

CONNECTION

UFCW 876

United Food and Commercial Workers Union Local 876

Fall 2011

Improvements to 876 Retiree Health Plan

When the trustees of the Michigan UFCW Union and Employers Retiree Health Plan were forced to reduce the plan's benefits in 2006, Local 876 President Roger Robinson vowed the cuts would not be permanent.

cuts, Robinson, who serves as a trustee on the Fund which manages the retiree plan, secured a commitment from his fellow trustees to work to not only maintain the retiree health plan, but to improve it as well.

trustees, led to the 2012 benefit improvements.

"I am thrilled to be able to make good on my commitment to Local 876 members and retirees to restore and improve their Retiree Health Plan benefits," Robinson said. "We were able to make significant improvements to the Plan without increasing the monthly premium."

The changes in the Retiree Health Plan impact approximately 75 current retirees and thousands of members working at Kroger, Hollywood, and Hiller's who could be eligible to receive retiree health benefits upon their retirement. Currently, members who work for these employers and retire with at least 15 years of full-time service may be eligible for retiree health benefits for themselves and their spouse until they qualify for Medicare.

For more information on the Retiree Health Plan or eligibility call 1.800.322.8190 or visit www.mufcwbenefits.com.

"When we discussed the future of the Retiree Health Plan, its elimination always emerged as an option. I was bound and determined not to let that happen, not on my watch."

Roger Robinson, Local 876 President

"Maintaining quality affordable health care benefits for members while they are working and into retirement is one of my top priorities," Robinson said. "I was very upset that the people in charge allowed the retiree health plan to almost collapse in 2006. I understood the cuts were necessary at the time to keep the plan alive, but I saw the benefit reductions as a short term fix, not a permanent solution."

In the years following the

"When we discussed the future of the Retiree Health Plan, its elimination always emerged as an option," Robinson said. "I was bound and determined not to let that happen, not on my watch."

In post 2006 contract negotiations with employers whose retirees participate in the plan, Robinson negotiated increases in the employer's contribution to the Retiree Health Plan.

These increases, along with prudent fund management by the

Current and Future Retirees to Benefit from Plan Improvements

Highlights of In-Network Changes Effective 1/1/2012:

- New age appropriate preventative, routine wellness services payable at 100%.
- Doctor office visits covered at 100% after \$20 co-pay.
- Specialist office visits covered at 100% after \$30 co-pay.
- Free standing urgent care facility visits covered at 100% after \$40 co-pay.
- Prescription drug benefit deductible lowered to \$100 from \$500 per individual per calendar year, with yearly maximums increased to \$5,000 from \$2,500 per person.
- New out-of-pocket prescription drug maximum of 20% co-pay up to \$50 per drug, per fill or refill.
- Age appropriate wellness immunizations, including the flu shot, payable at 100%.



Gains Achieved Without Premium Increases

Members Participate in Senate Lobbying Against Right-to-Work



James Frazier Jr., from Kroger #647 in Clinton Township.

UFCW Michigan Senate Lobby Committee training began in August, for members who volunteered to take part in an activation program aimed at educating, engaging and ultimately meeting with Michigan senators to discuss the dangers of "right-to-work" legislation.

Member volunteers participated in a training program featuring political and legislative updates, effective lobbying tips, role-playing and delivering a message that remains on point.

"UFCW 876 invited several Michigan senators to the training. They provided invaluable insight on ways to effectively speak to your senator," Roger Robinson, UFCW 876's president said. "I don't think we could have asked for better speakers to explain the dynamics of lobbying."

Soon after the training, members attended one-on-one meetings with their respective senators and a Senate Committee Lobby Day in October.

"After meeting my senator, Tory Rocca, a republican from Sterling Heights, I realized how valuable it is for members to speak to their representatives directly," Aaron Squeo, from Kroger #611 said. "I was able to convey my concerns about right-to-work and how passing that legislation would negatively affect me and all workers in Michigan. Hopefully, I am now the face Senator Rocca will remember when he speaks about right-to-work."

Members found the one-on-one meetings clarified the confusion and misconceptions being spread about right-to-work as they explained the realities of the bill.

"I was impressed with Senator Rocca, he recognized that right-to-work is wrong for Michigan, he has a progressive view on worker issues," James Frazier, Jr., from Kroger #647, said. "I believe by speaking to Senator Rocca in person, my message will now have a life in his discussions with other senators. It lets other politicians know what workers are about, and how important it is to have a healthy workforce for a strong economy."

