

VOICE

ufcw **27** local

VOLUME 3, ISSUE 1, 2011



Could We Be Next?

Wisconsin Union Busting Underscores Importance of Electing Our Friends to Office

The battle waged in Wisconsin against unionized public employees is actually our battle too. An attack on one of us in organized labor is an attack on all of us, no matter the union in which we took our oath or the state in which we call home. Organized labor's commitment to all unionists is what has kept us strong, what has made us successful.

Wisconsin's Republican governor, Scott Walker, is attempting to make unions bear the burden of what amounts to the mismanagement of money on the part of the state. To cover a \$137 million state deficit, Governor Walker proposed legislation that would require employees to contribute 5.8 percent of their wages to their pensions and double their health insurance contribution to make up for the state's miscalculation in its ability to fund the benefits public employees are due and for which they have already paid. All of this also came with an additional proposal to the legislation to cripple the collective bargaining power of public employees.

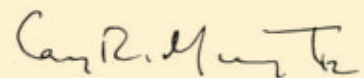
Governor Walker asserts that the state is broke and that employees need to shell out more money to cover their pensions and health insurance in order to save the state money. The governor's proposal amounts to employees bringing home an average of seven percent less in their take-home pay at a time when working families are already struggling. Despite the fact that the employees' unions agreed to increasing their contributions to the pension and health insurance plans, Governor Walker threatened massive layoffs if the unions didn't also agree to drastically limiting their ability to collectively bargain their wages and benefits in the future. (The governor also demanded that pay raises above the rate of inflation be at the mercy of voter approval.) Despite the heavy protests from union members hailing from all across the country and Governor Walker's own constituents in Wisconsin, the Republican legislature pushed through and voted to limit unions' collective bargaining rights. Needless to say, this was a huge blow to labor.

The truth is that these employees have already fully funded their pension plan through a defined contribution plan. It is the state that's to blame. The state delivered benefits it couldn't afford using money earmarked for pension funds. The state of Wisconsin didn't consider the recommendations of actuaries when it came to making annual payments to pension plans, expanded benefits and provided cost-of-living increases without considering the cost of such pay outs, and provided retiree health care without fully funding it. State legislators created their own "perfect storm" and put the state on the fast track to a crisis.

Walker's brazen attack on unions is already influencing Republican governors in other states, including Ohio and Indiana. It has the potential to be a plague that could spread across the country and across other unions. The governor is trying to make fiscally responsible working people responsible for the state's fiscal irresponsibility while at the same time taking away their seat at the table. Public employees earn less pay than their private sector counterparts because they are promised superior benefits upon retirement. Now they are being forced to essentially pay twice for their retirement.

Every union member should be very concerned about what took place in Wisconsin. Make no mistake; no industry, no union is immune from finding itself in the crosshairs. Governor Walker has effectively pulled a bait and switch on his constituents running on one platform and just weeks after his election revealing his true intentions—serving corporate America. If his strong ties to the Tea Party and billionaire business leaders aren't proof, his legislation, which has been nothing more than favors offering big breaks and opportunities for his "friends," surely are.

I do not believe this is what Wisconsin voters—even those who actually voted for Walker—signed on for last November. This situation is exactly what makes electing our friends to political office so vitally important. It is why becoming politically active is one of the very best things we can do to protect our jobs.




GENERAL MEMBERSHIP MEETINGS

BALTIMORE, MD

All meetings are held at the Crowne Plaza at 2004 Greenspring Drive, Timonium and will begin at 7:00 p.m. on the following dates:

- Wednesday, June 15, 2011
- Wednesday, September 14, 2011
- Wednesday, December 7, 2011

MILLSBORO, DE

All meetings are held at Local 27's office at 400 Delaware Avenue, Suite 101, Millsboro at 7:00 p.m. on the following dates:

- Wednesday, June 22, 2011
- Wednesday, September 21, 2011
- Wednesday, December 14, 2011

NEWARK, DE

All meetings are held at Local 27's office at 1501 Casho Mill Road, Suite 11, Newark at 6:30 p.m. on the following dates:

- Monday, June 20, 2011
- Monday, September 19, 2011
- Monday, December 12, 2011

CUMBERLAND, MD

Please note new location: Western MD. Central Labor Council 152-154 North Mechanic St. Cumberland MD 21502 at 6:30 p.m. on the following dates:

- Tuesday June 14, 2011
- Tuesday September 6, 2011
- Tuesday December 6, 2011

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Chartered in 1982 by the United Food and Commercial Workers International Union, AFL-CIO

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CONGRATULATIONS:

Super Fresh: Ryan Darmsteadt and Melissa Harman on the birth of their son **UFCW Local 27:** Jessica Goins (now Jessica Hack) on her recent marriage

RETIREES:

