



## Walker Recall Has Begun



John Eiden

Sisters and Brothers:

I am writing this column on the eve of a very important time in our state's history. We are in the process of triggering a new election for governor of Wisconsin, called a "recall." If this election occurs - and most believe enough signatures will be gathered - it will be the first recall in Wisconsin's history and only the 3rd recall election of a governor in US history.

When the campaign season starts - some say it has - we will be bombarded with television advertisements and postcards in our mailboxes. How will we determine what the facts are? This column will focus on what Scott Walker has done so far, and show his record to-date.

On Monday, January 3 of this year Scott Walker was inaugurated. It may have been a telling sign that there was a small group of protesters outside the capitol that day protesting his inauguration.



### Special Session

In his first month in office, January, Walker called a special session on jobs. This was one of his first acts as Governor. The special session on jobs covered almost everything but job creation. The Legislature gave almost a \$140 million in tax breaks for corporations. The session also created the Wisconsin Economic Development Corporation (WEDC). This public-private partnership model has failed in other states. The WEDC is a publicly funded organization that is run behind closed doors with no public input. In many states this model has resulted in taxpayer-funded cruise trips and golf outings for corporate CEOs.

### Collective Bargaining

February 11 - this is a date that many of us in the Labor Movement will never forget. On this day Walker unveiled a "Budget Repair Bill" that took away collective bargaining rights for our sisters and brothers who teach and work for state government. This triggered the massive protests that lasted for weeks at the state capitol. He was not willing to negotiate with the public sector unions even though the unions have agreed to the pension and healthcare cuts that the repair bill prescribed. Scott Walker took away from the teachers and public servants what we enjoy every day - the right to a grievance, timely wage increases, and a strong union presence. For a moment, just imagine what that would mean for you if your employer was able to do that. Imagine going into work and having your employer be able to take away a contractual pay raise or refuse to hear your legitimate grievance. Can you imagine a workplace where you have no voice? That is what Scott Walker has done to our sisters and brothers in the public sector.

### State Budget

The two year budget that Scott Walker signed this summer was one of the worst budgets in state history in terms of cuts to our essential services. Schools were hit the hardest. The education system in Wisconsin will lose more than \$800 million over the two year period of the budget - a hit that will be felt in the classroom as school districts are forced to lay off special education and support professionals. School districts and municipalities were also prevented from increasing their own revenues to make up for the difference.

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## Ah Empezado El Proceso De Revocación De Walker



Hermanas y hermanos:

Estoy escribiendo esta publicación en la víspera de una etapa muy importante en la historia de nuestro estado. Ah empezado el proceso de solicitar nueva elección, en la cual obligaremos al gobernador de Wisconsin volverse a presentar como candidato al cargo, anulando los resultados de las anteriores, llamado un "recall". Si esta elección toma lugar - y la mayoría cree que se otorgaran suficientes firmas - será el primer recall en la historia de Wisconsin, y sólo la tercera de un gobernador en la historia de EE.UU.

Cuando inicie la temporada de campaña - la cual algunos dicen que ya inicio - seremos bombardeados con anuncios de televisión y tarjetas postales en nuestros buzones. ¿Cómo vamos a determinar cuáles son los hechos? Esta columna se centrará en lo que Scott Walker ha hecho hasta ahora, y mostrara su récord hasta la fecha.

El lunes, 3 de enero de este año, Scott Walker fue inaugurado. Pudo haber sido una señal el que había un pequeño grupo de manifestantes afuera de la capitolio protestando su investidura.

### Sesión Especial

En su primer mes en el cargo, enero, Walker convocó una sesión especial de empleos. Este fue uno de sus primeras acciones como gobernador. La sesión especial sobre empleos cubrió casi todos los aspectos, menos la creación de empleos. La Legislatura dio casi \$140 millones de dolares en ventajas fiscales para las Empresas. En tal sesión también se creó la Corporación de Desarrollo Económico de Wisconsin (WEDC por sus siglas en ingles). Este modelo de asociación público-privada ha fracasado en otros estados. El WEDC es una organización financiada con fondos públicos que se realiza detrás de puertas cerradas, sin participación del público. En muchos países, este modelo ha resultado en viajes de cruceros financiados por contribuyentes así como torneos de golf para los ejecutivos de las Corporaciones.

