

UFCW Core Elements for Immigration Reform - 2013



John Eiden
President
Intl. Vice President

Dear Member:

UFCW Core Elements for Immigration Reform - 2013

The UFCW applauds President Obama for putting immigration reform on the national agenda. We join immigrant, civil rights, faith and business partners across the country and call for action in the 113 Congress. The UFCW is committed to work toward a comprehensive approach that serves our country's interests, promotes fairness and the rule of law and contributes effectively to our economic well-being and recovery.

The UFCW supports a principled, comprehensive reform that treats all immigrants with respect and dignity and calls on policy makers to create a modern, 21st century legal immigration system that reflects our values.

LEGALIZATION and A PATH TO CITIZENSHIP

Comprehensive immigration reform must create a roadmap to citizenship for the 11 million aspiring Americans living in and contributing to the U.S. The UFCW is committed to a path to citizenship that fully integrates immigrants into our way of life, affirming our shared rights, protections and responsibilities.

A successful and workable legalization program will include:

- Eligibility: A legalization program that is broad in scope, with eligibility requirements that are fair, inclusive and achievable.
- Accessibility and Affordability: A legalization program that encourages rather than deters applications, with rigorous outreach, education and assistance for applicants, and avoids unnecessary penalties and fees.
- Provides streamlined path to full legal status and citizenship for DREAM youth, brought to this country as young children.

Family Immigration

- Systematically resolves the current backlogs and delays in the family immigration system and provides sufficient future visas to allow family members to unite within a reasonable period of time.

INTERIOR ENFORCEMENT

A secure and effective worker authorization mechanism is one that determines employment authorization accurately while providing maximum protection for workers and contains sufficient due process and privacy protections and prevents discrimination.

- An authorization system that protects against unlawful discrimination in screenings, hiring and terminations.
- Documentation requirements must be realistic and accessible to workers to prove work authorization and identity.

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- Creates a system that provides accurate and updated data, minimizing wrongful denial of employment of citizens and immigrants.
- Employers who fail to properly use the system must face strict liability including significant fines and penalties.
- Legislation should clarify that the federal government is in charge of immigration enforcement. Congress should not fund initiatives that rely upon state and local law enforcement for immigration enforcement. Reform should include a ban on racial profiling by federal, state and local law enforcement.

Ensures Worker's Rights

Legislation must recognize the need for strong labor protections for all workers, and holds employers accountable for labor violations and protects workers from retaliation for exercising labor rights and protections.

- Provides a safe harbor to correct personnel records to satisfy employment verification requirements after legalizing their status.
- Protection of workers who are victims of crime, including labor law violations.

Provides for fair and humane treatment for immigrants in the U.S.

- Restores due process, judicial review, and access to counsel, adequate translation, access to federal court.
- Insures strict oversight of detention conditions and outline standards for detention facilities. Fair treatment creates alternatives to detention of immigrants who pose no criminal or security threat.

FUTURE FLOW

One of the greatest failures of our current system is that the level of legal immigration is set arbitrarily by Congress. Immigration reform should create a rational system that ties of flow of workers to the real needs of the economy and to labor market shortages based on accurate and timely data.

- Immigration reform should create a process for determining the need and allocation of employment based visas. It should establish a methodology to be used for assessing labor shortages and gather and assess the impact of employment based visa, both temporary and permanent, on the economy, wages, the workforce and business.

ELEMENTOS PRINCIPALES DE LA REFORMA DE INMIGRACIÓN – 2013

UFCW apoya la reforma integral de inmigración basada en principios, la cual trata a todos los inmigrantes con dignidad y respeto, e inste a los encargados de formular leyes para crear un sistema migratorio legal moderno del siglo XXI que refleje nuestros valores.

LEGALIZACIÓN Y EL CAMINO HACIA LA CIUDADANÍA

- La reforma integral de inmigración debe crear un plan hacia la ciudadanía para los 11 millones de personas que aspiran a ser estadounidenses, quienes viven en los Estados Unidos y contribuyen a este país.
- El programa de legalización debe ser de amplio alcance, justo, incluyente y alcanzable.
- Debe fomentar las solicitudes al realizar programas rigurosos de información y educación.
- Debe proporcionar un camino optimizado hacia el estatus legal para los Soñadores (los inmigrantes quienes llegaron al país cuando eran niños).

APLICACIÓN INTERIOR

- La reforma integral de inmigración debe crear un mecanismo para determinar con precisión la autorización para el trabajo mientras que se defiendan los derechos de los trabajadores.
- Ese mecanismo debe prohibir la discriminación en las evaluaciones, la contratación y los despidos.
- Debe proporcionar una manera accesible y realista para que los trabajadores demuestren su estatus y se disminuya el rechazo ilícito del empleo.
- La reforma debe priorizar la reunificación familiar y terminar con el retraso el cual hace que sea casi imposible obtener visas a través de los canales legales.
- Debe garantizar que las familias de LGBT tengan derecho a estas visas.

RESPONSABILIDAD FEDERAL

- La reforma integral de inmigración debe reiterar que el gobierno federal está a cargo de la aplicación de las leyes de inmigración, y que las leyes fragmentarias, como la aprobada en Arizona, violan la Constitución.
- Se debe prohibir que el Congreso financie iniciativas que se basan en la aplicación de las leyes estatales y locales para la aplicación de las leyes de inmigración.
- Debe incluir la prohibición de la discriminación basada en perfiles raciales por parte de las agencias locales, estatales y federales de aplicación de la ley.

APLICACIÓN EN LA FRONTERA

- La reforma integral de inmigración debe incluir una estrategia de aplicación en la frontera la cual mantenga seguro al pueblo estadounidense, proteja el debido proceso y los derechos humanos, y mejore el comercio transfronterizo.

FLUJO FUTURO

- La reforma integral de inmigración debe crear un proceso para determinar la necesidad y la asignación de las visas de empleo (trabajadores extranjeros).
- Se debe establecer una metodología para evaluar la escasez de mano de obra y determinar el impacto de las visas en la economía, los salarios, la fuerza laboral y los negocios.

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Presentation to Milli Patrick, prize winner of the UFCW International "Walk for a Cure" for the Leukemia & Lymphoma society.

