

Marching for Immigration Reform

An estimated crowd of over 150,000 people took to the streets of Chicago on May 1, 2007 (May Day) to protest the recent rash of military-style raids on immigrant workers and to call for meaningful government reform that treats all workers with dignity and respect.

As the peaceful crowd of marchers, representing a wide array of nationalities and ethnic descent, gathered at Union Park near the UFCW Local 1546 Chicago office, another rally in Chicago was just getting started.

"Organized Labor, more than any other institution in existence, has shared the common values of human dignity with immigrant workers."

— Local 1546 President and International Vice President
Kenneth R. Boyd

On the corner of Des Plaines Avenue and Randolph Street, just blocks away from the Chicago Immigration March, hundreds of labor activists, including many from UFCW Local 1546, celebrated May Day at Haymarket Square, where a monument now stands to mark the tragic labor events that unfolded over 100 years ago. *Continued on page 3*



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*Plus: Dominick's, SKF and Valve & Primer
Film Features; 1546 Pin Winners; Pension
Recipients; and more!*

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WHATEVER IT TAKES A Commitment to Growth



By Kenneth R. Boyd, President & International Vice President

Keeping pace with the tremendous consolidation of our retail and meat packing and processing employers is no small task. However, it is a challenge that the UFCW and our local union must accept to protect the quality of jobs and level of benefits our members and communities deserve. Today, the sheer size of grocery chains and meat processors has become staggering to say the least.

Take Tyson Foods for example. Employing over 50,000 workers, this company completely dominates the meat and poultry

industries. In fact, one out of every four pounds of beef and poultry consumed by American households on a daily basis is processed by Tyson.

And if these families aren't eating Tyson products, they most likely have Smithfield pork, turkey or beef sitting on their dinner plates.

As the largest pork producer and processor in the world and the fourth largest turkey processor and fifth largest beef processor in the U.S., Smithfield—along with Tyson—not only set the wage standards for our industries, but these companies also impact other workplace issues including safety, health care and retirement plans.

On the retail side, a once diverse landscape of independent and mid-sized grocery stores has shifted to just a handful of mega retail chains.

Kroger remains the largest supermarket chain in the U.S. employing nearly 300,000 workers and ringing up annual sales of around \$61 billion.

SuperValu, which recently purchased almost half of the former Albertsons stores including Jewel

Food Stores in our area, ranks second. And Safeway, which operates the Dominick's chain, is the fourth largest U.S. grocery retail company with about 200,000 employees and over \$40 billion in annual sales.

Fortunately, we represent the majority of these workers. However, the enormous size of these companies presents a whole new set of concerns for the UFCW.

This was most evident three years ago when we experienced the grocery strikes and lockouts in Southern California over health care. And Kroger, SuperValu and Safeway are digging their heels in again in 2007. Plus, let's not forget about the ongoing struggle of workers trying to organize at the Smithfield Tar Heel North Carolina plant.

No longer can we concern ourselves only with individual or regional markets. These companies can easily withstand a strike or community fight on a local level. Instead, we must work together on a national and even international level to meet our obligation of protecting our member's jobs, wages and benefits.

We must also recommit ourselves to organizing.

By the end of this year, the UFCW International and each local union, including our own, have pledged to allocate one-third of our entire budget to growth.

This radical shift in financial resources will allow us to seek new organizing opportunities and level the playing field between union and non-union operators. It will also provide us with ways to increase our membership diversity, which remains vital to sustain our growth in the future. And it will open up new avenues to build community allies who share our core values of protecting workers' rights.

If we want to maintain quality middle-class union jobs with decent wages and benefits, then we have only one choice in this matter, and that is to grow our union.

Let's all rise up to this challenge. Together we will make sure that we are doing everything we possibly can to provide a better future for all workers in our industries.

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Our newsletter often includes articles in Spanish and Polish.

You are also welcome to learn the latest Local 1546 news by visiting your Local Union's web site at www.ufcwLOCAL1546.org

The opinions expressed by any individual member is the opinion of that individual member and does not necessarily reflect the position or opinion of UFCW Local 1546 or any of its officers.



Marching for Immigration Reform

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At this historic Chicago site, immigrant workers, mostly from Eastern Europe, rallied in 1886 to demand the 8-hour work day and to protest against corporate greed. After the rally ended, someone still unknown to this day, threw a bomb into the street killing several people including police officers. In what has been called one of the most unjust trials of the century, eight labor leaders, none of whom were at the scene of the crime at the time, were charged, convicted, and sentenced to death for conspiracy of the bomb attack.



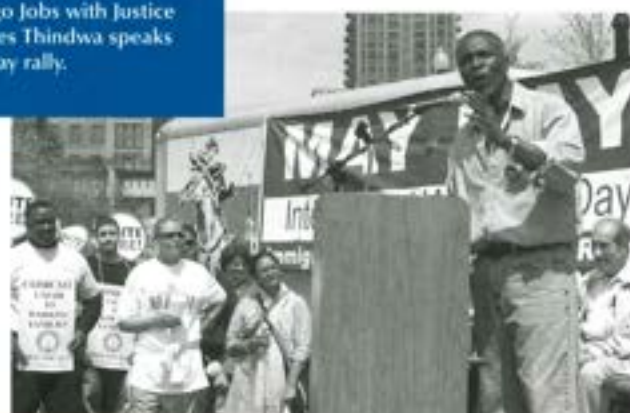
This travesty of justice sparked Labor Day (celebrated as May Day) in practically every other country in the world except the United States. Now, over one hundred years later, the Chicago labor community has attempted to reclaim May Day by honoring the bravery of the immigrants of the past as well as the immigrants of the present.

"Organized Labor, more than any other institution in existence, has shared the common values of human dignity with immigrant workers,"

remarked Local 1546 President and UFCW International Vice President Kenneth R. Boyd. "We must learn from our own history—including the Haymarket Tragedy—that foreign-born workers are most often the victims of flawed immigration policies and used by corporations to drag down wages, benefits and working conditions for everyone."

Many of the speakers at the Chicago May Day rally echoed President Boyd's reflections including Interfaith for Worker Justice Director Kim Bobo.

Left: Haymarket Monument
Right: Chicago Jobs with Justice
Director James Thindwa speaks
at the May Day rally.



"Our scriptures tell us to welcome the immigrant," she reminded the crowd. "With over 32 million immigrants living and working in the U.S., we must lift them up and give thanks for the many gifts and talents they bring to our nation," she added. "Despite what some media and politicians try to portray, these are not criminals but hard workers who deserve a clear road to citizenship."

Following this year's May Day celebration, the large crowd of union supporters eventually met up with the immigrant marchers at the corner of Des Plaines Avenue and Washington Street. Waving union signs and displaying a sea of union colors, they walked proudly in unity with the marchers toward Grant Park for the culmination of speeches and event activities.

The UFCW, along with the leadership of our local union, stands committed to enacting labor standards and immigration reform that protects all workers—regardless of the country in which they live and work. By doing so, we will continue to push for legislation that protects workers from the devastating effects of government actions like the ICE Swift and Company meatpacking raids last November that tore apart families and communities across the country. The UFCW will attempt to push for stricter law enforcement and tougher penalties for employers who recruit illegal immigrants to our country for cheap wages. And our union will continue to oppose any guest or temporary worker program that exploits immigrants and weakens our labor laws.

To learn more about the UFCW principles on immigration reform, please turn to pages 6 and 7 of this issue.

Local 1546 staff joins with marchers to demand national immigration reform that promotes social justice for everyone.



Enough is Enough! Setting the Union Record Straight



By Terry Kramer,
Secretary-Treasurer

Turning the other cheek is very often a sensible, safe, and wise thing to do, and it's a path I frequently choose to take in my life. Not this time! I have reached the end of my patience with the anti-union rhetoric being propagated by the Bush Administration and its right wing followers. It's time to set the record straight.

A favorite but absolutely faulty premise of today's anti-union alliance says that, "unions do nothing for their members, workers in general, or their communities." Let's take a serious look at that statement.

Whether we think historically or currently, locally or globally, politically or socially—the assertion that Labor unions do nothing is patently untrue; and I can prove it. In the limited space I have available to me in this issue, I will be able to chronicle only a few examples that prove the truth, but that's exactly what I intend to do.