Acme: Ruth Archer, Fern Branham, Allen Brogley, Brenda Horney, Dwight James, Danny Parks, Teresa Passwaters, John Schenk, Jr., James Fitzhough, Jr. Donna Gargiulo, Andrea Givens, Frances Hall, Gail Hattman, Jerome Hill, Jr., Ralph Hitchens, Theresa Holden, Doris Laird, Nancy Linkous, Margaret Lucas, Robin Pollitt, Sandra Shephard, David Waller, Gary Young, Harry Spicer, Victoria Truitt **Allegheny County HRDC:** Truman Householder **First Peoples:** Marilyn Ammons **Giant:** Marianne Gillis, Michael J. Taylor, Marjorie Hartman, Sandra Golden, Robert Koch, Georgia Alta Vonnord, Pamela Punch, Donna Myers, Joseph Sutphin, Jeffrey L. Jackson, James Price, John Treichel, Robert Wiley, Robert Wilson **Kelco:** Dorothy E. Brown **Maryland Jockey:** William Cook, Kathy O'Halloran, Edward Vogelsang, Dennis Fisher, III, Minnie Gree **Rosecroft Track:** Sandra Freeman, Marilyn Washington n, Charles Harris, William D. Smith, Grenda Wallace **Safeway:** Deborah Hanson, Joann Bowers, Karen Crawford, Reginald Duckett, Judy Gilbert, Roger E. Gonder, Juanita M. Kenner, Cheryl McCann, Richard Miller, Francis Mekulski, Robin Trischmann, Cynthia Tucker, Harry Ward, Jr., Faye Bradshaw, Charles Cobbs, Rondie F. Hinegardner, Ronald L. Tosten, Carolyn S. Gray, Laura McCann **Shoppers:** Carolyn A. Hinch, William D. Hoffman, Douglas W. McCoy, Jessie M. Ruffin, Charles C. Stuart **Super Fresh:** Ida Jones, Joyce M. Landgraf **UFCW Local 27:** Jerry Richardson, Richard Eventoff, Joanne Furley, Dennis Boland

IN MEMORIAM:

Giant: Member Danielle Knell, Member Peggy Kidd, Member Deloris Ransom, Member Elwood Knight, Michael Lyles on the loss of his wife, Joe Almond on the loss of his mom, Scott Wells on the loss of his dad **Maryland Jockey:** Charles Grau on the loss of his mother **Metro/Shoppers:** Member Robert Piasecki, Member Timothy Nolan, Member Phillip Rosser **Pathmark:** Member Howard Brody **Safeway:** Member Patricia Baker, Member Vonzell R. Mitchell, Member Charles Raymond, Lynda Powell on the loss of her brother **Super Fresh:** Member Latrice Bryant, Kevin Aspelmeier on the loss of his

mother, Thomas Abbott on the loss of his father, Frantz Gabriel on the loss of his mother **UFCW Local 27:** Jessica Hack on the loss of her grandfather

RETIREES IN MEMORIAM:

Acme: Shirley Jerscheid, Hazel Knipfer, Catherine Casey, Edward Knauer, George Miller, Louise Campbell, Ernest Dorey, Louis Lamartina, John Tennyson **Associated Admin LLC:** Janet Phillips **B. Green:** Harlan Peterson **Colonial Foods:** Peggy Hickman on the loss of her husband **Cooks:** Contance Davis, Virginia Lansinger, Dorothy Ferguson **Esskay:** Claude Milburn Jr. **Filberts:** Barbara McKenney **Food-A-Rama:** Leonard Gienski, Delores Nickol, Shirley Folks, Emma Bannerman, Alice Richter, Wilbert Broussard **Food Fair:** William Lowery, Mary Lance, Anthony Escolopio, Joseph Collins, Donald Grau, Delores Walton, Harlan Peterson **Giant:** Larry Vandervort, Katherine Kelly, Carmello Fertittla, Dwight Hartman, Margaret Marks, Maria Hallameyer, Anita Martin, Walter Scott, Bernice Snyder, Marjorie Vondenbosch, Suzanne Ward, Richard Goodnow, Karen Shimanski, Edgar Lochstampfor, Albert McDonald, Michael Decientio, David Densmore, Marian Harman, Samuel Johnson, Phyllis Palmisano, Mary Rogers, Mary Ellen Kreisel **Grand Union:** Arbutus Dugan-Ramos, Albert Kretsinger, Albert Ellis, Silvia Vidas **Korvette:** Agnes Green, James Haines, Stanley Wojton **Maryland Race Track:** Samuel Collett, Vito Tulio, Mary Zambreny, Fletcher Collins, Theodore Roosevelt Cox, Richard Insley, Bruce Smith, William Henson, Anthony Abraham, Leonard Decker, James Johnson, Patricia Ottaviano, Robert Holloway **Safeway:** Ruth Tucker, Geneva Atkinson, Ida Sturgis, Calvin Ramsburg, Julia Ford **Shoppers:** Theresa Piasecki on the loss of her husband **Super Fresh:** Edna Baker, Betty Chaney, Ruth Daffin, Charles Johnson, Lubov Tucker, Margaret Wills, Virginia Bosman, Bernard Chell, George Hennick, Richard Moorehead, Jack Woodall, Polly Baker, Samuel Collett, Norma Fleming, Arietta Glassman, Dorothy Groft, Joseph Haggerty, Margaret Huffer, John Leonard, Harry Leppo, Dennis O'Connor, Richard Ackles, Helen Lawhorn on the loss of her husband, Helen Morawski on the loss of her husband, Faye Murray on the loss of her husband, Robert Arbaugh, Wanda Barber, Rita Duty, Dorothy Shank **Super Thrift:** Bruce Gardner **Tree Preservation:** Lula Swain, Gloria Kerns **Two Guys:** James Kline

Local 27 and Safeway Open a Stunning Store in Towson

When a new grocery store opens, it's a big win for Local 27 and a big win for the community it will serve. Such is the case with the brand new Safeway in Towson on York Road, just off I-695. Opened this past August, the store is located in the old Linens 'N' Things and CompUSA stores and encompasses just under 60,000 square feet. The beautifully modern store includes a Starbucks, a dry cleaner and the traditional pharmacy, bakery and full-service deli departments.