UFCW 876 encourages members to call or write their legislators, urging them to oppose right-to-work legislation. For a legislative listing go to www.senate.michigan.gov, www.house.mi.gov, or contact the Local 876 Political Director at 1.800.321.6406 ext. 8644



Aaron Squeo, from Kroger #611 in Sterling Heights.

Let's Rebuild the Middle Class -- Unionize



Roger Robinson
President

Over the last few months, Local 876 has restructured and refocused its organizing program around the central goal of rebuilding the middle class through unionizing.

Our country is in an economic crisis, the middle class is disappearing, and people are truly suffering. The way I see it, unions can be part of the solution to the economic problems facing our country as a whole and as individuals. Everybody wins when more U.S. workers are unionized.

The concept that unions have a positive impact on society, while popular in the labor movement,

has been challenged by many.

Critics of unions claim they are unimportant today, or even harmful to the economy. But unions were essential to building the middle class, and as we have recently seen, vital to maintaining the middle class. It's no coincidence that as union membership declined so did the middle class.

The relationship between the middle class and unions isn't just my opinion, but the conclusion of a recent study on how to improve the economy.

After an in-depth analysis of data and statistics, the report concludes; "Unions are our primary hope for rebuilding the middle class. They provide a counterbalance to the rich and powerful to help ordinary workers get a fair shake. In the marketplace, unions help ensure that workers receive a share of the gains they help create. And in our democracy, unions help give workers the strong voice they need to represent their interests."

In short, organized labor boasts a unique ability to create a strong middle class, something that is sorely needed at this moment."

The report detailed how unions provide workers more power in the economy and in government. Specifically, by raising wages and benefits, building career ladders to the middle class, ensuring middle class workers are represented in corporate decisions, promoting political participation, helping balance the disproportionate corporate influence in congress and helping ensure political policies benefit

the middle class.

To bolster Local 876's efforts to rebuild the middle class by bringing Local 876 union representation to more workers, the local recently hired a new Organizing Director and additional organizing staff.

To learn more about our new

organizing program, I encourage you to read the page five article. Additionally, I urge you to take an active role in rebuilding the middle class by joining in our organizing efforts. Together we can stop the decline of the middle class by rebuilding the American labor movement.

Union Jacket to Recognize 25 Years or More of Local 876 Membership

Members with at least 25 years of service as of 2011 will be issued a special union jacket in 2012. In early December, eligible members will receive a form from the Union office asking them to select their jacket size. Watch your mailbox for this mailing!

Get Your Perks in the New Member Incentive Program

The Perks Card

Beginning in 2012, UFCW 876 is launching a new member incentive program, the Perks program, that allows members to earn credits towards a \$25 Kroger gift card by getting active in their union.

How to Earn Perks Credits

Perks credits can be earned several ways. Members can join the Active Ballot Club (ABC), participate in union-sponsored events, or take part in important political and organizing events and activities. The program will run from January 1, 2012 through December 31, 2012.

A union representative will be in attendance at each UFCW-sponsored event to collect Perks participants' signatures on sign-in sheets. This information will be forwarded to the union office where the official Perks' records will be maintained.

How to Get a Perks Card

There are two ways to secure a Perks card and get started earning credits.

1) Sign up for the Active Ballot

Club (ABC) and receive three perks credits.

Perks cards will also be issued to existing ABC members.


2) Participate in a UFCW-sponsored event/program (one credit) a sampling of which is listed on the inside of the Perks card and in the box accompanying this article. Perks eligible events will be posted at www.ufcw876.org and in union publications.

Card Redemption

All Perks credits will be based on sign-in sheets from UFCW events. ABC membership will be verified through union records. Members in good standing who earn 7 credits during the year will receive a \$25 Kroger gift card.

It is possible to earn more than one gift card, 14 Perks credits qualifies a member for a \$50 gift card.

Members' official Perks' records are maintained at the



www.ufcw876.org/perks

The following are examples of activities for which members can earn Perks credits.

- The Active Ballot Club
- Membership Events
- Hand billing
- Phone banking
- Organizing Actions
- Membership Meetings
- Political Events
- Young Worker Events
- Zoo Day

First Rite Aid Member to Serve as Local 876 Vice President

Dawn McClanahan recently became the first Local 876 Vice President to represent Rite Aid on the union's Executive Board. McClanahan, who works at Rite Aid #4362 in Flat Rock, was appointed to fill a vacancy by Local 876 President Roger Robinson with the unanimous support of the union's Executive Board.