### Negociaciones colectivas

11 de febrero - esta es una fecha que muchos de nosotros en el movimiento obrero nunca olvidaremos. En este día Walker dio a conocer un proyecto de ley de "reparación del presupuesto" que recorta los derechos de negociación colectiva de nuestros hermanos y hermanas que educan y trabajan para el gobierno estatal. Esto provocó protestas masivas que duraron varias semanas en la capital del estado. El no estaba dispuesto a negociar con los Sindicatos del sector público a pesar de que los Sindicatos aceptaron los recortes de pensiones y Salud Medica que el proyecto de ley de reparación indica. Scott Walker elimino de los maestros y los funcionarios públicos lo que nosotros disfrutamos todos los días - el derecho a presentar una queja, aumentos de sueldos de manera oportuna, y una fuerte presencia Sindical. Por un momento, imagínese lo que eso significaría para usted, si su empleador fuera capaz de llevar acabo tales acciones. Imagínese que usted va a trabajar y que su empleador fuera capaz de eliminar su aumento contractual o se negara a escuchar sus quejas legítimas. ¿Se imagina un lugar de trabajo en donde usted no tiene voz? Eso es lo que Scott Walker les ha hecho a nuestros hermanos y hermanas en el sector público.

### Presupuesto del Estado

El presupuesto de dos años que Scott Walker firmó este verano fue uno de los peores en la historia del Estado en términos de recortes en nuestros servicios esenciales. Las escuelas fueron los más afectados. El sistema educativo en Wisconsin perderá más de \$800 millones durante el periodo de dos años del presupuesto - un golpe que se sentirá en las clases los distritos escolares se verán obligados a dar descansos obligatorios a los profesionales de educación especial. También, se les impidió a los distritos escolares y los municipios aumento sus propios ingresos para compensar la diferencia.

Continued on Page 10

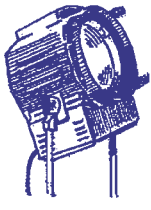
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# Wisconsin Vision...Opening a Whole New World For MPS Students



## Feeding the Hungry





# Wisconsin Vision...Opening a Whole New World For MPS Students

**W**isconsin Vision which is represented by Local 1473 has taken the lead to help prevent vision problems in the Milwaukee Schools.

At least one in four recently screened Milwaukee Public School (MPS) youngsters were found to have a vision problem, which is consistent with national statistics. This past November, through a program led by Wisconsin Vision in partnership with Prevent Blindness Wisconsin and MPS, 100 children received free follow-up care including eyeglasses. Former American Idol star, Danny Gokey, was present on both days helping promote the cause and picking out frames for the children. Milwaukee Public School Superintendent, Dr. Gregory Thornton was also on hand at Gwen T. Jackson School.

The youngsters, who live in some of Milwaukee's poorest neighborhoods, attend the Clarke Street School and Gwen T. Jackson Early Childhood and Elementary School. They were among the more than 500 students who received free vision screenings earlier from volunteers at Prevent Blindness Wisconsin and Wisconsin Vision.

"Numerous studies show the poorer the school population, the more children need glasses," says Darren Horndasch, president and CEO of Wisconsin Vision, the state's largest independently-owned optical company. "According to the Journal of School Health, children living in low income urban environments have twice the normal rate of vision problems."

Those troubling statistics led to the start of the free Wisconsin Vision care program at the Clarke Street School when the company examined and distributed free eyeglasses to 45 students. Eight of those students were identified as legally blind without the glasses. Now Wisconsin Vision has expanded the program at Clarke and added Gwen T. Jackson. The program at Gwen T. Jackson comes at a much needed time. Budget cuts have eliminated the school nurse, and as a result, the opportunity for children to be screened for vision problems is not available.

"Unfortunately, if there is not a school nurse in the building, typically vision screenings do not occur at the school," says Barbara Armstrong, executive director Prevent Blindness Wisconsin.

Adds Dr. M. Kathleen Murphy, Health Services Coordinator for Milwaukee Public Schools, "Fewer school nurses make the most important work of follow-up post screening very difficult."