Over 100 Local 27 members call Safeway 2979 home and are proud to work in the new location. Most of the employees of the new store came from other Safeway stores and everyone agrees that the Towson customers make the store an even nicer place to work.

The community has welcomed this Safeway with open arms. Until this store opened, this area of Towson was served by just one grocery store and the community was desperate for more choice. Now Towson is enjoying Safeway's most modern store to date!

We wish all the employees of Safeway 2979 much success as they become an important pillar in the Towson community!



ACTIVE BALLOT CLUB REWARDS MEMBERS WITH "FREE" DUES

How far can you stretch one dollar? If that dollar is designated for our Active Ballot Club (ABC) it can stretch all the way from your pocket to the offices that house our local, state and national politicians.

Members who participate in our ABC program choose to contribute \$1 from their paycheck every week to help fund Local 27's involvement in local, state and national politics. The money our members contribute enables us to support our political allies and ultimately gives us a seat at their table. Our political action fund proved to be especially valuable this year with the recent mid-term elections as we were able to help many of our friends win election or re-election.

Those who participate in our ABC program are entered into a drawing to win a year's worth of paid dues.

Congratulations goes out to the following members for not just winning a year of free dues, but for being an integral part of the success of Local 27's political efforts: Jean Baldwin (Super Fresh #855), Monique Coleman (Metro #2300), Rachel Bridgeman (Super Fresh #897), Ryan Darmsteadt (Super Fresh #817), Donna Gray (Safeway #1926), Vernell Johnson (Super Fresh #588), Michael Jones (Giant #141), John Kubasek (Super Fresh #852), Nanci Raines (Safeway #2794) and Amy Reed (Giant #389).



ON LOCATION WITH LOCAL 27

Featuring Safeway 2979, Towson,

Produce Manager **Ginger Meyers**, a 22-year member of Local 27

LIKES BEST ABOUT HER STORE:

The store is beautiful. It's close to home and in a great location. The clientele is awesome and the management is great.

LIKES BEST ABOUT HER UNION:

I like the job security. Although I haven't had to call upon the union yet, it's good to know that it's there. I also like that my benefits are paid for.



Meat, Deli and Seafood Shop Steward **Butch Springfield**, a member of Local 27 for 20 years.

LIKES BEST ABOUT HIS STORE:

It's a good place to work. There is a lot of energy here. It's right in the heart of Towson so it will likely be an up and coming store. The employees are friendly.

LIKES BEST ABOUT HIS UNION:

We have competitive wages and health benefits. It's great having a union to back you up in regards to your wages, job security and representation. The union has always been very responsive.

Grocery Steward **John Hall**, a Local 27 member for 37 years

LIKES BEST ABOUT HIS STORE:

I like the layout. It is a store that will likely grow over time with two colleges in the area. The people—the clientele and the employees—are friendly.

LIKES BEST ABOUT HIS UNION:

Our last contract was pretty decent. We kept our benefits. It was a lot of hard work by the leadership. In this economy, keeping our benefits is huge. I have two sons in college and it is crucial that I have benefits for them.



Cashier **Maria Rowe**, a Local 27 member since July 2010

LIKES BEST ABOUT HER STORE:

I like that it's big. It's also very neat. The employees are nice too.

LIKES BEST ABOUT HIS UNION:

The wages are good. It's good to know that I have protection on the job.





File Maintenance Clerk **Lysette Manning**, a member of Local 27 for 16 years

LIKES BEST ABOUT HER STORE:

We have an excellent team. Everyone picked for the store is very knowledgeable. The store is also in a great location.

LIKES BEST ABOUT HER UNION:

They are very supportive and very reachable. Our wages and benefits are wonderful. The union is very informative.

Inventory Control Clerk **Chuck Miller**, a Local 27 member for 35 years

LIKES BEST ABOUT HIS STORE:

It's a nice location. The clientele is very friendly. It's nice to be in the sub-urbs for a change. It's close to home.

LIKES BEST ABOUT HIS UNION:

They know what's going on. They are in touch with the issues in the stores. The benefits are nice.



Seafood Manager **Steven Gutierrez**, a five-year member of Local 27

LIKES BEST ABOUT HIS STORE:

Being brand new, we have a great store manager. She runs a tight ship. Everyone who works here is customer-focused. Our commitment to excellence sets us apart. It's how we win over our customers.



LIKES BEST ABOUT HIS UNION:

The union is quick to respond. The union is strong. Everyone needs a union, especially in the grocery business.