Dawn McClanahan
Rite Aid #4362

"We aim to have a diverse Executive Board representing the various industries in which our members work, so adding a member from the retail drug industry was important when the vacancy occurred, Robinson said "Dawn is a strong union activist and long-term Rite Aid employee, I think she has a great deal to offer and will make an excellent Vice President."

McClanahan has worked at Rite Aid for 28 years and is currently a shift supervisor. She has been her unit's steward since she and her co-workers elected Local 876 representation in 1999 and has served on each of the four subsequent bargaining committees.

union office. The card simply serves as their personal record.

"We are looking forward to the launch of the Perks program and beginning to recognize members' support of their union in a new and meaningful way," Roger Robinson, Local 876's president, said. "We have so many members who take time out of their busy lives to support their union, the Perks program will enable Local 876 to give back to them."

UFCW 876 CONNECTION

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

Roger Robinson
President

Rick Blocker
Secretary-Treasurer

George Misko

Vice Presidents/Executive Board

- | | |
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| Peter Butterworth | Wayne Lounsbury |
| Kim Fletcher | James Frazier |
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| Fred Farley | Kim Taylor |
| Jo Ann Potts | Mark Charrette |
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Michigan Health & Welfare Fund
1.800.322.8190 • www.mufcwbenefits.com

876 Retirement Services Center
1.800.321.6406 ext. 8645

Local 876 Organizing Department
1.888.485.9671

UFCW National Pension Fund
1.800.531.2385

Barbers and Cosmetologists
1.877.585.9672 • www.miguild.org

Take Action to Protect Yourself from Technology



Rick Blocker
Secretary-Treasurer

Many current grievances reflect the classic battle of human vs. machine. In an effort to improve customer service through the use of new technologies, employers are enforcing unrealistic work standards and creating multiple labor issues.

Employers are now relying on technology to “push a

customer” through the store. Scanners and cameras used to track customers through the store trigger alerts to managers who quickly remedy the situation by pulling members from perimeter departments to the front end.

Problems arise when produce, dairy, deli and meat department members, are called up to run the register or bag groceries are then disciplined for failing to complete their original job assignments. Members have been written up, punished or even terminated, despite being assigned to work for up to seven hours in another department.

Oftentimes, these hours

are not restored to these perimeter departments, and when reports are generated by management that productivity dropped, that member is flagged and discredited.

Maintaining a fair balance of productivity and technology is proving to be a difficult and oftentimes complicated issue to resolve. As new work standards are being established by technology, members must heighten their awareness and access each situation for the best action.

If you are asked to assist in another department – do so, but protect yourself as well. Take the following step to protect your job and avoid being discredited or disciplined.

1) Keep a detailed journal of your workday. Record dates, times and departments, and who gave you assignments. This document can be used in your defense if you are disciplined.

2) File a grievance if you are penalized in any way by management for this type of situation,

3) Inform proper management if you leave your work incomplete at the end of a shift due to working in another department. Let management know what is not finished, and allow them to determine how to resolve the matter. If you punch out without reporting to proper management, you leave yourself open to criticism or discipline.

UFCW 876 is currently ad-

ressing this issue with employers and has had some success in resolving the issue and protecting members who have fallen victim to these circumstances. However, this process is cumbersome as records, reports and video must be combed through to support a member's grievance. The employer is very adamant about this new technology and firmly believes it is instrumental in pleasing customers and improving their bottom line.

We encourage members to continue to work as instructed, but protect themselves from being victimized by technology by following the steps outlined in this article.

Meet the UFCW 876 Members with the Most Years of Service

Marion Lozen - 59 Years

“I didn't have a refrigerator, so I began working at Kroger in 1952, and since that time, I have bought four or five refrigerators!” Marion Lozen, Kroger #530, said. “I always knew my union was behind me.”



George Holunga - 49 Years

“When I was first hired, the company was paying me the wrong wage,” George Holunga, Kroger #526, said. “The UFCW corrected the situation by clarifying the contract language, and returning me to the right wage. I got a raise that day.”