Keep in mind, the information I'm about to present is fact—not opinion, not spin, not personal belief—but fact. It is not open to interpretation; I would not insult your intelligence by assuming that you are incapable of reaching your own conclusions. But the truth is, hard, straightforward information speaks for itself and, received without bias, can only lead to a single conclusion. That's the reality. Here are the facts.

"Fairness, justice, and compassion...are exactly why Labor Unions were created."

Labor unions have been responsible—in whole or in part, directly or indirectly—for passage of the following federal laws that some of us now take for granted, but in most cases would be economically and socially devastated without. This is a very *partial* list, but it provides a sense of the direction that Labor unions have helped take this country for the benefit of not only union workers, but **all** workers.

- 1916** – Federal employees win the right to receive **Workers Compensation** insurance.
- 1917** – The Supreme Court approved the **Eight Hour Act** under the threat of a national railway strike.

1935 – The **National Labor Relations Act** and **Social Security Act** passed.

1938 – The **Wages and Hours** (later **Fair Labor Standards**) Act passed, banning child labor and setting the 40-hour work week. The Act went into effect in October 1940, and was upheld in the Supreme Court on February 3, 1941.

1963 – The **Equal Pay Act** bans wage discrimination based on gender.

1964 – The **Civil Rights Act** bans institutional forms of racial discrimination.

1967 – The **Age Discrimination in Employment Act** was passed.

1970 – The **Occupational Safety and Health Act** passed providing protection for workers on the job.

1993 – The **Family and Medical Leave Act** passed, allowing an employee to take unpaid leave due to illness, pregnancy or child care, or to care for a sick family member.

In addition, unions have lead the fight each time any of these worker protections have been challenged. And, every raise in the minimum wage since its inception has been not only supported but generally called for by unions. In Illinois, unions such as ours have been instrumental in making certain that our state has a minimum wage that makes sense

for working families. Illinois, in fact, is one of the most worker-friendly states in the nation; again, thanks to unions.

Notice, as you look at this list, that many of the laws pushed for by Labor over the years are not strictly Labor Laws and don't necessarily represent economic benefit for Labor Unions or union members. The **Civil Rights Act** and the **Family and Medical Leave Act**, for example, are laws of justice and compassion. They are simply examples of the *right thing to do*; the kind of laws that make this country what it was originally founded to be. Fairness, justice, and compassion, after all, are exactly why Labor Unions were created as well.

And, speaking of compassion, let's not forget the good works Labor Unions do for their communities. The Firefighters are a shining example of a union working tirelessly for a chosen cause; the *Muscular Dystrophy Association*. Labor Day after Labor Day, we watch these men and women stand at intersections filling their boots with dimes and dollars, then presenting their checks totalling millions to Jerry Lewis on his telethon. Our own UFCW gives millions for research to the *Leukemia & Lymphoma Society*, and countless other unions across the country do the same for their favorite charities.

Habitat for Humanity relies on skilled union workers—many of whom are journeymen carpen-

ters, painters, electricians, etc.—to build homes for needy families. It was union police, firefighters, and emergency workers who dug through the rubble day and night beginning on September 11, 2001, to bring whatever closure they could to that horrendous event, with hundreds sacrificing their lives. Many who toiled for the victims of Katrina and other natural disasters were union workers. I could continue... but I think I've made the point.

I haven't even yet mentioned what unions accomplish that we're all most familiar with, such as raising the standard of living for union members and non-union members by fighting for better wages and improved healthcare; giving workers a voice on the job; and providing improved job security through a union contract and representation. I haven't mentioned the additional benefits unions offer their members through special vendor programs, and the opportunity given to members to become more politically and socially involved in their communities. In fact, there's a lot I haven't mentioned... but as I said when I began, I have a limited amount of space.

That's too bad; because even though I have to stop, I'm certain the Bush Administration and its followers won't. But maybe the next time you hear their rhetoric, you'll remember my words and agree with my assessment... Enough is Enough!

1546 FILM FEATURE

West Suburban Illinois Dominick's Finer Foods



Local 1546 traveled to the western suburbs of Illinois to capture the hard work and quality service our Dominick's Finer Foods members provide to their customers each and every day. Here is a just a sample of the photos taken of our union members at work.



Workers' Compensation Questions

Members of UFCW Local 1546 with questions about Workers' Compensation and/or injuries that occur on the job may contact (at no charge or obligation) the law firm of Jacobs, Burns, Orlove, Stanton and Hernandez at 312-372-1646.

UFCW Principles on Immigration Reform

United States' immigration policy must be reformed to end the cycle of exploitation that exists in today's workplaces—exploitation that drags down wages, benefits, and working conditions for all workers. Our Union is responsible for representing and protecting UFCW members—native born and immigrant. Economic globalization and harmful U.S. trade policies are at the root of our failed immigration system. NAFTA has resulted in the loss of millions of American jobs. In Mexico, real wages have declined by 20 percent, fueling a labor flight into the U.S. Our lawmakers must choose to revise harmful policies on trade, to craft meaningful international labor standards, and to work with unions, corporations, and community organizations around the globe to promote better jobs, living standards, and stable communities everywhere, otherwise the pressure for illegal immigration will persist, and employers will continue to game the immigration system to lower workplace standards.



Key reform principles necessary to protect all workers include:

- **A Path to Citizenship:** Nearly 12 million immigrants provide their labor and talent to American employers. They make significant contributions to their communities, but are afforded neither labor rights nor due process protections. We must create a real pathway to citizenship for immigrant workers who have established themselves in the community, who are employed, and who have otherwise not broken the law.
- **End Worksite Immigration Enforcement:** Worksite programs like "Basic Pilot" and ICE Mutual Agreement between Government and Employers (IMAGE) are riddled with problems, fail to adequately protect workers from discrimination, exploitation, and harassment, and fail as a substitute for a systematic approach to a fair and orderly immigration process.
- **Meaningful Employer Punishments for Immigration and Labor Law Violations:** Too often, when companies cannot export jobs in search of cheap wages and weak labor laws, they import workers to create a domestic pool of exploitable labor. The law must criminalize employers who recruit undocumented workers from abroad or otherwise circumvent immigration policies, and provide meaningful, enforceable penalties for companies that violate health, safety, and labor laws.



Workers filled Chicago streets demanding immigration reform that includes a path to U.S. citizenship.

- **No New Guest Worker or Temporary Worker Programs:** Guest worker programs allow employers to turn permanent, full-time, family-supporting jobs into temporary, go-nowhere jobs that exploit immigrants and native-born workers alike. When guest workers choose to exert workplace rights, they risk losing their jobs or being deported. Guest worker programs create an underclass of workers and engender racial and other discriminatory attitudes toward individuals who are afforded neither full rights on the job nor participation in our society. In addition, existing worker programs should be reformed so that they include real worker protections—including the right to self-petition for legalization and the freedom to change jobs—and penalties for employers who break the law.
- **Revise the Permanent Employment-Based Visa System:** Instead of short-term "guest worker" visas, labor shortages should be filled with workers with full rights, a path to permanent residence, and, if they choose, citizenship. The number of visas available should respond to actual, demonstrated labor shortages. U.S. employers should hire U.S. workers first, and wage rate requirements should be high enough to make jobs attractive to U.S. workers.
- **Wage and Working Condition Protection for All Workers:** All workers, including future immigrant workers, should have the same workplace protections as U.S. citizens, including the right to join a union, fair wages, and a safe workplace. Immigrant workers who report employer violations should be ensured whistleblower protections with special protections that include extending their immigration status and work authorization during the complaint process.

UFCW—Principios de la Reforma de Inmigración

La política de inmigración de los Estados Unidos debe ser reformada para acabar con el ciclo de explotación que ocurre hoy en día en los lugares de trabajo—explotación que reduce los salarios, los beneficios y las condiciones de trabajo para todos los trabajadores. Nuestra Unión es responsable de representar y proteger a los miembros de la UFCW—nacidos aquí y aquellos que sean inmigrantes. La globalización económica y las políticas comerciales dañinas de los Estados Unidos son la raíz de nuestro sistema arcaico de inmigración. NAFTA ha resultado en la pérdida de millones de trabajos para los americanos. En México los salarios han bajado en un 20 por ciento, originando la necesidad de buscar trabajo en los Estados Unidos. Nuestros legisladores deben revisar aquellas políticas comerciales dañinas, para crear estándares laborales internacionales que sirvan para algo, y trabajar con las uniones, corporaciones y organizaciones de la comunidad alrededor del mundo para promover mejores trabajos, estándares de vida y comunidades estables en todas partes, de otra manera la presión por parte de la inmigración ilegal va a persistir y los empleadores continuarán usando el sistema de inmigración para bajar los estándares en el lugar de trabajo.

