque Stewart  
Josip Subonj  
Izydo Szklarski  
John Troolines  
Carole West  
Christopher West  
Janice Wilkins  
John Williamson  
Larry Woolworth  
John Young  
Joseph Zybor

## Keep Your Union Records Up-to-Date: Notification of Change

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 Also notify the Michigan UFCW Unions & Employers Health & Welfare Fund with name and address 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: \_\_\_\_\_

## Your Local 876 Union Representatives • Your Local 876 Union Representatives • Your Local 876 Union Representatives



**Derek Peters**  
Ext. #8616

“A strong working class is essential for a strong economy. And I believe we need to do everything possible to protect the working class. That is why I am a union representative - I want to do all I can to advance and protect workers and their families.”



**Tom Reuc**  
Ext. #8626

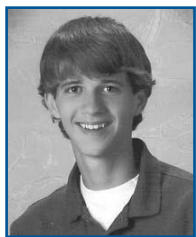
“Your union works for you and with you. Be an active participant in your union’s movement for improvement. Our union is only as strong as our members. Unions fight to preserve the middle class.”



**Clift Roach**  
Ext. # 8612

“Over the years, unions have achieved a great deal for workers because workers were involved in their unions. I talk to members about being more involved in their union so we can continue to make progress which benefits all workers and enjoy a bright future.”

# Outstanding Students Win First Local 876 Scholarships



**Carl Dork**, recently completed his freshman year at Eastern Michigan University where he is studying Secondary Education with a double major in Math and English.

Dork graduated from Garden City High School with a 4.166 grade point average and was involved in several extra-curricular activities including student council, theatre, National Honors Society, and varsity tennis team.

In a letter of recommendation, a teacher wrote: "In every way, Carl is trustworthy, conscientious and hard working...he has a real desire to succeed and change the world, and the attitude to do it."

Dork eloquently concluded his essay with this understanding "With what they have done in the past, and what they are doing for me in the present, unions are a necessary entity of progress in the work force of America, keeping the freedom, non-oppressiveness, and American dream alive."

**Todd Dudzinski**, is a graduate student in architecture at Lawrence Institute of Technology, where he maintains a 3.5 grade point average. As a future architect of "sustainable" buildings, Dudzinski hopes to have a positive impact on the earth.



A Troy High School graduate, Dudzinski also graduated from the fire academy as a certified firefighter and is currently a member of the Troy Volunteer Fire Department

In his essay, Dudzinski noted many ways his father's Local 876 membership helped his family, with the most important being the benefits his father qualified for as a part-time employee when a serious automobile accident left him unable to work for eight months. These are benefits "any part-time employee should treasure in today's corporate world. Usually, part-time workers receive very little, if any, benefits in the various segments of retail or any industry for that matter. More importantly, we knew his job would be protected and waiting for him."



**Michael Hunt**, was the Lincoln Senior High School Class of 2007 Valedictorian. In addition to carrying a 3.97 grade point average, Hunt was a leader and national qualifier in the Vocational CAD program, a four-year member of the football and basketball teams, and the National Honor Society.

In the fall, Hunt will attend Kettering University where he will major in Mechanical Engineering.

In his essay, Hunt wrote; "It is nearly impossible to mention everything Local 876 has fought to obtain for my family and I, but the notable ones deserve to be

recognized...protection from unwanted dismissal, adequate working wages, retirement plans, medical insurance, prescription coverage, seniority rights, a safe working environment....All in all, my family and I owe more than we will ever have to Local 876. We feel that they are one of the main reasons why we are where we are today."



**Madison McKenzie**, recently completed her sophomore year at Olivet College where she is on the Dean's List, majors in Elementary Education, and is involved in many activities.

McKenzie graduated from Charlevoix High School with a 3.87 grade point average, where she was on the basketball and soccer teams, and in the National Honor Society.

In her essay, McKenzie wrote, "There are countless ways in which the union that my father belongs to has helped my family... My father is the only one supporting our family; the union he is involved in has helped him maintain a steady income that has been able to provide our family with the essentials needed in life... we have never been deprived of anything."