Gene Stone - 52 Years

“Unions are necessary,” Gene Stone, Kroger #706, said. “The UFCW has during my career, protected my job when I was unfairly terminated, and provided benefits which really helped me out.”



Michael Ottlinger - 48 Years

“I have been a member of UFCW 876 since 1963,” Michael Ottlinger, owner of Mike's Barbershop in Dearborn, said. “I bought this barber shop soon after I realized it provided a good salary. Through the years, the union has provided many protections and benefits.”



Alexandria Ferrari - 52 Years

“The UFCW has helped workers in many ways for many years,” Alexandria Ferrari, Kroger #647, said. “My union contract continues to protect my wages and health care benefits, and that helps the economy.”



Terry Williams - 47 Years

“The UFCW has been great in helping workers secure good wages and meaningful benefits,” Terry Williams, Kroger #888, said, “I have been a meat manager for the past 42 years, without a doubt the union has been a big part of that.”



Fiore Pinto - 50 Years

“I like the UFCW and have always been a member,” Fiore Pinto, owner of Floyd's Barbershop in Garden City, said, “The economy has forced many barbers to close, but I am fortunate to have many generations still coming in.”



Bernard Jajko - 47 Years

“Initially, I began working at an independent grocer, but moved to Kroger night crew because they paid more, and paid extra for working night crew hours,” Bernard Jajko, Kroger #618, said, “The benefits my UFCW contract provided me and my family were really helpful.”

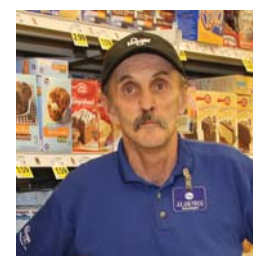
Jakub “Jake” Sadik - 49 Years

“The UFCW was instrumental in getting my job back through the grievance procedure,” Jake Sadik, Kroger #615, said. “As the company gets more demanding and requires us to do more, it's good to know I have my union.”



Julian Pirog - 47 Years

“We need the union to stick up for us. Without unions, workers would not have the power to make change at work,” Julian Pirog, Kroger #663, said, “A worker cannot bargain as one. We would not have the benefits we have today if we negotiated separately.”



Michigan Workers Declare "It's Union Time!" -- Elect UFCW Representation



George Misko
Recorder

Following their vote for UFCW representation, joyful JBS workers chanted "What time is it?" and their equally exuberant co-workers responded "It's Union Time!"

Given recent events, the words of the southwest Michigan slaughterhouse and production facility workers may be more than a victory chant. With over 1,300 Michigan workers choosing UFCW representation in three consecutive union elections, it may indeed be union time once again in Michigan.

With approximately 1,200 employees, JBS represents one of the largest UFCW union organizing victories in Michigan, ever. The mid-October JBS union victory, came just four months after more than 120 Grand Rapids commercial laundry workers at Valley City Linen voted for UFCW representation, and less than a year after workers at Omni Cleaning services also said "UFCW Yes!"

Maybe some of our retirees remember a time when so much successful UFCW organizing occurred, but for the rest of

us, this level of UFCW union organizing in Michigan is unprecedented.

It is logical to ask, "why now?" What has changed to make it union time for the UFCW here in Michigan?

The primary answer is the UFCW Michigan Statewide Community Development, a joint project of UFCW Locals 876 and 951 devoted to community activism, including union organizing. The project was started in 2007 by then newly elected Local 876 president, Roger Robinson, who decided it was time for the UFCW locals in Michigan to put aside their differences and work together to benefit all Michigan workers and the communities in which they live. Marv Russow, Local 951's president, who was also newly elected at the time, wholeheartedly agreed, and the rest as they say, is history.

UFCW Community Development went to work making community contacts and spreading the word about the value of UFCW membership. The group reached out to new community partners, forming some unique coalitions, and employed a variety of innovative techniques to communicate with workers.

The recent organizing victories, along with the successful 2008 union campaign at Berkley Court, a Livonia health care facility, are the result of the consistent effort and hard work of UFCW Michigan



Chanting "What Time is It? Union Time!" workers at the JBS slaughterhouse and production facility in southwest Michigan celebrate following their overwhelming vote for UFCW representation.

Statewide Community Development. These organizing successes are also a testament to the presidents of Locals 876 and 951 who allowed the program the necessary time to develop and take root in communities throughout the state. Too often, leaders grow impatient and pull back on a program when they don't see immediate results.