Los principios claves de la reforma, necesarios para proteger a todos los trabajadores incluyen:

- **Un Camino Hacia la Ciudadanía:** Casi 12 millones de inmigrantes proveen su fuerza laboral y talento a los empleadores americanos. Ellos hacen contribuciones significativas a sus comunidades, pero por otro lado, no reciben derechos laborales ni la protección que necesitan. Nosotros debemos

crear un camino real a la ciudadanía para trabajadores inmigrantes que se han establecido en la comunidad, quienes trabajan, y que de otra manera, no han incumplido con las leyes.

- Terminar con la Aplicación de la Inmigración en el Sitio de Trabajo: Los programas en el sitio de trabajo como "Piloto Básico" y el Acuerdo Mutuo de ICE entre el gobierno y los empleadores (IMAGE), están llenos de problemas, fallan en proteger adecuadamente a los trabajadores de la discriminación, explotación y acoso, y fallan como sustituto para un enfoque sistemático hacia un proceso justo y ordenado de inmigración.

- Castigos Significativos para los Empleadores por las Violaciones a la Ley Laboral y de Inmigración: Con mucha frecuencia cuando las compañías no pueden exportar los trabajos en búsqueda de salarios baratos y leyes laborales flexibles, importan trabajadores para crear una fuente doméstica de mano de obra que puedan explotar. La ley debe imponer penas criminales a aquellos empleadores que recluten a los trabajadores indocumentados del exterior o que de otra manera se burlan de las políticas de inmigración, y proveer penas significativas que se apliquen a aquellas compañías que violen las leyes de salud, seguridad y laborales.

- No Más Programas de Trabajadores Invitados o Temporales: Los programas de trabajadores invitados permiten que los empleadores conviertan trabajos permanentes, a tiempo completo y que soportan a la familia, en trabajos temporales que no paran en nada y que a la vez explotan a los inmigrantes y a los trabajadores nacidos aquí. Cuando los trabajadores invitados deciden ejercer sus derechos en el lugar de trabajo, corren el riesgo de perder sus trabajos o ser deportados. Los programas de trabajadores invitados crean una clase de trabajadores marginados y engendran

actitudes raciales y discriminatorias hacia personas que no reciben ni todos los derechos en el trabajo ni la participación en nuestra sociedad. Adicionalmente, los programas de trabajadores invitados deberían ser reformados de tal manera que incluyan protecciones reales para el trabajador—incluyendo el derecho a pedir su propia legalización y la libertad de cambiar de trabajos—y multas para aquellos empleadores que no cumplan con la ley.

- Revisar el Sistema de Visa Basado en el Empleo Permanente: En vez de contar con visas para "trabajadores invitados a corto plazo", la falta de mano de obra debería ser llenada con trabajadores que cuentan con todos los derechos, un camino hacia la residencia permanente, y si así lo desean, la ciudadanía. El número de visas disponibles debería responder a la falta de mano de obra, actual y demostrada. Los empleadores en los Estados Unidos deberían dar primeramente trabajo a los trabajadores en los Estados Unidos, y los requisitos para las tasas salariales deberían ser lo suficientemente altos para hacer que los trabajos sean atractivos para los trabajadores en los Estados Unidos.

- Protección de los Salarios y las Condiciones Laborales para Todos los Trabajadores: Todos los trabajadores, incluyendo los futuros trabajadores inmigrantes, deberían recibir las mismas protecciones en el lugar de trabajo que los ciudadanos de los Estados Unidos, incluyendo el derecho a formar parte de una Unión, salarios justos y un lugar de trabajo seguro. Los trabajadores inmigrantes que reporten las violaciones cometidas por los empleadores, deberían recibir la protección especial que incluya la extensión de su estatus de inmigración y la autorización para trabajar durante el proceso de queja.

Zasady UFCW dotyczące reformy imigracyjnej

Polityka imigracyjna Stanów Zjednoczonych musi zostać poddana reformie po to, aby położyć kres wykorzystywaniu pracowników, co niestety zdarza się jeszcze w wielu zakładach pracy. Wyzysk taki powoduje obniżenie zarobków, świadczeń pracowniczych oraz pogorszenie ogólnych warunków pracy dla wszystkich pracowników. Nasze związki odpowiedzialne są za reprezentowanie i obronę członków UFCW zarówno tych, którzy urodzili się w tym kraju, jak i imigrantów. Na skutek postanowień porozumienia NAFTA wielu Amerykanów utraciło pracę. W Meksyku realne zarobki spadły o 20%, co zwiększa napływ meksykańskiej siły roboczej do USA. Przed amerykańskimi organami ustawodawczymi stoi obecnie ważne zadanie dokonania rewizji niekorzystnych przepisów z zakresu wymiany handlowej, zapewnienia wysokich międzynarodowych standardów pracowniczych oraz prowadzeniu współpracy ze związkami zawodowymi, korporacjami oraz organizacjami społecznymi na całym świecie w celu stworzenia lepszych warunków pracy i lepszego poziomu życia. W przeciwnym razie zapotrzebowanie na nielegalnych imigrantów będzie się zwiększać, a pracodawcy nadal będą korzystać z niedociągnięć systemu imigracyjnego, żeby obniżyć poziom warunków pracowniczych.

Zasadnicze zmiany do wprowadzenia w celu skuteczniejszej obrony praw pracowniczych obejmują m.in.:

- Możliwość uzyskania legalnego pobytu: Około 12 milionów imigrantów wykonuje pracę w amerykańskich firmach i służy swoim talentem amerykańskim pracodawcom. Imigranci wnoszą wiele w rozwój swoich lokalnych społeczności, a nie otrzymują w zamian żadnych praw pracowniczych ani prawa do zalegalizowania pobytu. Konieczne jest

powołanie nowych przepisów, które umożliwiłyby legalizację pobytu produktywnym i przestrzegającym przepisy prawa pracownikom-imigrantom.

- Wyczołgać przymusowe programy nastawione na kontrolę pracowników-imigrantów: Programy takie, jak „Basic Pilot” albo ICE Wspólne Porozumienie między Rządem i Pracodawcą (IMAGE) jeżdżą się od różnych niedoskonałości i błędów, nie chronią w jednakowym stopniu pracowników przed dyskryminacją, wyzyskiem i szykanowaniem i nie będą w stanie zastąpić konsekwentnie przeprowadzonej reformy imigracyjnej.

- Stosowanie kar wobec pracodawców za nieprzestrzeganie praw imigracyjnych i pracowniczych: Zbyt często zdarza się, że pracodawcy, którzy nie mają dostępu do zagranicznych rynków taniej siły roboczej, gdzie pracowników nie chroni rzetelny system prawny, importują robotników z innych krajów w celu wyzyskiwania ich w USA. Prawo powinno karać pracodawców, którzy sprowadzają nielegalnych pracowników z zagranicy lub w inny sposób łamią przepisy imigracyjne. Powinno się również wprowadzić wysokie kary wobec przedsiębiorstw, które nie przestrzegają przepisów bezpieczeństwa i higieny pracy.

- Zakaz wprowadzania nowych programów dla pracowników tymczasowych: Programy zatrudniania pracowników tymczasowych umożliwiają pracodawcom zastępowanie stałych stanowisk pracy na pełen etat i zapewniających stały dochód na posady tymczasowe, nie dające możliwości awansu ani żadnych szerszych perspektyw. Dotyczy to w takim samym stopniu rdzennych Amerykanów, jak i pracowników innego pochodzenia. W przypadku, gdy pracownik tymczasowy upomni się o swoje prawa, podejmuje on ryzyko utraty pracy lub może narazić się na zgłoszenie do deportacji. Tymczasowe programy przyczyniają się do wyodrębnienia się nisko uprzywilejowanych klas

pracowniczych oraz zachęcają do dyskryminacji rasowej i innej wobec osób bez żadnych praw pracowniczych i pozbawionych możliwości pełnego udziału w życiu społecznym tego kraju. Ponadto, działające już programy dla pracowników tymczasowych powinny zostać poddane reformie tak, aby zapewnić pracownikom pełny zestaw praw pracowniczych, łącznie z możliwością samodzielnego wniesienia przez nich petycji o zalegalizowanie swojego pobytu, możliwości zmiany pracy. Należy również wprowadzić kary dla pracodawców nieprzestrzegających ustalonych przepisów.