Floral Manager **Tara Bright**, a Local 27 member for eight years

LIKES BEST ABOUT HER STORE:

We have a great team where everyone is on the same page, each with a can-do attitude. Everyone is on top of things here. The management is great—really on point.

LIKES BEST ABOUT HER UNION:

I like that the union protects our jobs and they're always available. Also, the wages are great.



Organizing Success Soared in 2010

Despite a difficult job market and a struggling national economy, it was nothing short of a banner year in 2010 for Local 27's organizing efforts. The months of behind-the-scenes work of our organizing team paid off in droves this year, expanding Local 27's presence throughout our jurisdiction, strengthening our local and strengthening organized labor as a whole.

Local 27's organizing efforts had a major impact on numerous industries in which the local represents workers, from grocery stores to healthcare services to casino gaming. The success over the past year was truly the result of a collaborative effort on the part of the local's organizers and team of business agents and has resulted in more than 750 new people joining the ranks of Local 27!

Regal Heights Healthcare and Rehab Center (New Castle, DE): Employees of the Healthcare Services Group contacted Local 27 in November of 2009 seeking help in improving working conditions at Regal Heights. Of the 28 people in the division, 23 signed cards and in March of 2010, the company recognized the union. Organizer Matt Russow's tireless efforts yielded better working conditions and a raise for our new brothers and sisters working at Regal Heights.

Moran Manor Health Care Center (Westport, MD): Local 27 successfully organized the employees of Moran Manor 14 years ago but the process stalled after nearly six years of contract negotiations. Fast forward to this year and in May of 2010, 72 of the 90 employees of the nursing home once again voted in an NLRB election to join the ranks of Local 27. The nurses and support staff sought out Local 27 to improve their working conditions, which included lack of adequate help and supplies to care for the residents. Make no mistake; winning the election was not easy as the company fired six employees as a scare tactic the day Local 27 filed with the NLRB. Gary Gatewood, Matt Russow and Cary Mays led the local's efforts on this organizing campaign.

Hollywood Casino (Perryville, MD): Despite signing 30 out of 42 people on cards, Penn National, which owns

Hollywood Casino, insisted on an election. Fifty-four new members joined Local 27 in September of 2010 after 17 out of 19 people voted in favor of union representation at the new casino. The local worked in partnership with the Seafarers International Union on the campaign. Significant credit goes to Maryland Governor Martin O'Malley who insisted that Penn National be friendly and fair to organized labor. Local 27 now represents housekeepers, HVAC techs, electricians, plumbers, facility techs, groundskeepers and warehouse attendants. Gary Gatewood, Brian Nesbit and Josh Baker of Superfresh, worked in collaboration on this campaign.

Ocean Downs (Berlin, MD): In October 2010, Local 27 began signing employees working throughout the slots parlor at the racetrack. By November, the campaign was complete with nearly 850 people signed on as Local 27 members in two job fairs. Gary Gatewood, Matt Russow and Cary Mays served as the primary organizers on this campaign. This campaign will yield the local nearly 200 new members.

Shop Rite (Glen Burnie): The local received permission from Collins Family Markets, owner of the Shop Rite location in Glen Burnie, to hold a sign up program in advance of the store's opening in October. The process was smooth and friendly and, in the end, nearly 300 employees signed on as Local 27 members. Numerous organizers and agents deserve credit for the success of this program including Brian Nesbit, Ellis Staten, Cary Mays Jennie Harrison, Joanne Furley and Josh Baker of Superfresh.

Harbor Health Care and Rehab Center (Lewes, DE): Thanks to the efforts of Cary Mays and Matt Russow, 70 people working as certified nursing assistants and in the dietary, activity and maintenance departments signed a union card to join Local 27.

Other Organizing Activities: Josh Baker worked diligently running the picket lines at Food Lion locations in Bear, DE, and Newcastle, DE, August through October of 2010. The picket lines were informational, letting the community know that Food Lion is non-union.

Additionally, the local began an organizing campaign at Life Care Nursing Home in Seaford, DE. Despite signing up more than half of the employees, the campaign was put on hold when it was discovered that about 30 percent of the names on the excelsior list were wrong and the election couldn't possibly be run fairly. The organizing department intends to revisit the petition in a few months. Local 27 intends to also pursue the Shop Rite/Klein's in Harford County, MD, with picket lines informing the public that the company is not a union shop and does not pay the prevailing wages of other area stores.

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LOCAL



Get to Know Your Shop Steward— Your First Line of Defense



Patricia Lake, serving as a shop steward for 31 years at Vlasic Foods, working with Business Agent Nelson Hill

Joni Miller, serving as a shop steward since 2009 at Safeway #1939, working with Business Agent Patty Gray



Gloria Rust, serving as a shop steward for 16 years at SuperFresh #872, working with Business Agent Mike Smith



Fernando Natareno, serving as a shop steward for four years at Allen Family Foods, working with Business Agent Nelson Hill



Dorothy Capel, serving in her first year as a shop steward at Safeway #1939, working with Business Agent Patty Gray



Karen Sudbrook, serving as a shop steward for 10 years at SuperFresh #101, working with now retired Business Agent Joanne Furley

Local 27 Kept Things Cool at the Extreme Home Makeover Project



When a very special home for some very special kids needed help, ABC's *Extreme Home Makeover* stepped in to lend their expertise. And, when ABC's *Extreme Home Makeover* needed volunteers and donations, Local 27 and Pepsi stepped in.