Contribute to ABC. You'll WIN PRIZES and help UFCW fight back against anti-worker attacks.

- **1st Prize:** Kindle Fire with Accessories
- **2nd Prize:** Phillips Portable DVD Player with TWO 9" Screens
- **3rd Prize:** Sony Bloggie Touch Camera
- **4th Prize:** iPod Touch 8GB
- **5th Prize:** iPod Touch 8GB

Tickets:

\$2 Each, or 3 for \$5, or 10 for \$10, or for every .50¢ increase in ABC monthly contribution through your workplace, **10 raffle tickets will be entered into the drawing.**

- The Active Ballot Club (ABC) is the engine that supports worker friendly elected officials and candidates at the federal, state and local level.
- From protecting workers' rights to maintaining voting rights -- every dollar helps to ensure that our voices are heard. Sign up today.

ABC is nonpartisan and independent of any political party. Your contribution will directly support the important work of UFCW activists like yourself.



See your Union Steward, Union Representative or call our office at 800-472-1660 for raffle tickets or to increase your ABC workplace Contribution.

~ 2013 UFCW Meeting Notices ~

March

Seneca Foods

Thursday, March 7th
2:30 p.m., 4:00 p.m. - 6:00 p.m.
Janesville Labor Temple

Redi-Serve

Tuesday, March 12th
12:00 p.m. and 2:15 p.m.
American Legion Hall, Fort Atkinson

Kenosha Area

Wednesday, May 9th
6:00 p.m.
Union Club, 2020-39th Avenue, Kenosha

McCain Foods

Wednesday, March 13th
12:00 p.m. and 2:15 p.m.
American Legion Hall, Fort Atkinson

WPS

Wednesday, March 27th
5:15 p.m.
Madison Labor Temple

Nestle - Eau Claire

Tuesday, March 19th
5:30 p.m.
Bonnie's Labor Temple Lounge

Wednesday, March 20th

6:00 a.m.
Holiday Inn Campus

3:30 p.m. & 5:30 p.m.

Bonnie's Labor Temple Lounge

March (continued)

Thursday, March 21st

6:00 a.m.
Holiday Inn Campus

April

Redi-Serve

Tuesday, April 9th
12:00 p.m. and 2:15 p.m.
American Legion Hall, Fort Atkinson

McCain Foods

Wednesday, April 10th
12:00 p.m. and 2:15 p.m.
American Legion Hall, Fort Atkinson

WPS

Wednesday, April 24th
5:15 p.m.
Madison Labor Temple

Nestle - Eau Claire

Tuesday, April 16th
5:30 p.m.
Bonnie's Labor Temple Lounge

Wednesday, April 17th

6:00 a.m.
Holiday Inn Campus

3:30 p.m. & 5:30 p.m.

Bonnie's Labor Temple Lounge

Thursday, April 18th

6:00 a.m.
Holiday Inn Campus

May

General Membership Meeting

Monday, May 13th
6:00 p.m.
Union Hall, 2001 N Mayfair Rd, Milwaukee

Racine Area

Tuesday, May 8th
6:00 p.m.
Union Hall, 1840 Sycamore Ave, Racine

McCain Foods

Wednesday, May 8th
12:00 p.m. and 2:15 p.m.
American Legion Hall, Fort Atkinson

Kenosha Area

Wednesday, May 9th
6:00 p.m.
Union Club, 2020-39th Avenue, Kenosha

Redi-Serve

Tuesday, May 14th
12:00 p.m. and 2:15 p.m.
American Legion Hall, Fort Atkinson

WPS

to be determined

Nestle - Eau Claire

to be determined

Convention Delegates Nomination Meetings

The time has come for the delegate nominations for the UFCW International Union Convention to be held from Monday, August 12, 2013 – Friday, August 16, 2013 at the McCormick Place Convention Center in Chicago, Illinois. Local 1473, by virtue of our membership we are allowed 17 delegates. The Executive Board has recommended that we send 17 delegates. The Executive Board also decided that no more than 10 alternates be nominated.

Eligibility Requirement for Delegates and Alternates:
Must be an active member of Local 1473 who has been an active member of UFCW, or who has been a member of another organization merged with or chartered by the UFCW or merged into a UFCW Local Union, for a continuous aggregate since January 2012.

In accordance with the Constitution and Bylaws of the UFCW, the nomination meetings for UFCW Local 1473 are scheduled as follows:

All meetings will be held on Sunday, March 17th at 9:00 am.

Eau Claire

Eau Claire Labor Temple
2233 Birch Street
Eau Claire, WI

Escanaba

Best Western Pioneer Inn
2635 Ludington Street
Escanaba, WI

Houghton/Hancock

Ramada Inn
99 Navy Street
Hancock, MI

Janesville

Janesville Labor Temple
1605 Center Street
Janesville, WI

La Crosse

Radisson Hotel La Crosse
200 Harborview Plaza
La Crosse, WI

Milwaukee

UFCW Local 1473 Office
2001 N. Mayfair Road
Milwaukee, WI

Oshkosh

Oshkosh Union Hall
2211 Oregon Street, Suite A-3
Oshkosh, WI

Stevens Point

Elizabeth Inn & Convention Center
5246 Harding Avenue
Plover, WI



Grant Withers
UFCW Local 1473
Secretary-Treasurer

RIGHT TO WORK

So you have probably heard this new term that has been all the rage lately called “right to work”. Politicians are very good at giving things nice sounding names that totally mislabel people or legislation. Think about it. In the early 1900s, we called those that earned hundreds of times more than what the working people earned “Robber Barons” if they were bankers, “Lumber Barons” if they were in the lumber industry, “Oil Barons” and so on. You get the picture.

Today we call these same folk, the ultra wealthy, “Job Creators”. Never mind the fact that most have nothing to do with creating jobs. They are involved in gambling in the markets with other people’s money, and as we saw in our most recent financial collapse, with great risk, handsome rewards and a parachute provided by the same people whose lively hoods were destroyed. You and I!

So it is with “Right to Work” (RTW) or as the politicians in the State of Michigan called their most recent legislation “Freedom to Work” (FTW). Let’s face it; even slaves had the right to work! They just didn’t have the right to get paid! We all have that right. So what does RTW/FTW legislation really mean?