I expect we will continue to see results from Statewide Community Development as workers continue to contact the

group for assistance forming a union at their workplace. Additionally, as more workers see their friends and relatives enjoy the benefits of union membership, I expect other workers will want to join them as UFCW members.

As an organization, it is exciting to think of it becoming union time again in Michigan, but it is even more exciting for the workers who acquired a voice on the job and the respect they deserve.

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 the 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 forms 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.

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 if further action is needed.

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 _____ Last 4 digits of Social Security Number _____

Name change to _____ Effective date of change _____

Street Address _____ City _____

Apt. # _____ State _____ Zip Code _____ Employer _____ Unit # _____

Telephone _____ Cell Phone _____ Email _____ @ _____

Withdrawal card request - Last day worked _____ Last location worked _____

Reason you will be off the job _____

Non-Member Notice

If you are a non-member who wishes to file an objection, you may do so by mailing a notice to UFCW Local 876; 876 Horace Brown Dr.; Madison Heights; MI 48071. Any person choosing to become a non-member may mail an objection within 30 days of becoming a fee payer to be eligible for a reduction for the remainder of the fee year.

Win a \$50 Gift Certificate UFCW 876 Connection Quiz

To be entered into a random drawing for one of five \$50 Gift Certificates to a unionized grocer, correctly answer the following five questions, the answers to which can be found in this edition of the *Local 876 Connection*.

Print your answers on a sheet of paper, along with your name and employer, and mail it to: UFCW 876 Connection Contest; 876 Horace Brown Dr., Madison Heights, MI 48071 by December 31, 2011.

Questions

1. How many Perks credits does a member need to earn to receive a \$25 Kroger gift card?
2. Who has the most years of service with Local 876?
3. Who is eligible for the Cygnet Hearing Care Discount?
4. How will the prescription drug coverage improve under the Retiree Health Plan in 2012?
5. What is the name of the newest Local 876 Vice President and where does he/she work?

Congratulations to the five \$100 Savings Bonds winners in the last Connection contest.

Katherine Nance, Kroger #487

Elizabeth Newton, Kroger #782

Norma Oldenburg, Retiree, Farmer Jack #682

Stephanie Pierce, Kroger #659

Matthew Towers, Kroger #704

Members Participate in SPUR Program - Special Project Union Representative Training

UFCW 876 kicked off another training session for members who are interested in becoming more involved in their union, workplace and communities by joining its labor organizer SPUR (Special Project Union Representative) program.

"Through the SPUR program we are identifying members who are truly interested in developing into progressive community partners," Krista Sturgis, Local 876's Organizing Director, said. "Reaching out to workers who are unaware of their rights in the workplace takes an engaged and aware person."

The training session opened with a full agenda including; SPUR description and expectations, UFCW organizing standards, organizing campaign process, role play, conversation tips, worker communications, addressing difficult situations, and an assessment of specific situations.

"It is important that SPURs not only have the passion to help, but the knowledge to see it through," Sturgis said. "Most times, organizing efforts involve the need to be familiar with laws, agencies and processes."

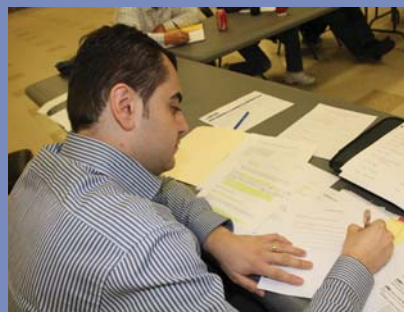
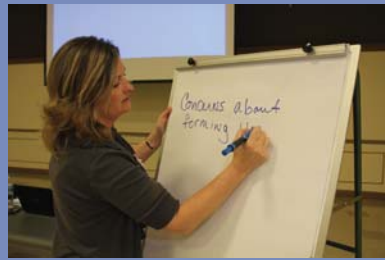
Although the training did provide meaningful information, the real training occurs when SPURs join UFCW staff members on organizing campaigns.

"We have several organizing efforts in process," Sturgis said. "There are many workers in Michigan who are subjected to some type of employer neglect daily. Our goal is to build a team of activists who can identify these issues and assist workers in forming a union."

SPUR applicants must have a strong understanding of the protections and benefits a union contract can provide; be able to easily articulate these concepts; have the desire to be proactive; and have excellent people skills.