- Podać rewizji system wydawania wiz dla pracowników posiadających możliwość stałego zatrudnienia: Zamiast wiz krótkoterminowych dla pracowników tymczasowych, zapotrzebowanie na siłę roboczą powinno być realizowane poprzez zatrudnianie pracowników posiadających wszystkie prawa pracownicze oraz możliwość starania się o stały pobyt i, jeżeli tak zdecydują, o obywatelstwo. Puła wydawanych wiz powinna odzwierciedlać faktyczne zapotrzebowanie na rynku pracy. Niech amerykańskie firmy zatrudniają w pierwszej kolejności amerykańskich pracowników, a zarobki i stawki płac niech będą dla nich wystarczająco atrakcyjne.

- Utrzymanie stawek płac i warunków pracy na odpowiednim poziomie dla wszystkich pracowników: Wszyscy pracownicy, wraz z pracownikami-imigrantami powinni posiadać takie same prawa w miejscu pracy, jak obywatele amerykańscy łącznie z prawem do przynależności związkowej, sprawiedliwego wynagrodzenia i bezpiecznych warunków pracy. Pracownicy-imigranci, którzy złożą zażalenie na swojego pracodawcę powinni mieć prawo do przedłużenia swojego statusu imigracyjnego oraz pozwolenia na pracę w okresie rozpatrywania złożonego przez nich zażalenia.

UFCW Local 1546 Members Graduate ESL Class

Following the success of our union's first-ever *English as a Second Language (ESL) Class* last fall, ten more members rose to the challenge and received their graduation certificates on May 2, 2007.

This second installment of the ESL training taught by the National Able Career Institute and coordinated with the Chicago Federation of Labor's Workers Assistance Committee, once again offered our members the opportunity to advance their grasp of the English language and improve on their basic conversational skills.

At no cost to our members thanks to a state-funded grant, this six-week course offered twice a week at the Chicago Union office, allowed students to interact with each other in a series of English-based exercises and workbook activities. In addition, students worked on developing the skills needed to handle typical situations on the job, at home and in their community.



Former UFCW Local 100-A President Rueben Ramirez talked to students about the benefits of taking an active role in the union.

On graduation night, former UFCW Local 100-A President Rueben Ramirez visited with the students and offered his own insight into the importance of learning English through our union-sponsored ESL training.

Ramirez immigrated to the United States at the age of 17 and started working at Swift & Company in the old Chicago Stockyards. Determined to better himself, Ramirez told the students that he started, just like them, taking ESL classes and other subjects like labor and politics, collective bargaining, and grievance procedures.

As a result of his preparation, Ramirez said that he became more active in the union; first as a shop steward, then as a union representative, and finally as an elected officer.

In 1993, Ramirez became the first Latino President of UFCW Local 100-A. He told the students that he dedicated himself with body and soul to serve the membership and to help those who needed to become citizens. He also worked hard at negotiating labor contracts that established immigrant rights and provided fair wages and conditions of employment.

Ramirez reminded the students that UFCW Local 1546 stands committed to using all of its power and legal means to defend and protect their human rights. He added that our union remains committed to making ESL classes available to every member that wishes to better themselves for their own good and for a more secure future for their families.

ENGLISH AS A SECOND LANGUAGE GRADUATION CLASS GRADUACIÓN DE LA CLASE DE INGLÉS COMO SEGUNDO IDIOMA MOŻLIWOŚĆ UKOŃCZENIA KURSU ENGLISH AS A SECOND LANGUAGE

Maria Guadalupe A. Montenegro	Cougle Commission Company
Victoria Avilez	Vita Foods
Luis Bautista	Vita Foods
Carmen Huerta	King Kold
Adolfo Marrufo	Cougle Commission Company
Rene Rivera	Farmington Foods
Rosario Rodriguez	Vita Foods
Pablo Salgado	Vita Foods
Gregoria Trejo	Vita Foods
Ruben Villegas	Vita Foods



Free English as a Second Language Training Available Through Your Union

Non-English speaking UFCW Local 1546 members (no matter what your language of origin) can sign up for a free English language and cultural skills course taught by the Able Career Institute. Classes will be set up throughout the year based on demand.

To be placed on a future class list, contact the Local 1546 Communications Department at 847-593-3500 or call your Union Representative.

Local 1546 members in the Quad City area also can take advantage of ESL classes through Black Hawk College by calling (309) 796-8216.



ESL students test their level of language skills on the first day of class.

Miembros de la UFCW Local 1546, se Gradúan de la Clase de Inglés como Segundo Idioma

Siguiendo el éxito de nuestra primera Clase de Inglés como Segundo Idioma (ESL), en el otoño pasado; diez miembros más aceptaron el desafío y recibieron sus certificados de graduación el 2 de mayo, 2007.

Esta segunda emisión del entrenamiento de ESL conducida por el National Able Career Institute y coordinada con el Comité para la Ayuda de Trabajadores Laborales de la Federación de Chicago, nuevamente ofreció a nuestros miembros la oportunidad de avanzar en su conocimiento del idioma inglés y mejorar sus habilidades básicas para conversar.

Sin costarles nada a nuestros miembros, gracias al subsidio por parte del estado, este curso de seis semanas ofrecido dos veces a la semana en la oficina de la Unión en Chicago, permitió que los estudiantes pudieran interactuar entre sí en una serie de ejercicios y actividades basadas en el inglés. Además, los estudiantes trabajaron para desarrollar las habilidades necesarias para manejar situaciones típicas en el trabajo, en el hogar y dentro de la comunidad.

La noche de la graduación, el presidente anterior de la UFCW Local 100-A Rueben Ramírez, visitó a los estudiantes y compartió con ellos su opinión acerca de la importancia de aprender el inglés

a través del entrenamiento para el ESL patrocinado por la unión.

Ramírez vino a los Estados Unidos a la edad de 17 años y comenzó en Swift & Company en los Corrales viejos de Chicago. Con la determinación de mejorar su educación, Ramírez les dijo a los estudiantes que él comenzó, de la misma manera que ellos, a tomar clases de inglés como Segundo Idioma y otros temas como laborales, política, contratación colectiva, y procedimientos de queja.

Como resultado de esta preparación, Ramírez dijo que llegó a participar más en la unión; primeramente como asistente, luego como representante de la unión y finalmente como un oficial elegido.

En 1993, Ramírez llegó a ser el primer y único presidente latino de la UFCW Local 100-A. Les dijo a los estudiantes que se dedicó en cuerpo y alma a servir a los miembros y a ayudar aquellos que necesitaban hacerse ciudadanos. También trabajó muy duro negociando los contratos laborales que establecieron los derechos de los inmigrantes los cuales proveyeron salarios y condiciones justas de empleo.

Ramírez les recordó a los estudiantes que la UFCW Local 1546 permanece comprometida en usar todo su poder legal para defender y proteger sus derechos humanos. Añadió que nuestra unión sigue comprometida en hacer que las clases de ESL estén a la mano de cada miembro que desee mejorar su propia vida y la de su familia.

Entrenamiento Gratuito de Inglés como Segundo Idioma, Disponible a Través de su Unión

Los miembros de la UFCW Local 1546 que no hablen inglés (sin importar su idioma de origen), pueden inscribirse para recibir el curso gratuito del idioma inglés y de destrezas culturales, enseñado por el Able Career Institute. Las clases se harán durante el año basadas en la demanda.

Para formar parte de una lista de la clase en el futuro, contacte el Departamento de Comunicaciones de la Local 1546, al 847-593-3500 o llame a su Representante de la Unión.

Los miembros de la Local 1546 en el área de la Quad City, también pueden tomar ventaja de las clases de ESL a través del Black Hawk College, llamando al (309) 796-8216.

Posibilidad de completar el curso ESL para miembros UFCW Local 1546

Po sukcesie pierwszego w historii naszych związków zawodowych kursu języka angielskiego English as a Second Language (ESL), jeszcze dziesięciu innych członków sprostało stawianym im zadaniom i w dniu 2 maja, 2007 otrzymało świadectwo ukończenia kursu.