**Amber Rudolph**, recently graduated from Marine City High School with a 3.94 grade point average and a long list of extra curricular activities including; student government, National Honors Society, varsity track team, Teens Against Tobacco, SADD, and Down River Helping Hands.



In the fall, Rudolph will attend California State University Stanislaus, where she plans to major in biology and minor in criminal justice.

In her essay, Rudolph credited Local 876 with providing her family with the health insurance that enabled her to receive otherwise unaffordable medical treatments to correct serious problems. "Eventually, I was able to walk, run, and play with the other kids. If my father had not been part of a union where we receive such excellent health insurance, I would not have been able to get that expensive brace... Without optical insurance, I still wouldn't be able to see and I'm about to go off to college. I'm truly grateful for everything the union has helped my family be able to do. It has given us a better, more satisfactory way of life."

**Travis Schoenfeldt**, recently graduated from Garden City High School, where he was an honor roll student with a 4.1 grade point average and participated in a variety of activities including; the Spanish Club, junior varsity football, SADD, and Homecoming Committee. In her letter of recommendation,



## The Scholarship Selection Committee and Scoring Process

In accordance with scholarship rules, winners of the Local 876 Scholarships were chosen by the Scholarship Selection Committee.

The 2007 committee consisted of **Dave Langstein**, Head Organizer, Michigan ACORN (Association of Community Organizations for Reform Now); **Chris Michalak**, Political and Legislative Director, UFCW Local 876; **Dia Pierce**, Political Representative, UNITE/HERE; **Harold Stack**, Academic Director of the Master of Arts in Industrial Relations Program and Director of Labor Studies Program, Wayne State University; and **Erkisha Terry**, AFL-CIO Community Services Labor Liaison, the United Way of Southeastern Michigan.

Each member of the committee scored applicants on a numerical scale based on provided guidelines in three categories -- academics, school/community, and written essay. Applicants were identified by number only and any potential identifying information was deleted. The judges' scores were tallied and the top five applicants were awarded scholarships. Since there was a tie for fifth place, and the 2007 scholarship guidelines did not provide a procedure for handling ties, the Local 876 Executive Board authorized six scholarships for 2007.

All scores are confidential, and the only identified applicants are the winners.

Schoenfeldt's counselor wrote; "Travis is the kind of student that every teacher hopes to have in their classroom, every coach hopes to have on their team, and every teenager hopes to have as their friend."

In the fall, Schoenfeldt plans to attend Schoolcraft Community College to complete his prerequisites before transferring to a university to complete a degree in either nursing or forensics.

As the child of two active Local 876 members, Schoenfeldt had many first-hand memories of union activities in which he participated to share in his essay, along with an understanding of the importance of unions. "People who complain there is no need for unions today are usually fat-cat republicans, or company owners who just want to get rich on the hard working middle class population, who are now becoming the working poor with no health benefits. As a dependent of union members, at least I have a chance for college. Thank you Local 876."

## Your Local 876 Union Representatives • Your Local 876 Union Representatives • Your Local 876 Union Representatives



**Adam Robinson**  
Ext. # 8614

"As a child, I went to union meetings with my mother and father. I took to heart the connection of family, workers, and unions to achieving the American Dream. As a union representative, I would like to bring that back."



**Julie Rogers**  
Ext. 8617

"I always try to put myself in the member's shoes, and treat members the way I would want to be treated and to work as hard for them as I wanted my rep to work for me when I was a member working in the store."



**Fred Westphal**  
Ext. # 8627

"I enjoy my job and helping workers. I am proud to be a part of the movement that brought the working class good wages, health insurance, and pensions. If it wasn't for unions, workers would be at the mercy of their employers."

# First UFCW Michigan Lobby Day Makes History

UFCW members from across the state invaded the halls of the state capitol in May, lobbying their legislators on workers' issues, and making history in the process.