SPUR applicants must also be a UFCW member in good standing for one calendar year; be able to attend training and quarterly meetings; and make a one year commitment to the program, volunteering a minimum of eight hours per month.

"I am looking forward to working with Local 876 SPURs to bring the benefits of union membership to workers across Michigan," Sturgis said.



"I have always been involved and interested in politics and social issues that have an impact on the middle class. When I read about the SPUR opportunity in the union Bulletin, I paid close attention. I want to get involved. I want to rebuild the middle class. I want to end this class warfare."

Jerry Young
Kroger #415
Drug GM Manager

"Organizing and eventually joining UFCW 876 has been a life-changing experience for me. Safety issues in our plant have improved, as well as how management treats workers. I enjoyed reaching out to workers and having a hand in educating them of their rights."

Eric Browning
AmCane Sugar

Krista Sturgis

It's a Commitment to Each Other

As a pre-med student, Krista Sturgis took a job at a local nursing home to gain experience in the health care field, unaware that this move would redirect her career path to help in another way - union organizing.

In 1994, Sturgis found herself the center of an organizing drive at her workplace when she was identified as a leader by SEIU. Truly impressed with the contractual protections and benefits union members enjoy, Sturgis was compelled to begin to educate and mobilize the over 100 workers in the nursing home.

The day before the election, Sturgis was fired by union-busting attorneys hired by the facility. Her termination only worked as a vehicle to inspire Sturgis and her co-workers, who voted for union representation by a 70 percent margin.

Shortly after the union win, SEIU 79 in Detroit approached Sturgis with an organizing job offer and her career took flight, literally. She became part of the SEIU's Flight Team, a division of organizers who travel to area hospitals to assist in organizing efforts.

Promoted to organizing director for SEIU's Public Division, Sturgis worked on hundreds of campaigns, organizing thousands of hospital workers, her career then came full circle back to SEIU 79, now named Healthcare Michigan.

Ready to grow her organizing efforts and experiences, Sturgis recently took the position of UFCW 876 Organizing Director. She is currently launching several efforts within the retail and food processing industries and is looking to grow her team through the SPUR program.

If you are interested in joining the SPUR Team, call Sturgis at 1.800.321.6406, extension 8639.

The SPUR program is currently accepting applications. If you are interested, go to www.ufcw876.org/876topnews, or call Sturgis at 1.800.321.6406, extension #8639.

Follow Your Union On-Line



www.ufcw876.org



UFCW Local 876



UFCW Michigan



UFCW 876 Youth

Retiree Club News



The Retiree Club Executive Board

The Local 876 Retiree Club Executive Board. Front row (from left) Al Wiley, Secretary; Eleanor Chapman, Vice President; Lillian Scancellia; Sophia George; Gloria Campau; Connie Diamond, Treasurer; and Marie Markus. Back row (from left) Roberta Peoples; Mary Trew; Ora Ellis; Norm Ruppert, President; and Robert Chaivre. Not pictured, Merold Eichsteadt and Carol Kaisel.

I'm staying in touch with everyone to let you know what's going on with the Retiree Club.

In September, we celebrated our 35th Anniversary. Yes, the club has been in existence for 35 years, and it keeps growing. So if you're retired from work, come join our club! We gather to talk about important legislative issues that effect pensions, health insurance, and medial programs.

We also have a variety of seasonal events, holiday parties, and take exciting trips. The first Wednesday of every month we have our meeting where donuts, coffee and lunch are served.

It only costs one dollar a month to join the Retiree Club. If you are interested please contact Al Wiley the Secretary at 734.379.5646 or the President, Norm Ruppert, at 734.263.7595.

We had three new members join our board. They are Marie Markus, Mary Trew, and Roberta Peoples. I will tell you a little bit about each one.

Roberta Peoples was born in Kentucky where everyone knew their neighbor. Her father was a preacher/coal miner and her mother a housewife/homemaker. Roberta migrated to Detroit after the birth of her youngest sibling. She received her education in the Detroit Public School system. Roberta's first job was picking cherries at her grandfather's farm. Her next job was at Save-More Market for three years, she then advanced to A&P. Roberta retired July 7, 2007. She married Edward Peoples. Roberta loves gardening, sewing, and traveling.

Marie Markus has four children, two grandchildren, and two great-grandchildren. She worked for Farmer Jack stores. Marie opened 46 stores in five years, called Star Team. She is a board member at Peace Action of Michigan. Marie is a volunteer at Manna Meals, St. Patrick Senior Center, and Red Cross. She likes to read.