Compounding the problem is that Wisconsin, unlike neighboring Illinois, does not require vision screening or comprehensive eye exams for students. Wisconsin Vision and Prevent Blindness Wisconsin are helping to fill the void and spread the message of need.

Our screenings and Wisconsin Vision's follow up care provide immediate solutions that make it easy for children to be identified and get the vision care they need," Armstrong explains. "Left undetected and uncorrected, vision problems can interfere with reading and other visual skills critical to academic success as 80 percent of a child's learning is related to sight. Children need healthy vision to be successful in school. Local students notice improvement in interest, grades and self esteem."

The proof can be seen in Milwaukee at the Clarke Street School. Teachers note that a majority of students who received free Wisconsin Vision eyeglasses in April seem to be doing better with their studies and be more interested in school. Wisconsin Vision, Prevent Blindness Wisconsin and educators look forward to similar results after their efforts in November. Wisconsin Vision is donating the needed lenses, frames and fabrications valued at more than \$200 per pair. Brands include Disney and Power Rangers.

Wisconsin Vision, Prevent Blindness Wisconsin and MPS want to bring to light the correlation between good vision and improved school performance," says Wisconsin Vision's Horndasch. "We urge all parents no matter where your child goes to school to screen your youngsters for vision problems before they start kindergarten." UFCW Local 1473 proudly supports its members and applauds Wisconsin Vision's efforts as they identify a problem in the community and take the lead to improve it.

## Feeding the Hungry

**O**n November 17th of this year, UFCW Local 1473 sponsored the Feed the Hungry program, along with Roundys, Smithfield (Patrick Cudahy's parent company), and UFCW International Union. An event was held at the Feeding America Eastern Wisconsin office/warehouse on Fond du Lac Avenue in Milwaukee. UFCW 1473 members and staff attended the press conference and helped unload the truck of hams from Smithfield. Also attending were business leaders from Smithfield, Patrick Cudahy, and Roundys.

"This is a joint effort with UFCW and Smithfield to raise awareness about food insecurities across the country," said Dennis Pittman, Director of Corporate Communication and Public Affairs for Smithfield, which is based in North Carolina.

This event was part of a coordinated effort on the part of Smithfield and the UFCW International Union to bring servings of protein to needy families all across the United States. Milwaukee was one of many stops that the donation tour made. In Milwaukee, a total donation of 140,000 servings of protein was made at Thursday's event. Overall, the program has donated 13.2 million servings of protein across the United States.

According to the UFCW International Union website, "This effort, sadly, is more needed than ever before. Food banks nationwide are reporting a 46 percent increase in the number of people coming to them for help. The current recession and the continuing rise in unemployment are having a profound effect on food banks' ability to meet that demand. As a result, food assistance organizations across the country have been reporting over the past year that more individuals and families are turning to them for assistance including more first-time visitors, unemployed workers, employed individuals, seniors and families with children." "UFCW is the union that brings food to the table for millions of Americans. We are the union that works in food processing and retail. This donation could not have come at a better time," said John Eiden, President of UFCW Local 1473.

Joe Hansen, United Food and Commercial Workers Union International President, said, "Last year we fed over 6 million people. The UFCW is committed to ensuring that families across the country have the relief and opportunities needed to weather the current economic crisis."

<b>WISCONSIN UFCW HEALTH PLAN</b>			
<b>BENEFITS PAID FOR:</b>			
	<u>July</u>	<u>Aug.</u>	<u>Sept.</u>
Loss of Time	\$9,216	\$7,682	\$5,937
Medical	\$320,732	\$237,710	\$305,929
Prescriptions	\$76,841	\$45,193	\$49,303
Dental	<u>\$9,201</u>	<u>\$12,548</u>	<u>\$6,058</u>
<b>Total</b>	<b>\$415,990</b>	<b>\$303,133</b>	<b>\$367,227</b>

<b>YOUR UNION AT WORK</b>			
	<u>July</u>	<u>Aug.</u>	<u>Sept.</u>
Grievances Filed	83	101	68
Members Returned to Work	8	7	10
Back wages paid out to Members	\$18,500	\$4,561	\$3,676

## Standing Together



Grant Withers  
UFCW Local 1473  
Secretary-Treasurer

On September 11, 2011, the members of UFCW Local 1473 overwhelmingly ratified a new 4 year Agreement with their employer Hormel Foods.