"This was a historic day," Roger Robinson, Local 876's president, said. "For the first time ever, UFCW

members from both Michigan locals came together to present a united voice in Lansing, and we didn't just make a

statement -- we were heard. Legislators from both parties spent time listening to what UFCW members had to say and several mentioned how impressed they were with the size of our group. We were definitely the talk of the capitol."

Over 75 members from Local 876 and Grand Rapids-based Local 951 participated in Lobby Day, which was the first public display of the UFCW's new united political voice in Michigan. As of January 1, UFCW Locals 876 and 951 joined forces politically, and will be speaking with one united voice in Michigan and Washington D.C. Local 876 Political and Legislative Director, Chris Michalakakis, will oversee the program.

"The rocky history between the locals is no secret, but after new presidents took office at both locals last year, we decided to leave the past in the past, and work together to benefit the membership," Robinson said. "Together, we have much more political clout that we can use to make advancements for all workers. Lobby-Day clearly illustrated that Michigan legislators can no longer play one UFCW local against the other to disadvantage workers and weaken unions."

Lobby Day began with a short training session and tips from union leaders.

"The U.S. constitution gives every American the right to talk to and



**Lobby Day participants' stops included (from left): filling the halls of the State House of Representatives; a visit with Governor Jennifer Granholm; and the State House gallery.**



respond to their request for a discussion.

"When they saw us come down the stairs, in a mass of matching gold shirts, word spread quickly that there was a large group of union members looking to talk to their legislators," Robinson said. "Even those who vote against us felt compelled to come out and talk to their constituents, it was great."

Participants agreed Lobby Day was a great experience, and one they hope to continue.

"I enjoyed Lobby Day very much,"

lobby their representatives," Michael J.

Wilson, the UFCW International legislative and political director, said. "Don't be intimidated by these big marble halls, they have been tread on by many others not as worthy as us. The paid lobbyists are here everyday, but the legislators need to hear from everyday workers."

Participants received information on three main issues they would be lobbying on during the day -- twice monthly food stamp distribution, the Worker Freedom Act, and closing Wal-Mart tax loopholes.

"Legislators are familiar with these issues because I'm here every week lobbying on them, but your personal stories will put a face -- a face of one of their constituents -- to the issues," Michalakakis said.

Members rounded out the morning by lobbying their senators. Following a luncheon, where members were joined by several legislators, the group went to the State House Gallery where they were recognized by Speaker Pro Tem Mike Sak.

"We filled the gallery, which really got their attention," Robinson said. "They couldn't remember the last time a group, especially a group of union members, filled the gallery."

During the afternoon, members continued their lobbying efforts. Since the legislature was in session, members waited in the halls of the capital with the paid lobbyists for their legislator to

Kelly Beckman, Kroger #406, said. "It was very interesting. If they do it again, I will definitely do it and be ready to speak up."

"It was good to meet our representatives and senators, and present them with issues that are a major concern to our membership," Aaron Squeo, from Kroger #684, said.

"Lobby Day made me realize we can work together with one voice to create positive changes," Jodi Torre, from Rite Aid # 4537, said. "It's good to have a union that can come together with one voice."

Topping off the day, was a visit from the state's top elected official -- Governor Jennifer Granholm.

"Thank you for being here today," she said. "It's great for elected officials to know that you -- the people who sign our paychecks -- are here and have something to say."

Members who participated in Lobby Day were encouraged to build on the relationships they established with their legislator by continuing to communicate with them. Local 876 will provide these, and other interested members, with monthly political updates. To receive these updates, or for more information on Local 876's political program, contact Michalakakis at 1-800-321-6406 ext. 8644.



**(Photos from left:) Kim Taylor, Kroger #693, (left) discusses the Wal-Mart tax with Rep. Barb Farah (D). Carmen Tally, Hollywood #1 and a Local 951 member review the UFCW Michigan political agenda with Rep. Lyamar Lemons Jr. (D). Ken Pisoni, Kroger #685 and Steve Szappanyos, Farmer Jack #301 share information on the Wal-Mart's tax loopholes with an interested representative. Carl Polk, Kroger #463, reviews the benefits of twice monthly food stamp distribution with Rep. Lisa Wonjo (D).**

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