Mary Trew had 20 years with Farmer Jack. She has two children, a daughter who lives in Oxford, Michigan, and a son who lives in Tennessee. Mary has nine grandchildren. She likes to play cards and loves to bowl. Mary had 25 years in retail.

Sincerely,
Al Wiley, Retirees Club Secretary

Congratulations Recent Retirees

A&P/ Farmer Jack

Gloria Adkins
Darvin Antiss
Wafa Bakeja
Bobby Blair
Kenneth Byrd
David Calcaterra
Douglas Calvert
Mary Crane
Mark Decker
Meddie Demmers
Janice Firouzi
Medina Gaskin
Cindy Gehart
Daivd Hoag
Nancy Howard
Marvina Iler
Dane Jensen
Larry Kaneko
Mouffaq Kenaya
Nancy Koenig
Joann Lemiesz
Denise Luksik
Charles Morton
Kathryn Mulligan
Zlata Rauker
John Rennie
William Scarlett
Patricia Schlafer
Ronald Seder
Barbara Stonick
Nancy Szala
Alvin Van Alstine

Chathams

Robert Alexander
Craig Barton
Mario Ceccacci
Anthony Cosgro
Gregory Drallos
Ronald Fogarty
Douglas German
Richard Griffin
Steve Kiryakoza
Josephine Mattina
Linda Radcliffe
William Reilly
Debra Shatara
Shirley Teefey
Robert Wilson

Giant Inc.

Donna Beaugrand
Joseph Bialochowski Jr.
Janet Conley
Dolores Hryadil
Jerry House
Margaret Nigro
Karen Nist
Draga Popovski
Paulette Porco

Hamady Bros.

Edward Brannam
Linda Chisnell
Dorothy Vandermolen

Hollywood Market

Judith Dover
Susan Fantauzzo
Roberta Nihranz
Juliet Pugh
Doris Zamojcin

Kroger

Beverly Adams
Sharon Allen
Ruby Aten
Frances Bowers
Vincent Brewer
Carolyn Cramer
Olive Davis
Mary Desmond
Dreamland Gibson
John Grant
Wave Hannan
Carol Howard
Carol Jeffrey
Viola Hunt
Brenda Johnson
Valerie Kohn
Terry Krohn

Diane Kunkel
Joann Lacross
Patricia Laier
Keith Lavere
Diane Lickey
Craig Liford
Pamela Lizewski
Jack Lloyd
Humberto Lopez Macias
Muriel Martin

David Milam
Terry Millikan
Lyn Misener
Stephan Morton
Carol Morycz
Janelle Myers
Edwin Parker
Pamela Pierson
Joan Pierik-Golda
Karen Pillon
Leslee Poelstra
Charlene Pomerville
Gloria Scheall
David Schmitzer
Theresa Schultz
Lydia Sell
Kathleen Sherry
Sharon Smades
Linda Tessen
Steven Thelen
Carl Tutt
Diana Weimer
David Witske
Patricia Yoder
Theodore Younk
Dennis Zamba

Rite Aid

Sophie Bysko
Bonnie Collins
Mary Crooks
Jacqueline Finton
Rita Malenfant
Dorothy Morgan
Betty Stehno

Stop and Shop

Gloria Chamberlain
Rose Deluca
Patricia Dematteo
John Durant
Marsha Jacobson
Gloria Kelley
Daniel Lyne
Auguste Simmonds
Donna Wixon

Other

Douglas Affeldt
Clarence Alexander
Joan Amaral
Charles Ashley

Michelle Berry
Gary Bondy
Konstantin Buca
Barbara Butzky
Beverly Chissus
William Coley
Mark Cramer
Susan Daiza
Phyllis Denys
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Tuffs Eugene
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Dennis Vance
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Rebecca Walter
Gary Wesener
Marie Willim
Nancy Wise

Bonnie Maid, Wolverine Members Ratify Contracts

In early November, members at the Bonnie Maid meat packing plant in Detroit ratified a new four year contract that had the unanimous recommendation of the Union's Bargaining Committee.

"Given the current economic conditions, the committee felt the package was the best we could achieve," George Misko, Local 876's Recorder and lead union negotiator for

the talks, said. "The new contract increases wages, maintains health benefits and calls for an increase in the employer's pension contribution."