Local 1473 represents the employees at Hormel Foods plant located in Beloit, Wisconsin. In addition to the Beloit plant, contracts were open in Austin, Minnesota; Algona, Iowa; Fremont, Nebraska; and Atlanta, Georgia.

It was "déjà-vu all over again" to listen to Hormel talk about market forces and the economy as excuses to curtail costs in the five plants covered by the Collective Bargaining Agreements. All five plants negotiated their contracts simultaneously in a true showing of solidarity. This "Unity Bargaining" is a strategy developed by the International Union. In 2007 this strategy proved very effective in gaining the best contract in years for our members in Beloit. Hormel complained that they were above the industry in wages, vacation, pension and health insurance benefits.

In addition to the minimum \$1.50 per hour wage increase over the term of the contract, pension increases were gained to bring up long term employees by as much as \$7.00 per year of service as well as increasing all employees benefit to \$27.00 per year of service, The health insurance deductible increases by \$25.00 in 2014. Employees' weekly premiums increase by \$1.50 per week each year per individual. Dental maximums were increased to as much as \$3000 per year.

This contract is another testament of what solidarity can achieve. Solidarity between workers at a plant and solidarity between the plants through their respective Local Unions in dealing with their employer.

We can all take a lesson from this success. As Ralph Chapin's song "Solidarity Forever" says in the first line; "When the Union's inspiration through the worker's blood shall run, there will be no power greater anywhere beneath the sun".

We reflect on a year in Wisconsin that has given many of us a new sense of Union pride. From the protests in Madison and around the state, to the recall elections in August, to the victory in Ohio preventing Walker's agenda from spreading and now for the grand finale, recalling Governor Scott Walker.

We didn't start this fight, but we sure as heck are going to finish it.

## De pie Juntos



Grant Withers  
UFCW Local 1473  
Secretary-Treasurer

El 11 de septiembre de 2011, miembros de UFCW Local 1473 abrumadoramente ratificaron un Acuerdo de 4 años con su empleador Hormel Foods.

El Local 1473 representa a los trabajadores de Hormel Foods ubicada en Beloit, Wisconsin. Además de la planta de Beloit, se abrieron contratos en Austin, Minnesota; Algona, Iowa; Fremont, Nebraska y Atlanta, Georgia.

Era "déjà-vu una vez mas" al escuchar a Hormel hablar de las fuerzas del mercado y la economía como excusa para reducir los costos en sus cinco plantas cubiertas por los Acuerdos Laborales Colectivos. Pero, las cinco plantas negociaron sus contratos de manera simultánea en una muestra real de solidaridad. Esta "Unidad de negociación" es una estrategia desarrollada por el Sindicato Internacional. En el 2007, esta estrategia demostró ser muy eficaz en obtener uno de los mejor contratos en años para nuestros miembros en Beloit. Hormel se quejo de que estaban por encima de la industria en sueldos, vacaciones, pensiones y seguro médico.

Además, de obtener el mínimo de \$1.50 de aumento de sueldo por hora en la duración del contrato, se obtuvieron aumentos de pensiones para trabajadores con más antigüedad hasta \$7.00 por cada año de servicio así como aumentar los beneficios de todos los trabajadores a \$27.00 por cada año de servicio. Los deducibles del seguro medico aumentaran \$25.00 en 2014. Las indemnizaciones semanales de los trabajadores tendrán aumento de \$1.50 semanal por año por persona. Máximo cobertura dental incremento hasta \$3,000.00 por año.

Este contrato es otro testamento de lo que la Solidaridad puede lograr. La solidaridad entre los trabajadores de una planta y la solidaridad entre las plantas a través de sus respectivos Sindicatos locales para hacer frente a su empleador.

Todos podemos aprender una lección de este éxito. Como la canción de Ralph Chapin "Solidarity Forever" (Solidaridad por Siempre), dice en la primera línea: "Cuando la inspiración del Sindicato corra a través de la sangre de los trabajadores, no habrá mayor poder en cualquier lugar bajo el sol".