RTW/FTW really means, the “right to work for less” and the “freedom to freeloader” as one Michigan legislator put it. You see, what the politicians that have been bought and paid for by the money class have figured out, is that there is only one formidable opponent to total unrestricted control of labor – Unions.

Now most of us don’t have the wealth to buy a group of politicians on our own, so we band together in a union to use the power of our voice at the ballot box to improve our work lives, safety, and protection from discrimination and the like. We all believe in capitalism; however, unrestricted capitalism has proven time and again that if we turn our backs on oversight, they will consider their only responsibility to their shareholders whether that is one, or many.

RTW/FTW allows people that work in a union shop to decide whether they want to pay union dues or not. That sounds great until you think about it for just a minute. Why should the person working next to me receive the same wages, benefits and working conditions as I do but they wouldn’t have to pay for it? How is that fair? You’re right; it isn’t.

We live in a democracy. While my neighbor may not want to pay taxes, he still wants the fire department to come if his house is on fire, or the police to come if the house next door is a drug house. Then he wants the District Attorney to prosecute the drug dealers; then he wants the dealers to go to jail and stay there. You see, to live in a civilized society, we have decided that collectively we have a responsibility to each other to support that which represents the greater good. We realize that given some individual’s selfishness or greed, if they are given the choice, those individuals would choose not to participate.

It is much the same in a union shop. If you want the union to come when you need them, then you need to support them when they are out fighting for someone else’s jobs or rights. Individually, very few of us could afford legal representation if we were wrongfully terminated or suspended from our job, especially if you don’t have an income because you are out of work. If you were unjustly dealt with by your employer, your union picks up the legal fees. Now stop and think. Has big business ever paid to support legislators or legislation to protect your rights at work before? Did they support the creation of OSHA or the EEOC of FMLA? Not only no, but heck no! They fought it tooth and nail as they have fought every piece of pro worker legislation we as unions have put forward for decades.

You see, what most people don’t realize is that under RTW/FTW, unions still have to represent each employee whether they pay union dues or not. That is Federal Law. So if Susie loses her job for no good reason, except that she isn’t liked by her supervisor, the union still has to pay the \$15,000 or \$20,000 to defend Susie even if Susie decided she didn’t want to pay union dues. Would big business stand aside if someone put forth a law that said an insurance company had to pay claims for someone that had never paid premiums? Would big business and the ultra wealthy spend millions of dollars to support that law? Heck no! Your living room would be saturated with television advertisements about how socialism was taking over our country.

Don’t let anyone try to fool you into thinking RTW or FTW is good for you. Now you know the truth.



Grant Withers
UFCW Local 1473
Secretary-Treasurer

DERECHO AL TRABAJO

Probablemente usted ya escucho el nuevo término “derecho al trabajo”, que últimamente esta a la moda. Los políticos son bueno en nombrar cosas que suenan tan bien que pueden ser etiquetado incorrectamente por la gente o la legislación. ¡Piénselo! En 1900, nombramos a los que ganaban cientos de veces más que la clase trabajadora “Ladrones Magnates” si eran banqueros, “Magnate de Madera” si eran parte de la industria de madera, “Magnate del Petróleo” y así sucesivamente.

Hoy en día llamamos a tales personas, a los ultra ricos, “Creadores de Trabajo”. No importa el hecho de que la mayoría no tiene nada que ver con la creación de trabajos. Ellos están apostando en los mercados con dinero de otras personas, y como hemos visto en nuestro más reciente colapso financiero, con gran riesgo, recompensas atractivas y paracaídas proporcionado por las mismas personas cuyas medio de ganarse la vida fueron destruidas. ¡Usted y yo!

Lo mismo ocurre con el “Derecho al Trabajo” (RTW por sus siglas en inglés) o como los políticos en el Estado de Michigan han llamado a su legislación más reciente “libertad de trabajo” (FTW por sus siglas en inglés). Seamos realistas; ¡hasta los esclavos tenían derecho a trabajar! ¡Simplemente no tenían derecho de recibir pago! Todos tenemos ese derecho. Entonces, ¿qué significa verdaderamente la legislación RTW / FTW?

En realidad, RTW / FTW significa el “derecho a trabajar por menos” y la “libertad de aprovecharse”, así como lo indico un legislador de Michigan. Como podrá ver, los políticos que han sido comprados por la clase rica se han dado cuenta, que sólo hay un gran rival para el control total sin alguna restricción en la mano de obra – Sindicatos.

La mayoría de nosotros no contamos con la riqueza para comprar un grupo de políticos, así que nos unimos a un Sindicato y usamos el poder de nuestra voz en las urnas para mejorar nuestras vidas laborales, seguridad, protección contra la discriminación y más. Todos creemos en el capitalismo, sin embargo; capitalismo sin restricciones ha demostrado una y otra vez que si ignoramos la supervisión, ellos sólo tendrán en mente su responsabilidad ante sus accionistas, ya sea uno o más.

Bajo el RTW / FTW se permite a los trabajadores ya no estar obligados a afiliarse a un Sindicato cuando uno exista, ni a pagar las cuotas automáticamente a una unidad de negociación colectiva. Suena fantástico hasta que uno piensa un poco más al respecto. ¿Porque la persona que trabaja junto a mí recibirá el mismo sueldo, beneficios y condiciones laborales que yo, sin tener que pagar por tal? ¿Cómo es que esto es justo? Tiene razón, no lo es.

Vivimos en una democracia. Mientras mi vecino no quiere pagar impuestos, él todavía quiere que el departamento de bomberos acuda a su casa si está esta en llamas, o que la policía lo asista si un vecino vende drogas. El también pedirá que el Fiscal de Distrito procese a los traficantes de drogas; y los encarcele. Usted ve, para vivir en una sociedad civilizada, hemos decidido que, colectivamente, tenemos la responsabilidad entre nosotros de apoyar el servir al bien común. De lo que podemos darnos cuenta, dado el egoísmo y ambición de algunos individuos, si se les otorga la oportunidad de seleccionar, ellos decidirán no participar.