Drugi etap kursu ESL, prowadzony przez National Able Career Institute przy współpracy z Chicago Federation of Labor's Workers Assistance Committee ponownie dał naszym członkom możliwość lepszego opanowania języka angielskiego oraz poprawy ich umiejętności w porozumiewaniu się tym językiem.

Dzięki otrzymanej dotacji stanowej kurs ten jest wolny od opłat dla naszych członków. Zajęcia na sześciotygodniowym kursie odbywają się dwa razy w tygodniu w biurze Chicago Union. Podczas zajęć studenci rozwijali swoje umiejętności mówienia po angielsku wykonując ćwiczenia w praktyce oraz z podręcznika. Ponadto, studenci pracowali nad poszerzeniem swoich umiejętności porozumiewania się w konkretnych sytuacjach w pracy, w domu i w innych miejscach.

Bezpłatny kurs nauki języka angielskiego English as a Second Language zorganizowany przez Związki Zawodowe.

Członkowie UFCW Lokalu 1546 nie znający języka angielskiego (bez względu na to, jaki jest ich język rodzimy) mogą zapisać się na bezpłatny kurs nauki języka angielskiego, na którym również poznają obyczaje i kulturę amerykańską. Kursy będą prowadzone przez nauczycieli z Instytutu Able Career Institute w ciągu całego roku kalendarzowego, a ilość takich kursów zależeć będzie od zapotrzebowania uczestników.



W dniu zakończenia kursu, poprzedni prezes UFCW Lokalu 100-A, Reuben Ramirez, złożył wizytę na zajęciach i podzielił się ze studentami swoją opinią na temat tego, jak ważna jest nauka języka angielskiego na kursach ESL sponsorowanych przez związki zawodowe.

Ramírez wyemigrował do Stanów Zjednoczonych w wieku 17 lat i rozpoczął pracę w Swift & Company w starych Chicago Stockyards. Ramirez opowiedział studentom jak to dzięki silnemu postanowieniu podniesienia swoich kwalifikacji oraz poprawy warunków materialnych, on również chodził na kurs ESL oraz inne kursy o tematyce takiej, jak n.p.: siła robocza i polityka, prowadzenie negocjacji w sprawie umów zbiorowych, procedury rozpoznawania skarg pracowniczych.

Ramírez powiedział, że dzięki takiemu przygotowaniu stał się bardziej aktywnym członkiem związków zawodowych; sprawując najpierw funkcję męża zaufania (shop steward), następnie przedstawiciela związkowego, aż wreszcie członka zarządu związków zawodowych.

W 1993 Ramirez został pierwszym i, jak dotąd, jedynym prezesem-latynosem UFCW Lokalu 100-A. Powiedział studentom, że postanowił z całkowitym oddaniem służyć związkowi i pomagać tym członkom, którzy chcą stać się obywatelami. Z zaangażowaniem uczestniczył również w negocjowaniu kontraktów pracowniczych tak, aby wywalczyć prawa dla imigrantów, godziwe stawki płacy oraz sprawiedliwe warunki zatrudnienia.

Ramírez przypomniał studentom, że UFCW Lokal 1546 zobowiązał się stawać w obronie praw swoich członków korzystając ze swojej silnej pozycji oraz stosując odpowiednie metody prawne. Dodał, że nasz związek będzie kontynuował kursy ESL i, że będą one dostępne dla wszystkich członków pragnących poprawić swoje umiejętności dla siebie samych oraz w celu zapewnienia lepszej przyszłości dla swoich rodzin.

Aby znaleźć się na liście uczestników, skontaktuj się z Communications Department Lokalu 1546 dzwoniąc pod numer 847-593-3500 albo zadzwoń do twojego przedstawiciela ze związków zawodowych.

Członkowie lokalu 1546 w rejonie Quad City mogą również skorzystać z kursów nauki języka angielskiego prowadzonych w Black Hawk College dzwoniąc pod numer (309)796-8216.



Reda Johnson: Champion Fundraiser!

Local 1546 member and Executive Board member, Reda Johnson, raised an amazing **\$21,860** for the *Leukemia & Lymphoma Society* in her bid to become the 2007 LLS *Woman of the Year*. In just a few weeks time, with a little help from her family and friends, the Dial Corporation, and UFCW Local 1546, Reda worked tirelessly to raise funds for the organization that she credits with helping her get through a very tough time in her life.

Reda, who is in remission from non-Hodgkins lymphoma, recalls how LLS supported her with phone calls, information, and even coping seminars when she was diagnosed with blood cancer.

"You can't repay that kind of support," said Reda, "but I certainly wanted to try. So when I learned I was a candidate for the *Leukemia and Lymphoma Society's Woman of the Year*, it was a great honor and a perfect opportunity to do that," Reda continued. "And, the fundrais-

ing campaign was one of the most fulfilling things I've ever done. I was amazed at the support I got from so many people, and I thank everyone for their help."

Although Reda fell just short of raising the most money among all the nominees and finished as a runner-up for the *Woman of the Year* title, she impressed everyone involved in the campaign with her spirit and dedication to the cause. She used an email campaign, a raffle, a corporate sponsor, and a silent auction to raise her astonishing \$21,860 total.

The culmination of the campaign was a gala 2007 *Man and Woman of the Year* event held on May 18 at the River East Arts Center in Chicago. Reda attended the event along with several family members, friends and co-workers from Dial Corporation and some Local 1546 supporters.

"It was a great night," said Reda, "and a memorable experience all around. I feel very fortunate."

LLS Collection Drive

Local 1546 held its annual Spring Collection Drive, *Out Standing for the Cure*, on May 11th at many of our Dominick's stores and May 25th at some area Jewel stores. We're proud to report that the drive added more than **\$5,000** to our annual total for the *Leukemia & Lymphoma Society*.

This event allows us to ask the shopping public directly for donations as we fill canisters in front of participating stores. Thanks to the generosity of customers and the member volunteers who helped us out during break times or by coming in

on their day off, we had another successful drive. We will hold another collection drive later this fall.

As always, all the money collected from this event will fund blood cancer research.

Make plans to participate in our Fall 2007 collection drives.

Dominick's Collection Drive:
Friday, September 7, 2007

Jewel Collection Drive:
Friday, September 28, 2007

Jewel member Donna Goetzen collected for leukemia outside the Downers Grove store.



Chicago Bulls Leukemia Night "Nets" a Huge Success

On April 10th, many Local 1546 members and their families enjoyed watching the Chicago Bulls soundly beat the New York Knicks at the United Center—and they made donations to LLS at the same time!

Our annual Bulls Night this year netted nearly **\$1,000** for blood cancer research when \$10 per ticket sold was donated to the *Leukemia & Lymphoma Society*. Ticket prices were reduced for Local 1546 members through our special arrangement with the Chicago Bulls, so everybody won.

Don't Forget: Local 1546 "Sox it to Leukemia" Hurry! Only limited tickets left!

Come out for Elvis Night, fireworks, and a great night of White Sox baseball... all for a good cause. You save \$5 on every ticket and Local 1546 will donate \$5 to blood cancer research. It's a homerun all the way around!

Upper Reserved seats, regularly \$20, are available to our members and guests for \$15 each.

For tickets, send your request along with a check payable to Local 1546 UFCW Leukemia Fund to:



UFCW Local 1546
Attn: Communications Dept.
2246 Palmer Dr. Unit 101
Schaumburg, IL 60173

ALL REQUESTS MUST BE POSTMARKED
BY JULY 10, 2007.
CALL FIRST FOR AVAILABILITY!



Join Local 1546 for the 2007 LLS "Light The Night"

Light The Night is the *Leukemia & Lymphoma Society's* nationwide evening fundraising walk to celebrate and commemorate lives touched by cancer. Participants walk along a two to three mile route, carrying illuminated balloons—an amazing sight! And this year, Local 1546 is once again participating.

This year's event will take place at two Chicago area locations on separate dates.

On Saturday, September 8th, walkers will gather at the Museum Campus in Grant Park on Chicago's lakefront. Or, if it's more convenient, members and their family and friends may prefer to participate at the Lisle Community Park on Sunday, September 23rd.

We will have more information on our website (www.ufcwlocal1546.org) about this great event as the time draws closer.