Last summer, camera crews and construction crews came rolling into town to work on a major construction project to be featured on *Extreme Home Makeover*—the Boys Hope Girls Hope home in downtown Baltimore. The home is a residential facility for at-risk and disadvantaged kids trying to reach their full potential. The original facility long housed young boys but did not offer living space for girls, until *Extreme Home Makeover* took over.

Working through the blazing heat of a Baltimore summer, the *Extreme Home Makeover* team couldn't have been more appreciative when our Local 27 trucks loaded with cases upon cases of bottled water donated by Pepsi paid the team a visit. The Local 27 crew, fully aware of our homegrown summer humidity, knew the *Extreme Home Makeover* team was going to need water, and lots of it, if they were going to maintain the stamina to get the job done.

In fact, the ABC team did more than just get the job done; they truly outdid themselves and provided a one-of-a-kind "home" in which seven outstanding young girls will be able to grow and thrive.

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ACME CONTRACT RATIFIED AFTER LONG NEGOTIATION PROCESS

After a very trying negotiation process and a two-year extension on the ratification, Local 27 members working for ACME saw their contract ratified last September. The newly ratified contract covers approximately 800 members in 10 stores primarily in the Delmarva peninsula. The contract was overwhelmingly ratified by the membership.

Negotiating this contract required a careful balancing act on the part of the Local 27 officers—President George Murphy and Secretary-Treasurer Eric Masten—involved in the process. Local 27 watched and waited to see what was going to happen with the contracts ACME was negotiating with other local unions. This information provided a guideline for Local 27 to work from during negotiations.

When it became clear that negotiating was going to be no easy task, the membership overwhelmingly voted to strike. In response to this, the company proposed an extension on the current contract to which President

Murphy agreed only if the company paid out six-month's salary bonuses to those employees at the top of the wage scale. Not only did ACME agree to the bonuses, the health and welfare plan and the pension plan remained protected during the extension.

The now newly ratified contract, which will expire in September of 2012 maintained affordable health care, sustained funding necessary for the pension plan, and included language changes that benefitted the membership in regards to vacation selection and grievance procedures, among other things. All in all, Local 27 fared well.

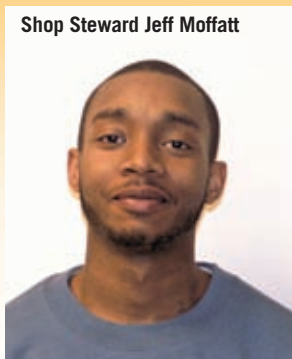
Brother Masten has high praise for the work of Brother Murphy, who took a firm stance with the employer. "I've never seen a company agree to bonuses to get an extension," Masten said.

Hopefully the success of these negotiations will set the standard for future negotiations with ACME and other employers. One thing came through loud and clear: Local 27 will not back down and will do whatever it takes to protect and elevate the interests of its members.

Shop Rite Plants Roots in Glen Burnie

Local 27 was proud to welcome Shop Rite to Glen Burnie when it opened its beautiful new store last October. The 85,000-square-foot store, owned by Collins Family Markets, is the first Shop Rite in Maryland owned by Collins. The store employs 250 proud Local 27 members and features all of the top notch amenities of a high-end, full service grocery store—floral department, gourmet cheeses, catering and prepared foods, sushi bar. The store also offers home delivery service, an in store Wi-Fi lounge and a meeting room available at no charge to non-profit organizations or for a nominal rental fee to the general public.

Perhaps the best part about the opening of this new Shop Rite is the strong working relationship between the store's owner and management and Local 27. In fact, the Collins family reached out to Local 27 long before the store began to take hold. If all goes as planned, Collins Family Markets intends to make this Glen Burnie store an area corporate headquarters as they look to expand their presence throughout Maryland. Local 27 looks forward to working side-by-side with Collins to make this store and all future stores overwhelmingly successful.





RETIREES' CORNER

FOUR STAFF MEMBERS NOW AMONG THE RANKS OF THE RETIRED

Local 27 wishes a warm congratulations to four of our staff members who recently retired: Jerry Richardson, Richard Eventoff, Joanne Furley and Dennis Boland.

Over their long and distinguished careers, the dedication and commitment of these members has been unrivaled. They have fought to protect the rights of our members and strengthen our local union. Not only have they served our membership well, they have been valuable assets to the Local 27 leadership team. Their efforts have contributed greatly to the success of Local 27.

Fortunately, despite officially retiring, all of them have

decided to remain active with Local 27 in various capacities, donating their time and expertise to our ongoing efforts to swell our ranks and elevate our membership. Jerry Richardson will continue to work with Local 27's retirees, Richard Eventoff intends to serve as a consultant on our collective bargaining efforts and Joanne Furley and Dennis Boland will continue to volunteer wherever and whenever they are called upon, as they have always done.