Es manera muy similar en un Sindicato. Si usted quiere que el Sindicato este presente cuando lo necesite, entonces usted necesita apoyar al Sindicato cuando estén luchando por los derechos de su compañero de trabajo. Individualmente, muy pocos de nosotros contamos con el ingreso, necesario para una representación legal si fuéramos despedidos injustamente, especialmente si no tenemos ingresos porque no tenemos trabajo. Si usted fuera tratado injustamente por la Empresa, su Sindicato cubre los honorarios legales. Ahora paré y piense. ¿Alguna vez las corporaciones grandes han pagado para apoyar a los legisladores o leyes para proteger sus derechos en el trabajo? ¿Apoyaron la creación de OSHA o EEOC de FMLA? No sólo no, pero diablos No! Pelearon con uñas y dientes, así como han luchado cada porción de legislación a favor de trabajadores que los Sindicatos han presentado durante décadas.

Vera, mucha gente no se da cuenta que bajo RTW / FTW, los Sindicatos todavía tienen que representar a cada trabajador, paguen o no sus cuotas Sindicales. Esa es la Ley Federal. Así es que, si Susie pierde su trabajo injustamente, por no ser querida por su supervisor, el Sindicato tiene que pagar entre \$15,000 o \$20,000 para defenderla aún cuando ella decidió que no quería pagar sus cuotas sindicales. ¿Acaso las grandes Corporaciones se harían a un lado si alguien presenta una ley que indique que una Empresa de seguros tiene que pagar los gastos de alguien que nunca ha pagado su porción? ¿Acaso las Grandes Corporaciones y los ultra ricos gastarian millones de dólares para apoyar esa ley? ¡Claro que no! Su televisión estaría bombardeada con anuncios sobre cómo el Socialismo se esta apoderando de nuestro país.

No permita que nadie intente engañarlo diciéndole que RTW o FTW es algo positivo para usted. Porque ahora sabe la verdad.

NESTLE REPORT

Chad Whiteside

We are well underway in the process of preparing for contract negotiations with your employer. The process began in November with developing a contract proposal survey to effectively collect the concerns and needs of our members. The proposal surveys were distributed in December and have been steadily coming in. Additionally in December, your bargaining committee was selected by a secret ballot election. I would like to congratulate the following committee members: Louie Gunderson, Barry Fjelstad, Matt Greeley, David Goettl, Justin Benzschawel, Joe Hassemmer, Tom Anderl, and Joe Schuch. We have a great group of committee members with much knowledge which will aide us in reaching the best contract settlement possible.

In the coming months we will continue our preparation with additional proposal meetings in February and March with a finalization of proposals in April. We anticipate negotiations to begin in late April and concluding around the time of the expiration of your current collective bargaining agreement.

If you have additional proposals or have a proposal survey that has not been completed, we urge you to take the time to complete the survey and attend the upcoming Union meetings to express your concerns. Additionally, you may email your concerns to me at cwhiteside@ufcw1473.org.

UFCW LOCAL 1473

LOCAL 1473

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Wisconsin UFCW Health Plan

	September	October	November
Loss of Time	\$8,353	\$7,790	\$8,769
Medical	\$254,232	\$284,619	\$267,421
Prescriptions	\$93,252	\$51,140	\$91,348
Denta	\$11,848	\$11,958	\$5,572

Your Union At Work

	September	October	November
Grievances Filed	53	77	67
Members Returned to Work	4	8	9
Back Wages paid out to Members	\$1,616	\$4,675	\$6,060

LAST CHANCE TO ENTER

2013 SCHOLARSHIP COMPETITION \$11,000 TO BE AWARDED

SCHOLARSHIP AWARDS (SHORT-FORM APPLICATION)

I wish to apply for a 2013 Local 1473 Scholarship Award. I understand that the decision of the Local 1473 Scholarship Awards Committee will be final, and I agree to abide by their decision.

- PLEASE PRINT -

Name
(Last) (Middle) (First)

Signature
(First) (Last)

Home Address

City and State

Zip Code Telephone

Social Security No/...../.....

I am applying only for the area awards.

I am a Local 1473 member (check one):

Yes No

I am employed by
(Employer Name)

Employer Address

I am related to a Local 1473 member (check one): (must be mother, father or spouse)

Yes No

Member's Name

Member's Address

City and State Zip

Name of Employer Member Works for

Employer Address

Member's Social Security #/...../.....

My relationship to the Member is
(Son, Daughter or Spouse)

I will graduate from High School (check one):

February, 2013 June, 2013 August, 2013

If you are a College Student, indicate highest academic level you will complete by August, 2013.

Freshman Sophomore Junior

This form should be filled out completely and returned immediately to the Local 1473 Scholarship Selections Committee, 2001 N. Mayfair Road, Milwaukee, WI 53226.

Deadline – extended to May 1, 2013

To be eligible to compete in Local 1473's 2013 scholarship awards competition, each applicant must be a member, or child or spouse of a member of the Union, in good standing in accordance with the provisions of Local 1473 and UFCW bylaws. This means that the member must be in continuous good standing for one year, an active member at the time of the drawing, with all dues fully paid as of April 30, 2013.

All applicants must plan to attend college on a full-time basis. In addition, applicants who are presently attending college and will not have completed more than three years of college as of June, 2013, may compete in this program.

Eligible applicants compete for awards. The Peter P. Voeller Scholarship is a one-time grant of \$1,000, paid directly to the school upon submission of proof of acceptance to an accredited college or university. Applicants will be screened on the basis of academic achievement, leadership, social awareness, career goals and financial need.

One \$1,000 award will be made to a male and one \$1,000 award will be made to a female. Eighteen additional area awards of \$500 each will be awarded. These one-time grants will be paid directly to the school upon submission of proof of acceptance to an accredited college or university. The Scholarship Selection Committee will conduct a lottery drawing to determine each area winner. Awards will be given to applicants from the Milwaukee area (Milwaukee, Waukesha, Ozaukee and Washington counties), the Racine, Kenosha and Walworth county area, and applicants living in any other county.

All applicants are eligible for the Peter P. Voeller Scholarship or any "area" award, but not both. Former scholarship award winners are not eligible to win additional scholarships.