Members with at least 90 days of service received a ratification bonus of up to \$1,000, while top wage rates will increase 30 cents per hour annually beginning in 2011.

Approximately 70 members are covered by

the new agreement.

Also in November, members at Wolverine Packing agreed to a one year extension of their current contract, with some moderate wage increases.

"Wolverine packages lamb and veal which are experiencing very high prices, resulting in fewer orders," Misko said. "Less business has put the company in a tight economic situation. The one year extension

gives Wolverine time to evaluate their operation and the wage increases give members an economic boost for the next year."

Members with at least 90 days of service received a ratification bonus of up to \$1,000. At the same time, top wages rates increased 30 cents per hour.

Approximately 140 members work at the plant located in Detroit.

Spook-tacular Time Had by All During Trick or Treat at the Union Hall



The Local 876 Union Hall was transformed into a Halloween haven complete with eerie trick or treat stations, kid's crafts and cider and donuts for UFCW Michigan's annual Trick or Treat event.

"It's great to see families come out to the union hall and enjoy some good old fashion Halloween fun," Roger Robinson, Local 876's president, said. "Through these holiday parties and other membership events, the UFCW in Michigan is returning to labor's roots. Previous generations grew up going to union picnics, holiday parties and other gatherings, which gave them a connection to the union and a positive feeling about unions. We want this next generation to experience some of those same feelings."

Just over 370 members, their children and family, attended the Halloween party which was especially designed for children 12 and under.

During 2012, UFCW Michigan will host a variety of membership events including children's parties, casino bus trips, UFCW Day at Michigan's Adventures and the Detroit Zoo, bus trips to sporting events, and a pre-holiday shopping trip.

Look for announcements of member events at www.ufcw876.org/events, in the local's publications, and on the UFCW Local 876 Facebook page. You can also sign-up to receive email updates of member events on the Local 876 website.



Apply On-Line for these College Scholarships for Union Members



The Union Plus Scholarship provides \$150,000 per year to union members across the country and their children.



The UFCW International awards several scholarships of up to \$8,000 to UFCW members across the country and their children.

www.unionplus.org Application Deadline 1/31/12

Application will be posted soon at www.ufcw.org.



UFCW 876 Scholarship Program 2012

Five \$2,000 Scholarships Available!

Local 876 members and their dependent children attending or planning to attend college in the fall of 2012 are encouraged to apply for a \$2,000 Local 876 Scholarship.

"We designed the scholarship program to be as broad as possible to give students in all circumstances the opportunity to win a scholarship," Roger Robinson, Local 876's president, said. "The scholarship is available to both full and part-time students, as well as undergraduate and graduate students. Plus, the Scholarship Selection Committee scores each application in a variety of categories, with half of the total points available being awarded in the essay portion of the application."

Local 876 Scholarship applications, along with complete scholarship rules, are available from the Local 876 office at 1.800.321.6406 and at www.ufcw876.org/scholarships. Applications must be received by March 30, 2012.

General Eligibility Requirements

- Member* or Dependent Child.
- Full-time or Part-time Student.
- Undergraduate or Graduate Student.
- Accepted or Attending an Accredited College, University, Community College, or Recognized Trade School.

*With one year in good standing with Local 876 as of January 1, 2012.

Application Procedure

- Call Local 876 at 1.800.321.6406 for an application, or download one at www.ufcw876.org.
- Applications must be postmarked by March 30, 2012.
- Winners will be chosen by the Scholarship Selection Committee composed of labor leaders, educators, civic leaders, and/or public officials.
- Winners only will notified by April 30, 2012.

Cygnnet Hearing Care

UFCW Discounted Digital Hearing Aids



UFCW 876 is offering a special program through Cygnnet Hearing Care for digital hearing aids at significant savings for 876 retirees, members and their immediate family members.

Cygnnet Hearing Care, a trusted professional, has negotiated cost-saving discounts with providers across Michigan for many of the best-selling hearing aids including; Siemens, Phonak and GN ReSound.

Cygnnet brings you hearing health options that go beyond your initial purchase. The \$25 enrollment fee includes free screenings, programming and analysis, a two year manufacturer's warranty, accidental loss and damage insurance, and access to low fee financing through Wells Fargo if approved.

If cost and convenience has held you from fully enjoying hearing the world around you, now is the time to act.

Call Today!
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