LLS Raffle Winners

UFCW Region 6
Walk-a-Thon Raffle Winner
27" Color Television
Woody Morris
Dominick's—Hoffman Estates, IL



UFCW 1546
Raffle for Reda Johnson Winner
23" LCD Television
Emilio Rosa
Dial Corporation—Aurora, IL



SKF

SKF, formerly Chicago Rawhide, has been in business for more than 125 years. The company has evolved over the years, and has become the leading manufacturer of seal and bearing replacement parts for the transportation sector. Pictured here are just a sample of our 400-plus Local 1546 members employed at the company's Elgin, Illinois plant.



Valve & Primer

Valve & Primer of Schaumburg, Illinois, is a long-established company making a wide variety of valves for Chicago area businesses. Nearly fifty Local 1546 members work at this busy industrial plant.



Recent 1546 Pension Recipients

Aeschliman, Arlene Schnuck's/Logli's	Degraff, Robert Cub Foods	Hanley, Celeste Cub Foods	Nunez, Manuel Apato	Smith Jr., Charles Eagle Food Centers
Allen, Betty Dominick's Finer Foods	DeLeon, Francisco Sara Lee Food & Beverage	Hartman, Norman Stockyards Packing Co.	O'Donnell, Carol Rose Packing Co.	Smith, Geraldine Dominick's Finer Foods
Amato, Salvatore Kroger-Highlander Foods	Depodesta, Jeanne Demert & Dougherty, Inc.	Herrera, Juan M & M Packing Co.	Ortiz, Jose Stockyards Packing Co.	Snow, Everett Cub Foods
Atherton, Ellis Cub Foods	DeVito, Vincenzo Charles Hollenbach	Holik, Harriet Dominick's Finer Foods	Pachura, Daniel Jewel Food Stores	Sonnichsen, Kenneth Schultz Sav-O Stores
Bajner, Alan Jewel Food Stores	DiSomma, John Family Food Centers	Johnson Jr., Joseph Cub Foods	Pantelis, Vasilios Chicago Fish House	Sucher, Steve Kroger Co.
Ballice, Geremia Cub Foods	Encino, Ramon Admiral Tool & Mfg. Co.	Jones, Miller Bessin Corp.	Pedroza, Manuel Bruss Company	Swick, James Jewel Food Stores
Banks, James Cub Foods	Farris, Minnie Sara Lee Food & Beverage	Junkovic, Zela Swift Echrich, Inc.	Petri Jr., Elmer Dominick's Finer Foods	Swierenga, Edward Jewel Food Stores
Basso, John Cub Foods	Flassig, James Butera Finer Foods	Kruse, Melvin Eagle Food Centers	Polito, James Cub Foods	Taylor, Laura Jewel Food Stores
Beatty, Christine Jewel Food Stores	Fox, Robert Schaefer Packing	Lanon, Albert Cub Foods	Radecka, Maria J.C. Calvetti	Tobias, David Central Meat Co.
Benedyk, Gerald Kruze's Certified	Galindez, Carmen Admiral Tool & Mfg. Co.	Lavallee, Violet Dominick's Finer Foods	Rich, Dennis Schnuck's/Logli's	Uehlein, Anton Ero Meat Co.
Bobo, Terry Calihan & Co.	Garcia, Rigoberto Cook County Cookers	Leasure, Lowelyn Jewel Food Stores	Richards, Kenneth Jewel Food Stores	Uhlhorn, Steven Jewel Food Stores
Bondi, Jerry J & B Meats	Geigner, William Dominick's Finer Foods	Lee, Robert Unigema Chemicals Inc.	Rodriguez, Jose Otto & Son Stockyard	Wachholder, John Jewel Food Stores
Brennan, Leonid Admiral Tool & Mfg. Co.	Gervase Sr., Albert Cub Foods	Lesner, Robert Guidos - Berkeley	Plant Rodriguez, Jose de Jesus	Weyhe, Charles Jewel Food Stores
Brown Jr., Raymond Fulton Lamb Processing	Grant, Ronald Barrington Prime Meats	Loretto, Leonard Cub Foods	Ed Miniati Rodriguez, Lorenzo	Wildest, Joyce Jewel Food Stores
Chapski, Gerald Cub Foods	Green, Chester Lincoln Provisions	Maryjasczyk, Edward Bo Packing Co.	Quantum Foods Rosal, Patricia	Wilson, John Dominick's Finer Foods
Chavez, Austerebeto Brookfield Farms	Grumbach, Viktor Lakeside Foods	McLaughlin, Timothy Carolinas Finer Foods	Russo, Samuel Kroger Co.	Wright, Elwyn Schnuck's
Dallas, Robert Eagle Food Centers	Grumstrup, Robert Sunset Foods	Montgomery, Christy Jewel Food Stores	Sanchez, Victoria Glenmark Inc./OSI	Zagajski, Paul South Chicago Packing Co.
Dangles, Chris Blue Island Foodtown	Halverson, John County Squire	Mora, Samuel Brookfield Farms	Situ, Zhong Great Western Beef	Zander, Edward Strack & Van Til
Daugherty, Bonnie Jewel Food Stores	Hange, Wilhelm Jewel Food Stores	Naccarata, Tommaso Dino's Finer Foods		Zelek, Alexander A & P Tea Co.

Clip and keep with you. To be read word for word to your supervisor to declare your Union Rights:

If this discussion would lead in any way to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my Union Representative, Officer or Steward be present at this meeting. Without representation, I choose not to participate in this discussion.

UFCW Local 1546 (847) 593-3500 or
(312) 733-2999 (800) 592-3508
(Chicago/Main Office) (Suburban Office)

Corte esto y mantengalo con usted. Esto se le debe leer palabra por palabra a su supervisor para declarar sus Derechos to Unión.

Si esta discusión pudiera en alguna forma, afectar personalmente mis condiciones de trabajo, o ser amonestado o ser despedido, yo respetuosamente solicito que el Representante de la Unión esté presente en la reunión.

Prawo do posiadania Reprezentanta ze Związków Zawodowych (wynaj i zachowaj)

Poniższy tekst należy przeczytać swojemu przełożonemu jako deklarację praw wynikających z przynależności do Związków Zawodowych:

Jeżeli dyskusja ta w jakikolwiek sposób może przyczynić się do przeprowadzenia akcji dyscyplinarnej przeciwko mnie lub zwolnienia mnie z pracy lub też jeżeli będzie ona mieć jakikolwiek wpływ na moje warunki pracy, to z całym szacunkiem proszę, aby mój Reprezentant ze Związków Zawodowych, Steward, lub inny funkcjonariusz Związkowy był obecny na tym zebraniu. W przypadku nieobecności takiego Reprezentanta, odmawiam uczestniczenia w dyskusji podczas tego zebrania.

Spotlight on Independent Contractors

Over the past several months, Local 1546 successfully negotiated a large number of independent contracts including Treasure Island, Casey's Meat Markets, Pik Quik, and IFRA; just to name a few. Despite facing tough economic cli-

mates, Local 1546 applauded many of these independent retailers and meat processing companies for stepping up to the plate to reach decent health and welfare, pension and wage increases for our members. In addition, Local 1546 praised many of these independents for realizing

the enormous benefit they gain by treating their own union members with dignity and respect. And above all, our union credited much of the bargaining successes to the patience and solidarity demonstrated by our members.

Local 1546 Health & Welfare Information

**UFCW Unions and Employers
Midwest Health Benefits Fund**
1300 Higgins Road, Suite 300
Park Ridge, IL 60068-5713
(847) 384-7000 or
toll-free 1-800-621-5133

Union Medical Center
(formerly "Local 100A Fund")
1649 W. Adams Street
Chicago, IL 60612
(312) 829-0850

**Food Handlers'
Health & Welfare Fund**
541 N. Fairbanks Court
Chicago, IL 60611
(312) 649-1200 or
toll-free 1-877-225-9141

**Jewel Health Benefits Fund
(SuperValu ASC Benefits)**
P.O. Box 20
Boise, Idaho 83726
toll-free 1-800-969-9688

Political Accountability: Labor Wins Big in Chicago Elections

UFCW Local 1546 political volunteers spent many long hours educating potential voters about labor-endorsed candidates on the phone, on the street, and at their homes during the 2007 Chicago municipal election. From the predominantly Hispanic "Back of the Yards" neighborhood in the 16th Ward to the ethnically diverse corners of Rogers Park in the 49th Ward, their concentrated efforts paid off in the defeat of six long-time aldermen and a historic make-over of the Chicago city council.