We are grateful for the years of service they have given to our local and extremely fortunate that we will be able to continue to call upon them and their knowledge.



Dennis Boland



Richard Eventoff



Joanne Furley



Jerry Richardson

Calling all retirees! Local 27 Retiree's Club would love to see you at a meeting. Continue to be involved with the local, reconnect with old friends and even build new relationships through our retired members' club. From bus trips to parties

to good old-fashioned camaraderie, the Local 27 Retirees' Club helps you stay connected to the local.

Please contact Patti Mooney at 410-337-2700 ext. 205 with any questions. We look forward to seeing you!

BALTIMORE RETIREES' CLUB

1st and 3rd Thursday at 11:30 a.m.
Essex VFW
206 Riverside Road
Baltimore, MD 21221

DELAWARE RETIREES' CLUB

Last Thursday of the month at 11:30 a.m.
Modern Maturity off Rt. 8
1121 Forest Avenue
Dover, DE 19904

SALISBURY RETIREES' CLUB

2nd Tuesday of the month at 11:30 a.m.
Golden Corral off RT 13
301 E. Naylor Mill Road
Salisbury, MD 21804



Our 2010 Scholarship Winners

Congratulations to the five very deserving recipients of the 2010 Local 27 Scholarships. Each of the recipients will receive \$500 per year for up to four years for a total of up to \$2,000. The officers and members of Local 27 wish these five outstanding recipients the best of luck in their educational and professional pursuits.



Ryan Sommer



Steven Ganakis

Ryan Sommer from Acme #7817

Steven Ganakis from Delaware Supermarkets

Not Pictured:

Kevin Heying from Safeway #1351

Samuel Keeper from Safeway #4030

Francesca Pasta from Giant #129



DISCOUNT TICKETS

We are also currently negotiating with these theme parks and attractions to offer our members the option of purchasing tickets online. Our goal is to have this capability up and running by May 1st. Visit our website, www.ufcw27.org, for updated information.

BUSCH GARDENS/ WATER COUNTRY

1 Day Busch Gardens

Adult	\$ 48.99
Child (ages 3 - 9)	\$ 38.99
7-Day Discovery Ticket	\$ 74.99

1 Day Water Country USA

Adult	\$ 36.99
Child (ages 3 - 9)	\$ 29.99

HERSHEY PARK

Adults (ages 9-54)	\$ 41.95
Jr/Sr (ages 3-8/55-69)	\$ 29.95
<i>Children ages 2 & under are FREE</i>	
Senior Plus (ages 70+)	\$ 20.95

PARAMOUNT'S KINGS DOMINION

Good-Any-Day Ticket	
Regular	\$ 39.99
Junior/Senior	\$ 29.99
<i>(ages 3-61 AND under 48" in shoes or age 62 and older)</i>	
Good-Any-Two-Days	\$ 54.99

DUTCH WONDERLAND

All Ages \$ 27.95
E-Tickets available.

DORNEY PARK AND WILDWATER KINGDOM

Good-Any-Day Ticket \$ 31.99
 Junior/Senior Ticket ** \$ 22.00
***anyone age 3 or older, under 48" tall in shoes, or age 62 and up.*
E-Tickets available.

LOCAL 27 NIGHT AT THE MARYLAND STATE FAIR

Date September 2, 2011
 General Admission \$ 6.00
 Admission w/Unlimited Rides . . . \$ 15.00
*Tickets for the State Fair must be purchased in the Towson Office:
 21 West Road - 2nd Floor,
 Towson, MD 21204
 Hours: M-F, 8:30 am to 4:00 pm*

SIX FLAGS AMERICA, MD

General Admission \$ 26.00
(ages 2 and older)
 Season Pass \$ 60.49
 Parking \$ 10.00

AFL-CIO DAY AT THE RACES

Saturday, September 3, 2011
 General Admission \$ 6.00
To purchase tickets contact Bea Harris at the Metropolitan Baltimore Council at 410-242-1300 or Diane Luthardt at the AFL-CIO's Community Service department at 410-247-4898. Tickets must be purchased in advance. This offer is not available at the gates.
Checks should be made payable to AFL-CIO Community Services and mailed to 2701 W. Patapsco Ave.; #110, Baltimore, MD 21230. A portion of the proceeds from the sale of tickets will go to AFL-CIO Community Services to help union families.

PLEASE NOTE

We cannot accept personal checks. Certified checks, cashier's checks or cash only. We apologize for any inconvenience. Thank you for your cooperation.

PROCEDURE FOR MAIL-IN ORDERS

ONLY theme park tickets are available by mail. Please fill out the form with the necessary information and mail to our office. When your order is received, we will call and let you know that your order has been processed and is being returned to you by certified mail.

Please plan ahead. After receiving your request, it could take two weeks for the office to process and mail your tickets. Again, ONLY certified checks or money orders can be accepted for mail-in requests. Tickets for the State Fair must be purchased in the Towson Office. No tickets will be sold at the gate.