To enter the Local 1473 competition, the eligible member or dependent of a member should fill out the preliminary application on this page and mail it as soon as possible to the Local 1473 Scholarship Selections Committee. He or she will then receive a long-form application by mail to enter the competition for the Peter P. Voeller Scholarship. If you are applying for one of the area awards only, please mark the appropriate box on the short-form application. A long form application will not have to be completed.

Applicants presently attending college who will not have completed more than three full years of college work MUST furnish the Scholarship Selections Committee with official transcripts of both their entire high school work AND their college work.

No application will be considered unless it is filled out completely in every detail.

The final selection of scholarship winners is in the hands of a Scholarship Selection Committee who serve as impartial judges and whose decisions are final and binding.

In order to receive a scholarship award, each winner must also provide the Scholarship Selections Committee with official certification of acceptance to school and enrollment or attendance at an accredited institution of higher learning. Local 1473 will forward the award to the institution once the verification has been received by the Union.

Failure to enroll in and attend college constitutes disqualification.



LOCAL 1473

IMPORTANT REMINDER

Applications for the 2013 scholarship awards should be sent in as soon as possible and all necessary documents requested from applicants by the Committee must be in the hands of the Committee no later than midnight, May 1, 2013.

**ÚLTIMA OPORTUNIDAD PARA PARTICIPAR
COMPETENCIA DE BECAS ESCOLARES 2013
SE OTORGARAN \$11,000**

Plazo – extendido al 1 de mayo del 2013

**BECAS ESCOLARES
(SHORT-FORM APPLICATION)**

Deseo solicitar para una beca escolar del Local 1473 del año 2013. Entiendo que la decisión del Comité de Becas del Local 1473 será final, Acepto seguir las normas y decisiones de tal.

- POR FAVOR USE LETRA DE MOLDE -

Nombre.....
(Apellido) (Segundo nombre) (Primer nombre)

Firma.....
(Primer Nombre) (Apellido)

Dirección.....

Ciudad y Estado.....

Código Postal..... Teléfono.....

No. Seguro Social...../...../.....

Solo Estoy aplicando para una beca del área.

Soy miembro del 1473 (marque uno):

___ Si ___ No

Estoy bajo contrato por.....
(Nombre de la Empresa)

Dirección de la Empresa.....

Estoy relacionado con un miembro Local 1473 (marque uno): (debe ser su madre, padre o cónyuge) ___ Si ___ No

Nombre del Miembro.....

Dirección del Miembro.....

Ciudad y Estado.....

Código Postal.....

Nombre de la Empresa adonde el Miembro Labora.....

Dirección de la Empresa.....

Seguro Social del Miembro...../...../.....

Mi relación hacia el miembro es.....
(Hijo, hija, Cónyuge)

Me voy a graduar de la Preparatoria en (marque uno)

: ___ Febrero, 2013 ___ Junio, 2013 ___ Agosto, 2013

Si usted es un estudiante universitario, índice el nivel académico más alto que hayan cumplido en agosto de 2013.

___ Primer Año ___ Segundo Año ___ Tercer Año

(Esta solicitud debe ser completada y enviarse inmediatamente al: Local 1473 Scholarship Selections Committee, 2001 N. Mayfair Road, Milwaukee, WI 53226.

Para calificar como un solicitante elegible para las becas del 2013, el solicitante debe ser un miembro, o ser hijo, hija o cónyuge de un miembro del Sindicato, en buen estado, de acuerdo con las provisiones del Local 1473 y los reglamentos de UFCW. Esto significa que el miembro debe estar en buenos términos durante un año, ser miembro activo en el momento de la entrega de becas, y sus cuotas sindicales deben estar al día desde el 30 de abril del 2013.

Todo solicitante debe planear en matricularse como estudiantes de tiempo completo en una universidad. Igualmente, los solicitantes que actualmente se encuentran matriculados en una universidad y no han completado más de tres años a partir de junio del 2013, pueden competir para tales becas.

Los solicitantes elegibles compiten para una de 14 becas. La beca P. Peter Voeller es una beca de 1,000 dólares, pagados directamente al colegio sobre la evidencia escrita de la matriculación en un colegio o universidad acreditada. Los ganadores de la beca serán escogidos basado en sus logros académicos, liderazgo, moralidad social, metas profesionales y necesidad financiera.

Una beca de \$1,000.00 se otorgará a un hombre y otra de \$1,000.00 se otorgará a una mujer. Se otorgan doce becas de área adicionales de 500 dólares cada una. Estas becas son de un solo pago que se hará directamente al colegio sobre la evidencia escrita de la matriculación en un colegio o universidad acreditada. El Comité de Selección de Becas llevará a cabo un sorteo para determinar el ganador en cada área. Se otorgan cuatro becas a los solicitantes del área de Milwaukee (condados de Milwaukee, Waukesha, Ozaukee y Washington), se otorgan tres becas a los solicitantes de los condados de Racine, Kenosha y Walworth, y otras cinco becas a los solicitantes que vivan en cualquier otro condado.

Todos los solicitantes son elegibles para las becas P. Peter Voeller o Becas de "Área", pero no ambas. Los ex ganadores de las becas no son elegibles para ganar becas adicionales.

Para participar en la competencia del Local 1473, el miembro elegible o el familiar del miembro debe llenar el formulario de solicitud preliminar de esta página y enviarlo tan pronto como sea posible al Comité de Selección de Becas del Local 1473. Después, nosotros le enviaremos una aplicación detallada por correo para participar en la competencia de Becas Peter Voeller. Si usted está solicitando solo para un a beca de "Área", por favor indique la casilla correspondiente en el formulario de la aplicación corta. Ya que no tendrá que completar un aplicación detallada.

Los solicitantes que actualmente estén matriculados en una universidad pero no han completado tres años DEBEN presentar al Comité de Selección de Becas sus transcripciones oficiales de escuela superior y universidad.

Ninguna solicitud será considerada a menos que este completamente llenada.

La selección final de ganadores de becas esta en las manos del Comité de Selección de Becas que sirven como jueces imparciales y cuyos fallos son definitivas y vinculantes.