Incumbents like Dorothy Tillman (3rd Ward), Shirley Coleman (16th Ward), and Madeline Haithcock (2nd Ward) could not overcome the intense mobilization efforts of the Chicago Federation of Labor and the Change to Win Labor Coalition.

These two labor groups, in particular, with the backing of UFCW Local 1546, targeted many Chicago aldermen and alderwomen for their stake in defeating the Living Wage Ordinance last year that would have raised the wages and benefits of thousands of retail workers employed at big box stores. These union organizations also worked hand in hand to reverse the trend

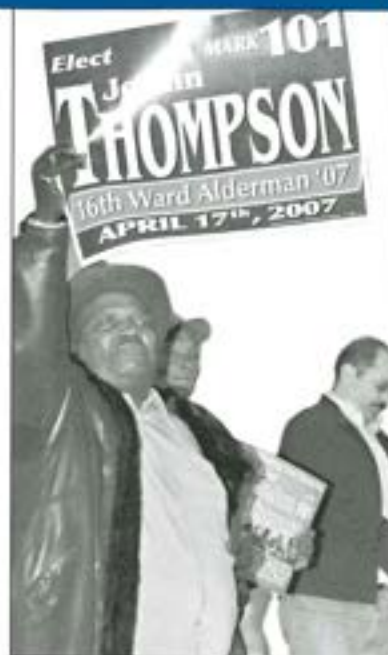
to privatize city services, to defend public education over charter schools, and to expose a growing number of candidates' disconnect to organizing efforts.

Other city-wide races that garnered labor's backing included UFCW Local 881 member Toni Foulkes winning the 15th Ward seat and the re-election of Alderman Joe Moore in the 49th Ward.

With a margin of victory of less than 200 votes, Alderman Moore needed everything labor could muster on Election Day. UFCW Local 1546 volunteers played a crucial role in this race. And in the 16th Ward, bilingual Local 1546 volunteers gained decisive votes in key Hispanic precincts overlooked by incumbent Shirley Coleman.

So what do these victories mean for working families residing in Chicago? "Clearly they tell all of our elected officials not to take working families for granted," said Local 1546 President and UFCW International Vice President Kenneth R. Boyd. "While the city council should be more open to worker issues in the coming years, we will continue to hold each one of them accountable for their actions, and inactions, that directly impact our communities," added Boyd.

If you would like to participate in any upcoming political campaigns, including the push to revitalize the Chicago Living Wage Ordinance or the 2008 Presidential race, please contact our Communications Department at 847-593-3500.



Also, don't forget to support our union's Active Ballot Club (ABC) that raises much needed funds for labor-endorsed candidates and workplace political issues. To learn more about our ABC Club and how you can join, please contact your Union Representative without delay.

McDonald's Agrees to Support Farm Workers

UFCW Local 1546 joined with the Coalition of Immokalee Workers (CIW) this past spring in their successful campaign urging McDonald's to pay an additional penny per pound for Florida tomatoes supplied to its U.S. restaurants.

This small, but significant increase will help these workers who toil under dangerous conditions and who have to pick nearly two and a half tons of tomatoes just to earn minimum wage. In addition to the wage raise, the CIW and McDonald's produce suppliers will work together to develop a new code of conduct for

Justice at Smithfield

Working in collaboration with Jobs with Justice and the national chapter of Students against Sweatshops, UFCW Local 1546 participated in a peaceful rally last April outside a McDonald's restaurant in Chicago's Pilsen neighborhood. Our union also participated by sending a delegation of religious leaders to a local area Jewel Food Store. Both of these labor actions were aimed at exposing the ongoing worker abuse at Smithfield's Tar Heel North Carolina pork processing plant.

Smithfield supplies pork products to McDonald's and distributes some of its pre-packaged meat to Jewel Food Stores in the Midwest.

As reported in the past, the Smithfield North Carolina plant has a long history of violations of labor law and alleged abuse of its workers. Smithfield, which operates non-union in North Carolina, recently fired and

had arrested a number of its immigrant workers, which sparked a massive walkout at the plant last November.

The company has been found in various legal rulings to have illegally assaulted, intimidated, threatened, fired and used racial epithets against its workers who have been struggling for more than a decade to affiliate with the UFCW.

Members can find out more about the Justice at Smithfield campaign by logging onto our website at www.ufcwlocal1546.org. They can also volunteer for future actions by contacting their Union Representative or calling our Communications Department directly at 847-593-3500.



conditions in Florida's fields to six.

The CIW is now pursuing Burger King to continue to change the fast food industry for the better.

UFCW Local 1546 participated in several CIW events and various student actions in Chicago that led to this historic agreement with McDonald's.





Union Pin to Win Contest

Working Union pays more, and now Union Pride can pay off too! These lucky members received a \$25.00 prize when spotted wearing a Local 1546 union pin/sticker on the job. You can win too...if you wear your union pin or sticker. If you don't have one already, see your Union Rep. to obtain yours today.



Winning member Cathy Varney (Dominick's — Geneva, IL) with Union Rep. Mitch Montgomery



Winning member Betty Jackson (Dominick's — Mt. Prospect, IL) with Union Rep. Jeff Carr



Winning member Dawn Marie Rylko (Brown's Country Market — Genoa, IL) with Union Rep. Jim Hurtado



Winning member Joanne Priebe (Dominick's — Mundelein, IL) with Union Rep. Annette Konstantelos



Winning member Ljilja Tomic (Dominick's Finer Foods — Niles, IL) with Union Rep. Nick Listermann



Local 1546 Organizing Report



By Terry DeVito,
Organizing Director

Continuing my report from our last issue on the state of union organizing, I want to talk about a rather ugly practice some employers engage in to stop organizing campaigns. It's called "union busting," and unfortunately it's alive and well.

Union busting is difficult for union organizers to fight. The best weapons we have against union busting tactics are the workers themselves.

Union busting is a broad term and the practice itself can take many forms. All are distasteful, all are shameful, and most are illegal. Despite that, many employers continue to use union busting tactics to keep unions out. Most often, employers hire law firms who specialize in breaking union organizing campaigns to do their dirty work for them. These firms work behind the scenes to advise employers throughout the organizing campaign.

Unfortunately, these intimidating tactics are often very effective. And worse, union busting is difficult for union organizers to fight. The best weapons we have against union busting tactics are the workers themselves; and they are often unaware that they are becoming victims of this despicable practice.

Let's take a look at some of the tactics union busters advise employers to use.

■ LETTERS, LETTERS, LETTERS!

Union busters love to write workers letters during the course of an organizing campaign. These letters, however, will not be signed by the union busting firm, but by the employer or some well-liked supervisor. Most of these letters, of course, paint ugly pictures of the union and imply that the union has ulterior motives for organizing workers.

■ SUPERVISORS AS MESSENGERS!

Union busters will use supervisors on the front lines; delivering letters, informal chats, and even giving speeches that were written by the union busters.

■ GIFTS! Management will suddenly provide new equipment, uniforms, or lunches. They may promise raises or better benefits to show that the union isn't necessary to get things done.

■ PROBLEM SOLVING! Under advice from the union busters, employers will begin correcting problems; large and small. Long-standing grievances will suddenly be settled and management will solicit workers ideas and complaints.

■ LET'S BE FRIENDS! Employers will be everywhere—setting up meetings to address workers' concerns or inviting employees to lunch. Being told exactly what to say by the union busters, employers will have friendly, face-to-face discussions about the union with workers.

■ MANDATORY MEETINGS! Workers will be required—on paid time while the daily work piles up—to attend meetings featuring union buster-prepared, employer delivered, anti-union speeches generally full of scare tactics. These meetings are not intended to be free and open debates.

■ DIVIDE AND CONQUER! Under advice of the union busters, management will try to play groups of employees against each other; union supporters vs. non-union supporters, department vs. department, men vs. women, etc.

These tactics, and many more, are the tricks of the trade for union busters, and they're all designed to keep workers from joining unions and bettering their jobs and their lives. This is what workers who want a union contract and a voice on the job—and organizers—are up against every day. This is why we need your help.

Do you know a worker who needs a union? Call the Local 1546 Organizing Department at 847-593-3500 or toll-free at 1-800-593-3515. Your call is confidential, and it's the right thing to do.

ABC

Join ABC—Because Politics Matters!