Mailing Address:

UFCW Local 27 21 West Road, 2nd Floor, Baltimore, MD 21204

Ticket Hours:

Monday - Friday, 8:30 am to 4:00 pm

UFCW LOCAL 27 SPECIAL SERVICES MAIL-IN TICKET FORM

Member's Social Security # _____

Member's Name _____

Address _____

Telephone # _____

Employer _____

Theme Park Visiting _____

	Number of tickets	=	Cost of tickets
Adult	_____	=	\$ _____
Child (Jr/Sr)	_____	=	\$ _____
Other	_____	=	\$ _____
Shipping & Handling - required			\$ 5.75
Total Amount Enclosed			\$ _____

Mail to: UFCW Local 27 - Special Services, 21 West Road, Baltimore, MD 21204

For mail-in orders - ONLY a certified check or money order will be accepted...all personal checks will be returned.

Notice to All Employees Who Are Covered By UFCW Local 27 Union Security Agreements

The National Labor Relations Act and other laws permit employers and unions to include in their collective bargaining agreements union security clauses that require employees to become and remain members of a union as a condition of employment, in states where those provisions are allowed. Every union security clause that is contained in a UFCW Local 27 collective bargaining agreement is negotiated and ratified by the Union members who are covered by that agreement. The purpose of the union security clause is to enable everyone who benefits from Union representation and collective bargaining to share in the cost of those activities. Under federal law, employees may satisfy their union security obligation to their union either by joining the union, with the full rights and benefits of union membership, or by electing financial core status.

Employees who are union members in UFCW Local 27 pay dues on a weekly or monthly basis; their dues are set by democratic actions of the members. Employees who do not become members of UFCW Local 27 also must support the collective bargaining services that are provided by the union by the payment of financial core fee. The fee generally excludes expenses that are not related to collective bargaining.

Employees who choose not to become members of UFCW Local 27, but who instead elect financial core status, lose the right to a number of benefits that are available only to full union members. Among the benefits that are available only to full union members are the right to attend and participate in union meetings; the right to nominate and vote for candidates for union office; the right to run for union office; the right to be selected to serve as a union shop steward or as a bargaining committee member; the right to participate in developing union policies and bargaining demands; and the right to participate in contract ratification and strike votes. Nonmembers also are not entitled to discount admission tickets for amusement parks and sporting events, and to participate the Union Privilege Discount Program.

The amount of the fees that are owed by employees who elect financial core status is derived from the dues, initiation fees and assessments that are uniformly required of full members of UFCW Local 27. Examples of kinds of expenses that may be charged to nonmembers are negotiating, enforcing and administering collective bargaining agreements; meetings between employer and union repre-

sentatives; grievance proceedings including arbitration; and union administration and management. Examples of some expenses that may not be charged to nonmembers are support of political candidates; general community service; lobbying and legislation; the affiliation of UFCW Local 27 with certain other organizations; and members-only benefits. Employees who are covered Union Security Agreements who elect Financial Core Status may object to supporting union activities that are not related to collective bargaining.

We ask you to carefully consider the benefit of full membership in UFCW Local 27, as opposed to financial core status. Our experience has proven there is a direct relationship between the Union's ability to organize competitor and union wages and benefits. Non-union competition based on lower wages and substandard working conditions can harm the standard of living that we and your co-workers have worked so hard to establish. We believe that without concerted action, the good jobs and high wages of all union members and employees in our region would be threatened.

One fact is clear: The more numerous UFCW Local 27 membership is among employees in your industry and the more active we are in lobbying and political organizing, particularly within Maryland and Delaware, the more secure your benefits, your job, and those of your co-workers, shall be. Organizing and political action mean dollars in your paycheck, and they make sense for you and your future. We lobby government executives and legislators to secure more favorable working conditions, and to support the industries in which our members work.

If you choose to withdraw from Union membership, you are still obligated to support the collective bargaining activities of the Union. The Union's next window period for current members to withdraw from membership and to elect to be treated as a financial core employee runs through May 15, 2011. The new financial core year will begin on July 1, 2011. New employees who are hired during the course of a fiscal year must file their objections in forty-five days after the employee begins work. The address to contact for more information about financial core status is: Financial Core; c/o Sandi Spence, Service Fee Administrator, United Food and Commercial Workers Union Local 27; 21 West Road; Towson, Maryland 21204. All inquiries, objections, or appeals for the one year period that is to begin on July 1, 2011 must be postmarked by May 15, 2011.

Notificación a Todos los Empleados Cubiertos por Acuerdos de Seguridad de la Local 27 de la UFCW

El Acta Nacional de Relaciones Laborales y otras leyes permiten que los patronos y sindicatos incluyan en sus acuerdos de convenios colectivos cláusulas que requieren que los empleados se hagan miembros del sindicato y permanezcan como miembros del mismo como condición de empleo, en aquellos estados donde se permiten tales disposiciones. Cada cláusula de seguridad sindical que se incluye en un contrato de convenio colectivo de la Local 27 de la UFCW está negociado y ratificado por los miembros de la Unión cubiertos por ese acuerdo. El propósito de la cláusula de seguridad sindical es la de permitir que todos los que se benefician de la representación de la Unión y del convenio colectivo compartan el gasto de esas actividades. Bajo ley federal, los empleados pueden satisfacer sus obligaciones para con la unión ya sea haciéndose miembro de la misma, con todos los derechos y beneficios de la membresía sindical, o eligiendo el status de núcleo financiero.