Para recibir una beca, cada uno de los ganadores deberá presentar el Comité de Selección de Becas una certificación oficial de aceptación a la escuela y su matriculación o matriculación a una institución acreditada de enseñanza superior. El Local 1473 enviará el premio a la institución una vez que la verificación ha sido recibida por el Sindicato.

El incumplimiento de matricularse y asistir a una universidad resultara en descalificación.



AVISO IMPORTANTE

Las solicitudes para las becas del 2013 deben ser enviadas lo más pronto posible y todos los documentos requeridos por el Comité debe estar en manos del Comité no más tarde que la medianoche del 1ro de mayo del 2013.



GONE FISHING



The following members have recently retired

NOV 2012

John McDonnell	<i>Kohl's</i>	Pamela Springer	<i>Piggly Wiggly</i>	Jennifer Aschenbrenner	<i>Interstate Brands</i>
Sue Krauss	<i>Fleming Companies</i>	Mary Heilberger	<i>Piggly Wiggly</i>	Mary Beth Koehler	<i>UFCW, Local 1473</i>
Susan Harrison	<i>Fleming Companies</i>	Joyce Diehlmann	<i>Lungstrom</i>	Dolores Sandoval	<i>Fleming Companies</i>
Constance Gaschler	<i>Piggly Wiggly</i>	Judith Corbell	<i>Pick 'n Save</i>	Barbara Green	<i>Woodman's</i>
Mary Prelwitz	<i>Fresh Brands</i>	Mary Howie	<i>Wenz Sentry</i>	Joan Morgan	<i>Kohls Food Store</i>
Wayne Knight	<i>A & P</i>	Katherine Maciolek	<i>Kohls</i>	Pamela Spencer	<i>R & M Kenosha</i>
Paul Shebeneck	<i>Fresh Brands</i>	Karen Matussek	<i>Kohls</i>	Gail Peterson	<i>UFCW, Local 1473</i>
Barbara Elsen	<i>Kenosha North Sentry</i>	Katherine Permanich	<i>Kohls</i>	Thomas White	<i>R & M Kenosha</i>
David Henning	<i>Kohl's</i>	Jane Carney	<i>Fleming Companies</i>	Joyce Burton	<i>Woodman's</i>
Matthew Wojciechowski	<i>National</i>	Daniel Venne	<i>Fresh Brands</i>	Cherie Cookson	<i>Fresh Brands</i>
Mark Nitka	<i>Woodman's</i>	Rozann Mott	<i>ABC Super Market</i>	Gail Newberg	<i>Country Club Market</i>
William Daniels	<i>Sentry</i>	Alfred Vergolina	<i>Kohls</i>	Patricia Salawater	<i>Fleming Companies</i>
Richard Howard	<i>Woodman's</i>	David Brown	<i>Kohls</i>		
Kathleen Walden	<i>Piggly Wiggly</i>	Denise Weeden	<i>Schnuck Markets</i>		
Bonita Colopy	<i>Kohl's</i>	Lucian Ludwin	<i>R & M Kenosha</i>		
Kimberly Stephan	<i>Hartford County Market</i>	Dennis Muening	<i>Luedtke Sentry</i>		
Cheryl Cash	<i>Rick & Vic's</i>	Mary Parish	<i>Kohls</i>		
Donald Tingwald	<i>Schultz Sav-0</i>	JoAnn Cross	<i>Kohls</i>		
Kristine Wunderlich	<i>Woodman's</i>	Mary Komorowski	<i>Cub Foods</i>		
Patricia Clements	<i>Woodman's</i>	Donald Dakley Jr.	<i>Super Valu</i>		
Patricia Walden	<i>Piggly Wiggly</i>	Thomas Kimminau	<i>Sentry</i>		
Donald Oakley Jr.	<i>Bill's Super Valu</i>	Peter Hansen	<i>Badger By Products</i>		
Lyn Holt-Rivera	<i>Fleming Companies</i>	Richard Fisher	<i>Patrick Cudahy</i>		
Donna Scheets	<i>Food 4 Less</i>	Juan Romero	<i>Patrick Cudahy</i>		
Jerome Acker	<i>Pritzlaff Meats</i>	Agustin Garibay	<i>Patrick Cudahy</i>		
Robert Sadowski	<i>Kohl's</i>				
Kathleen Gammeter	<i>Kohl's</i>				
Sharon Eser	<i>Kohl's</i>				
Sharon Peters	<i>Kohl's</i>				
Larry Pinske Sentry					
Barbara Stein	<i>Kunzelman / Esser</i>				
James Krebs	<i>Patrick Cudahy</i>				
Willie Veasley	<i>Patrick Cudahy</i>				

FEB 2012

Tina Ludwin	<i>R & M Kenosha</i>
Betty Zakosky	<i>Cub Foods</i>
Susan Brooks	<i>Fleming Companies</i>
Gwendolyn Verstegen	<i>Cub Foods</i>
Sharon Tolliver	<i>Piggly Wiggly</i>
Richard Eichman	<i>Daniels Sentry</i>
Georgia Wickersham	<i>Woodman's</i>
Ralph Whitefoot	<i>Eagle Foods</i>
Judith Luczak	<i>Kohls Food Store</i>
Michael Weber	<i>Kohls Food Store</i>
Ruth Rabideau	<i>Kohls Food Store</i>
Julie Carls-Mohrbacher	<i>Fleming Companies</i>
James Mayer	<i>Kohls Food Store</i>
Sandra Hofmann	<i>Food 4 Less</i>
Linda Kinzel	<i>Kohls Food Store</i>
Kathleen Morwood	<i>Woodman's</i>
Dorinda Landgraf	<i>Eagle Foods</i>
James Boerth	<i>MCBS/Metcalf</i>
Susan Baren	<i>Kohls Food Store</i>
Joan Arthur	<i>Kohls Food Store</i>
Ronald Lee	<i>Piggly Wiggly</i>
Lisa Skogstad	<i>Kohls Food Store</i>
Phillip Johnson	<i>Kohls Food Store</i>
Cheryl Adams	