The gains that Local 1546 makes for our members at the bargaining table can be lost in the halls of government. That's the reason behind the Active Ballot Club (ABC), the voluntary, non-partisan political arm of Local 1546 and the UFCW. The goal of ABC is to elect pro-labor candidates and promote legislation that favors working families. The cost to belong is only about \$1.00 per month, or about \$12.00 a year. (*Union dues are not used to financially support the ABC, and contributions are not tax deductible*). ABC can be deducted from your paycheck, or you can buy an ABC card to become a member. If you don't belong to ABC yet, see your Union Rep. today to learn how you can join!

Únase al ABC — ¡Porque la política importa!

Las victorias del Local 1546 logra en favor de sus miembros pueden perderse en los pasillos del gobierno. Esta es la razón detrás del Active Ballot Club (ABC), el brazo político no partidista del Local 1546 y la UFCW.

Los objetivos del ABC son elegir candidatos amigos de los trabajadores y promover legislación para favorecer a las familias de los trabajadores. El costo de afiliación es de sólo 25 centavos a la semana, o \$12 al año. (Las cuotas sindicales no se usan para sostener económicamente el ABC, y las contribuciones al mismo no son deducibles del pago de impuestos). La cuota afiliación al ABC puede ser deducida de su cheque de nómina, o podrá comprar una tarjeta del ABC para convertirse en miembro. Si aún no pertenece al ABC, hable con su representante sindical y pntérese acerca de cómo ingresar!

Zapisz się do ABC— polityka odgrywa ważną rolę w kształtowaniu siły związków zawodowych!

W konfrontacji z przedstawicielami władz państwowych członkowie związków zawodowych mogą utracić korzystne dla nich rozwiązania uzyskane podczas negocjacji przez Lokal 1546. Z tego właśnie powodu utworzono Klub Aktywnie Głosujących (ABC), ochotniczą i niestronniczą organizację polityczną działającą z ramienia Lokalu 1546 i UFCW.

Celem ABC jest głosowanie podczas wyborów na takich kandydatów, o których wiadomo, że udzielają poparcia ludziom pracy oraz, którzy są za wprowadzeniem ustaw korzystnych dla rodzin pracujących. Koszt członkostwa wynosi tylko 25 centów tygodniowo czyli około 12 dolarów rocznie. (Składki związkowe nie są wykorzystywane do finansowego wspierania ABC, a opłaty członkowskie w ABC nie podlegają odliczeniu od podatków). Można poprosić o odpisanie opłaty za przynależność w ABC z czeku wystawionego przez pracodawcę lub wykupić kartę członkowską. Jeżeli nie należysz do ABC spotkaj się ze swoim przedstawicielem związkowym jeszcze dziś i zapytaj go, w jaki sposób możesz się zapisać.



Don't Make a Move . . . without letting us know!

Local 1546 sends important information via U.S. Mail to you on a regular basis. Newsletters, collective bargaining updates, notices and much more are mailed to you. But if we don't have your current address, you may not receive Union mail!

Don't be left out! If you move, notify Local 1546 of your new address right away—your employer is not obligated to give us your change of address... it's up to you! Inform the Union!

Please print clearly:

Member Name _____

Soc. Sec. # _____

Address _____
(Street)

(City) _____ (State) _____ (Zip) _____

Home Phone _____

Work Location _____

Work Phone _____

Please complete, clip and return to:

UFCW Local 1546
1649 W. Adams, Chicago, IL 60612
Or call: 312-733-2999 or
847-593-3500
Toll-free: 1-800-592-3508

¡No se muden . . . sin avisarnos!

El Local 1546 les envía regularmente información importante por medio del correo de los Estados Unidos. Les enviamos boletines noticiosos, las últimas noticias acerca de negociaciones de contratos colectivos, avisos y otro material. ¡Sin embargo, si no tenemos sus direcciones actuales, ustedes podrán no recibir la correspondencia del sindicato!

¡No se queden fuera! Si se mudan, notifiquen inmediatamente al Local 1546 sus nuevas direcciones—sus patronos no están obligados a informarnos los cambios en sus direcciones... ¡Depende de ustedes! ¡Informen al Sindicato!

Favor de escribir claramente:

Nombre del miembro _____

Seguro Social # _____

Dirección _____
(Calle)

(Ciudad) _____ (Estado) _____ (Zip/Código Postal) _____

Teléfono residencial _____

Lugar de trabajo _____

Teléfono en el trabajo _____

Favor de llenar el formulario, recortar y devolverlo a:

UFCW Local 1546
1649 W. Adams, Chicago, IL 60612
O llame al: 312-733-2999 o al
847-593-3500
Línea gratis: 1-800-592-3508

Prosimy informować nas o zmianie miejsca zamieszkania!

Lokal 1546 regularnie przysyła Państwu pocztą ważne informacje. Wysyłamy do Państwa gazetki informacyjne, rezultaty negocjacji w sprawie umów zbiorowych, zawiadomienia i wiele innych informacji. Jednak informacji tych nie będą mogli Państwo otrzymywać, jeżeli nie podacie nam swojego aktualnego adresu.

Nie pozostawiajcie w tyle! Jeżeli przeprowadzicie się w inne miejsce to natychmiast zgłóście to w Lokalu 1546 i podajcie tam swój nowy adres—pracodawca Państwa nie jest zobowiązany do podania nam waszego aktualnego adresu... należy to do Was! Informujcie więc o tym swoje związki zawodowe!

Należy wypełnić pismem drukowanym:

Nazwisko członka _____

Social Sec. _____

Adres _____
(Ulica)

(Miejscowość) _____ (Stan) _____ (Kod pocztowy) _____

Numer telefonu domowego _____

Adres miejsca zatrudnienia _____

Telefon do pracy _____

Odcinek ten należy wypełnić, odciąć i wysłać pod adres:

UFCW Local 1546
1649 W. Adams
Chicago, IL 60612
Można też zadzwonić pod numer:
312-733-2999 lub 847-593-3500
Telefon bezpłatny: 1-800-592-3508



Union Leaders of the Future Scholarship

Even though the UFCW Local 1546 scholarship has ended this year, Union Plus is offering members one more scholarship opportunity for 2007. The Union Plus Diversity Scholarship is available to Local 1546 members, women and minorities, interested in learning more about unions. This new program provided by Union Plus will offer scholarships worth up to \$3,000

each and can be used for tuition, books and travel for leadership training at accredited labor schools, colleges, universities and community colleges. To learn more about this program and to download an application, members should visit www.UnionPlus.org/DiversityScholarship. All applications must be post-marked by September 29, 2007. Scholarship winners will be contacted by December 1, 2007.

GRIEVANCE VICTORIES

Here is the sum of monetary awards and paid hours that UFCW Local 1546 has recovered for our members during the current year so far. "Wages Recovered" means money paid to members by employers to resolve grievances filed and investigated by Local 1546 (including health & welfare, and pension restoration). This is money that our members would have "lost" if the Union had not been involved in protecting their rights and enforcing the contract. We're on the job for you!

January 1, 2007 to June 1, 2007
Total Wages Recovered: \$36,197.74

UFCW Local 1546 Membership Meetings

Get Involved in Your Union by attending the next Membership Meeting on:

Tuesday, September 11, 2007
7:00 PM
UFCW Local 1546
Main Office
1649 W. Adams
Chicago, IL

Tuesday, October 9, 2007
7:00 PM
The Belvedere Events &
Banquet Hall
1170 W. Devon
Elk Grove Village, IL

Please Note: There are no Membership Meetings scheduled for July or August, 2007



**The Leukemia &
Lymphoma Society**

Local 1546 Leukemia Walk-a-Thon



Take the first step to help out a great cause by participating in our union's annual virtual walk-a-thon. Instead of traveling to a designated event site on a certain date, you are invited to walk at work, walk at home, or

walk anywhere on the go during the week of Monday, July 23 through Sunday, July 29, 2007. Local 1546 will provide you with a free pedometer and everything else you need to get started. Plus walkers will be eligible to win great prizes in our raffle drawings for every \$25 collected as well as several other prizes awarded as incentives to raise money for blood-cancer research.

Want to know how you can be part of the Local 1546 Leukemia Walk Force? Contact your Union Representative; or call our Local 1546 Communications Department at 847-593-3500

or toll-free at 800-592-3508, and we'll get you walking! As always, 100% of all the proceeds raised will go directly to research to find the cures for leukemia and lymphoma.



2246 Palmer Drive, Unit 101
Schaumburg, IL 60173
847-593-4500

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