Los empleados que son miembros de la Local 27 de la UFCW pagan cuotas semanalmente o mensualmente; la cantidad de dichas cuotas se establecen por acción democrática de los miembros. Los empleados que no se hacen miembros de la Local 27 de la UFCW también tienen que apoyar los servicios del convenio colectivo que la unión provee mediante el pago de una cuota de núcleo financiero. La cuota por lo general excluye gastos no relacionados al convenio colectivo.

Los empleados que eligen no hacerse miembros de la Local 27 de la UFCW, pero que en vez eligen el status de empleados del núcleo financiero, pierden el derecho a recibir varios beneficios disponibles solamente a aquellos con membresía sindical completa. Entre los beneficios que están disponibles para los empleados con membresía sindical completa están el derecho a asistir y participar en reuniones de la unión el derecho a nominar y a votar por candidatos a puestos de la unión; el derecho a postularse para un escaño de la unión el derecho a ser seleccionado y servir como steward de la unión en el lugar de trabajo y como miembro del comité negociador; el derecho a participar en el desarrollo de normas sindicales y posiciones que la unión asumirá al negociar; y el derecho a participar en la ratificación de contratos y en votación en torno a una huelga. Los que no son miembros también no tienen derecho a boletos de admisión a descuento para los parques de diversiones y eventos deportivos, ni pueden participar en el Programa de Descuento por Privilegio Sindical.

La cantidad de las cuotas que adeudan los empleados que seleccionan el status de empleados del núcleo financiero, se deriva de las cuotas, cuotas de iniciación y cargos que se requiere uniformemente de la miembros con membresía completa de la Local 27 de la UFCW. Ejemplos de gastos que se les pueden cobrar a los que no son miembros incluyen aquellos relacionados con la negociación, cumplimiento y administración de los acuerdos de convenios colectivos; las reuniones

entre los patronos y representantes de la unión; los procedimientos de querrela, incluyendo el arbitraje; y la administración y manejo sindical. Ejemplos que gastos que no se pueden cobrar a los que no son miembros incluyen el apoyo de candidatos políticos; servicios a la comunidad en general; cabildeo y legislación; la afiliación de la Local 27 de la UFCW con ciertas otras organizaciones y beneficios que se limitan solamente a los miembros. Los empleados que eligen pertenecer al status de empleados del núcleo financiero pueden objetar al apoyo de actividades sindicales que no están relacionadas con la negociación colectiva.

Le pedimos que considere cuidadosamente los beneficios que ofrece la membresía completa en la Local 27 de la UFCW, en vez de pertenecer como empleado del núcleo financiero. Nuestra experiencia he demostrado que hay una relación directa entre la habilidad de la unión de organizar y la obtención de salarios y beneficios sindicales. La competencia de los que no pertenecen a la unión basada en salarios y condiciones de trabajo inferiores, pueden afectar adversamente el nivel de vida por el cual usted y sus colegas de trabajo han trabajado tan duro para establecer. Creemos que sin acción concertada, los buenos trabajos y los salarios altos de todos los miembros de la unión y empleados en nuestra región se pueden ver afectados.

Un hecho es claro: A mayor número de miembros de la Local 27 de la UFCW entre los empleados de su industria, y a mayor esfuerzo de cabildeo y organización política, especialmente en Maryland y en Delaware, mayor seguridad para sus beneficios, su trabajo, y el de sus compañeros de trabajo. El organizar y la acción política representan dinero en su cheque de paga, y hacen sentido para usted y para su futuro. Nosotros cabildeamos a ejecutivos de gobierno y a legisladores para asegurar mejores condiciones de empleo, y para que apoyen las industrias en las cuales nuestros miembros trabajan.

Si usted elige darse de baja de la membresía de la unión, usted todavía estará obligado a apoyar las actividades de negociación colectiva de la Unión. El próximo período durante el cual los miembros actuales pueden darse de baja de la membresía completa y convertirse en empleado del núcleo financiero comienza el 15 de mayo de 2011. El nuevo año del status de empleado del núcleo financiero comienza el 1 de julio de 2011. Los empleados nuevos que comienzan durante el transcurso de un año fiscal tienen que someter sus objeciones dentro de los cuarenta y cinco días de haber comenzado a trabajar. La dirección a la cual puede escribir para mayor información acerca del status de empleado del núcleo financiero es: Financial Core, c/o Sandi Spence, Service Fee Administrator, United Food and Commercial Workers Union Local 27, 21 West Road, Towson, Maryland 21204. Toda pregunta, objeción o apelación para el período de un año que comienza el 1 de julio de 2011 ha de someterse con matasello postal a más tardar para el 15 de mayo de 2011.

Union Night at Camden Yards

ORIOLES vs. CINCINNATI REDS



HERE'S THE PITCH...

Friday, June 24th

All Seats \$6.00

Game Time: 7:05 pm

Tickets available
April 20, 2011

Call UFCW Local 27
at 410-337-2700 or
1-800-338-8329

Tickets sold at
Towson Office ONLY