JAN 2013

William Bauer	<i>Shop Rite - Ropak</i>
Patricia Potthast	<i>R & M Kenosha</i>
Gary Coffey	<i>A & P</i>
Kenneth Braden	<i>Kohls Food Store</i>
Marvin Meister	<i>Schnuck Markets</i>
Mary Ryan	<i>Food 4 Less</i>
Steven Plautz	<i>Fresh Brands</i>
Linda Mulligan	<i>Fleming Companies</i>
Cynthia Kohlmann	<i>Kohls Food Store</i>
Cyndi Kettleson	<i>Fleming Companies</i>
Margaret Heiderer	<i>Fleming Companies</i>

DEC 2012

Mary Jo Hietala	<i>Piggly Wiggly</i>
Michael Sjogren	<i>Sentry</i>
Patrick Ritchay	<i>Ripon Supermarket</i>

Our deepest sympathy is extended to the families of the following members:

Richard Smith	<i>Piggly Wiggly</i>	Valrie Karabis	<i>Cub Foods</i>	Gordon Milbrath	<i>Piggly Wiggly</i>
Steven Adams	<i>Kohls Food Store</i>	Carol King	<i>National</i>	Helen Miller	<i>Red Owl</i>
Robert Barker	<i>F. Dohmen</i>	Betty Krohn	<i>National</i>	Lucille Natale	<i>Woodman's</i>
Patti Bergmann	<i>Kohls Food Store</i>	Gary Larson	<i>Red Owl</i>	Lucille Rhodes	<i>A & P</i>
Joyce Borzych	<i>Sentry</i>	Ethel Lee	<i>A & P</i>	Charlotte Roll	<i>Kunzelman / Esser</i>
Norman Brockway	<i>Jewell - Kenosha</i>	Marie Lee	<i>Piggly Wiggly</i>	Charles Sandoval	<i>Sentry</i>
Vera Dickerson	<i>Kroger</i>	Minnie Lewis	<i>Interstate Brands</i>	Shirley Spangenberg	<i>A & P</i>
Ronald Duewell	<i>Piggly Wiggly</i>	Dolores Liljestrom	<i>Piggly Wiggly</i>	Judy Stenz	<i>Kohls Food Store</i>
Donna Fettig	<i>Sentry</i>	Gunther Lueschen	<i>A & P</i>	Orene Violet	<i>A & P</i>
James Goetz	<i>Kohls Food Store</i>	Charlotte Manning	<i>Sentry</i>	Phyllis Wallus	<i>A & E Investments</i>
Wilbert Hartje	<i>Fox Super Valu</i>	Justine Mayer	<i>Kohls Food Store</i>	Larry Wickersham	<i>Woodman's</i>
Darlene Heronymus	<i>Piggly Wiggly</i>	Lawrence	<i>Menting Tates</i>	Lois Zwolinski	<i>Heinemanns</i>
Dorothy Hoppa	<i>Kohls Food Store</i>	Ermine Meysembourg	<i>Sentry</i>		

When WPS announced the loss of contracts; Employees, the Company and the Union entered uncharted territory. Never before had the loss of contract had such far-reaching impacts within WPS. The prospect of layoffs within any organization is marked with frightening uncertainty and creates enormous amounts of stress in workers. This generated stress often results in workers feeling they are disposable and brings an overwhelming feeling of disengagement from the company.

While your Union contract has clear guidelines on how the layoff process occurs, until your area is affected, the process is likely not thought much about by our members. To clear any confusion about the process, let's review what your contract provides.

First, the company must analyze the impact of the loss of the contract and determine what areas are affected. Once the affected departments are determined, the company must follow the layoff procedure set forth in Article VII of the Labor Agreement. Employees are subject to layoff on the basis of seniority within their department first, then group.

Article VII, section 7.3 states "An employee subject to layoff in an affected classification and department may displace the least senior employee in the same department within the same Group (Group II is Medicare, Group III is TRICARE, and Group IV is all remaining departments). The employee so displaced may then displace the least senior employee in his/her Group.

As an example, assume a department of ten has three Unit Coordinators. The company has determined the need to reduce the number of Unit Coordinators from three to two. The affected Unit Coordinator, based on seniority, would have the opportunity to displace the least senior employee within that department. If there are no less senior employees within the department, the Unit Coordinator would be laid off. If however there were a less senior employee in the department, the Unit Coordinator would have the ability to displace such employee. This employee displaced by the Unit Coordinator would then have the ability to bump within TRICARE as a group.

As the layoff notices began, the company was informing displaced members whose only option was a lower graded position that their rate of pay would be reduced. Ellen Rishel and I immediately questioned this by citing a past practice when jobs were eliminated, the impacted employees were considered to have involuntarily been reduced and pay was not affected, and after discussion, the company agreed that involuntary reductions would not affect an employee's rate of pay.

As mentioned in my opening, The prospect of layoffs within any organization are marked with frightening uncertainty and create enormous amounts of stress in workers, but is also stressful for all parties involved in conducting the process. If you should have any questions regarding the process itself, please contact me at 608-221-1401.

"Know Your Rights - Worker's Compensation"

Sweet and Associates, LLC
2510 East Capitol Drive
Milwaukee, WI 53211

www.UnionYesLaw.com
Milwaukee: (414) 332-2255
Statewide Toll Free: 1-866-784-2344

Sweet and Associates, LLC is privileged to provide legal representation to your Union, Local 1473. If you or a member of your family have a question regarding a worker's compensation matter, please feel free to call us for a free consultation. You may reach the law firm in the Milwaukee area at (414) 332-2255 or statewide at our toll free number, 1 866-784-2344. You may also email us with your individual legal questions at contact@UnionYesLaw.com.

Compensation Act in Wisconsin provides money and medical benefits to employees who suffer an accident, injury or occupational disease on-the-job. It is intended to benefit the employee and employer alike. The employee receives money and medical benefits in exchange for forfeiting the common law right to sue the employer.

In addition to providing weekly temporary total disability benefits monthly permanent partial disability benefits, and medical expenses, the Worker's Compensation Act also provides for academic retraining. This benefit is available to employees who have work-related injuries and who are assigned permanent limitations that their employer cannot accommodate. In addition, employees with permanent work restrictions who are laid off may also qualify for assistance. In such situations, where an employee is left jobless, the law attempts to restore pre-injury wages by making certain employees eligible for academic retraining through the Division of Vocational Rehabilitation (DVR).

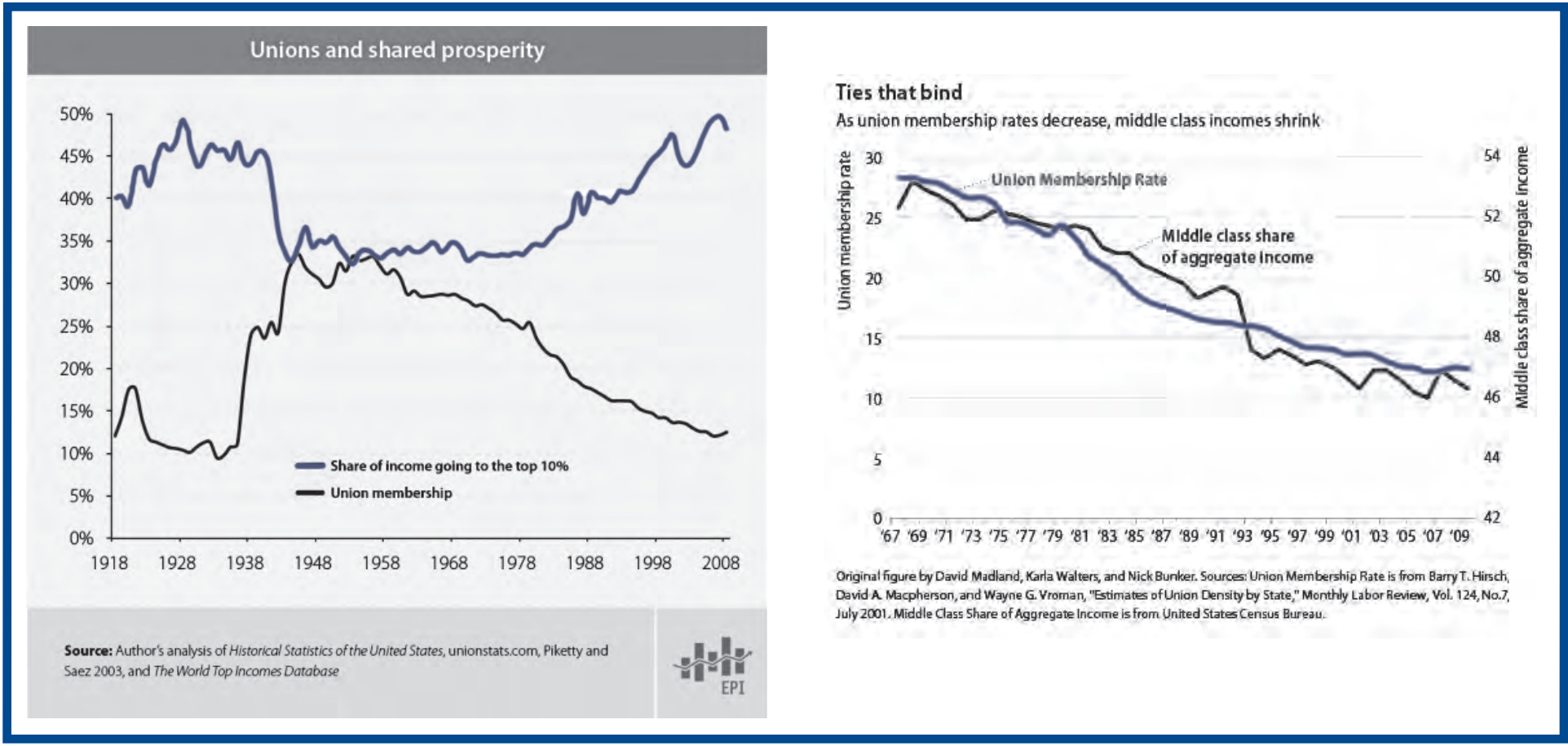
Typically, DVR retraining involves a 90-day job search by the injured worker who attempts to find employment within his or her restrictions in a job with approximately the same wage rate

earned before the injury. If an injured worker is unsuccessful in locating a job, the DVR will then determine whether academic retraining is appropriate.

The goal of academic retraining is to restore the injured worker's wage to a rate as close as possible to the rate before the injury. The employee's physical limitations are also honored in the retraining program. Once a retraining program begins, the injured worker receives maintenance benefits equal to the temporary total disability rate, as well as reimbursement for meals eaten at school and round trip mileage from home to school.

For additional information regarding academic retraining benefits under the Worker's Compensation Act, and other information regarding your rights at work, contact Sweet and Associates, LLC.

Union Labor Statistics



15%

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2012 Leukemia & Lymphoma Raffle Winners



Jo Dewart
iPhone



Sandra Stange
Kindle Fire



Sue Bernier
Bloggie Touch

UFCW Local 1473 Members Contributing to our Community



UFCW 1473 wishes to thank all participants in the JBS Packerland health and safety committee for participating in the two-day training to improve the site and working conditions. We also want to thank Robyn Robbins, assistant director of the UFCW Occupational Health and Safety, who taught the class, Magda Avila safety Clerk of JBS Packerland for translating, LCLAA Milwaukee by providing the equipment for simultaneous translation, the health and safety manager of JBS Packerland, Brad Bothun, Donovan Jurss, and Jim Ridderbush for their assistance in training. Thanks everyone for understanding that only as we are united and informed can we make a difference .. solidarity and go forth.

Ufcw 1473 quiere agradecer a todos los participantes JBS Packerland del comite de salud y seguridad por su participacion en el entrenamiento de dos dia para mejorar el lugar y condiciones de trabajo,tambien queremos expresar nuestro agradecimiento a Robyn Robbins, asistente de director de la salud y seguridad ocupacional ufcw por impartir la clase, Magda Avila Safety, Clerk de JBS Packerland por interpretar, LCLAA Milwaukee por facilitar el equipo para la traduccion simultanea, al manager de salud y seguridad de JBS Packerland Brad Bothun, Donovan Jurss y Jim Ridderbush por su ayuda en el entrenamiento. Gracias a todos por entender que solo unidos e informados podemos hacer la diferencia.. solidaridad y adelante.