Reflexionamos en un año en Wisconsin, de cual a mucho de nosotros nos ha dado un nuevo sentido de orgullo Sindical. Desde las protestas en Madison y en todo el estado, y de las elecciones en agosto de cual obligaron a Senadores a volverse a presentar como candidato al cargo hasta la victoria en Ohio en prevenir que la agenda de Walker se extienda y ahora para la gran final, obligar al gobernador Scott Walker a volverse a presentar como candidato al cargo.

Nosotros no empezamos esta lucha, pero estamos seguros que la vamos a terminar.

## Nestle Report

By Chad Whiteside

Changes are abound at both Nestle plants with new lines, the transition to twelve hour shifts, updated security, new safety reporting, and shoboards. Many of these topics have been discussed at great length during the Union membership meetings on November 1 & 2, and in Labor Management meetings held in both plants on November 9.

As a review of the general membership and Labor Management meetings items discussed are as follows:

**Shoboards** – Since the implementation of shoboards concerns were brought forward relating to staying past twelve hours, overtime, and how this could potentially affect Donning & Doffing pay. The company has confirmed that overtime will be paid and there will be no negative impact on Donning & Doffing. In addition, the company stated that as the shoboards are streamlined it would be likely that members would likely leave work on time.

**Overtime Postings** - Over the past few months overtime postings have been either 1) highlighted late, or 2) cancelled untimely. This item has been addressed with the company. Overtime postings will be monitored more closely and the procedure for overtime will be reviewed with the TA's.

**Vacation carry over** – Because of staffing requirements, the Union has requested members be allowed to carry over vacation into next year. The company will review the Union's request and respond at the December Labor management meeting.

**Union meetings** – As shifts have been converted to 12 hours, the past scheduling practice is no longer effective. To address this issue, meetings times will be adjusted beginning with the January meetings. Additionally, in an attempt to increase attendance and to address contractual issues, we will be holding monthly meetings. Attached with the official notice of the meeting will be an agenda of topics for discussion.

If you should have any concerns or suggestions, please feel free to contact me at the Madison office 1-800-645-1401 or cell (608) 609-1652.

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# UFCW Meeting Notices

Meetings for December, January and February Meeting Announcements.

## NO DECEMBER MEETINGS

### JANUARY – 2012:

#### Northern Area (Nestle Eau Claire)

**Date:** Tues., Jan. 10, 2012  
**Time:** 5:30 P.M.  
**Place:** Bonnie's Labor Temple  
 2233 Birch St #6  
 Eau Claire, WI 54703

#### Nestle Gateway Plant

**Date:** Tues., Jan. 10, 2012  
**Time:** 3:30 P.M.  
**Place:** Bonnie's Labor Temple  
 2233 Birch St #6  
 Eau Claire, WI 54703

#### Northern Area (Nestle Eau Claire)

**Date:** Wed., Jan. 11, 2012  
**Time:** 6:30 A.M. or 5:30 P.M.  
**Place:** Bonnie's Labor Temple  
 2233 Birch St #6  
 Eau Claire, WI 54703

#### Nestle Gateway Plant

**Date:** Wed., Jan. 11, 2012  
**Time:** 3:30 P.M.  
**Place:** Bonnie's Labor Temple  
 2233 Birch St #6  
 Eau Claire, WI 54703

#### Janesville "Southern Area"

**Date:** Tues., Jan. 17, 2012  
**Time:** 7:00 P.M.  
**Place:** Janesville Labor Temple  
 1605 S. Center St.  
 Janesville, Wisconsin

#### Office Employees (WPS)

**Date:** Wed., Jan. 25, 2012  
**Time:** 5:15 P.M.  
**Place:** Madison Labor Temple  
 1602 S Park St.  
 Madison, WI 53715

### FEBRUARY - 2012

#### Northern Area (Nestle Eau Claire)

**Date:** Tues., Feb. 7, 2012  
**Time:** 5:30 P.M.  
**Place:** Bonnie's Labor Temple  
 2233 Birch St #6  
 Eau Claire, WI 54703

#### Northern Area (Nestle Eau Claire)

**Date:** Wed., Feb. 8, 2012  
**Time:** 6:30 A.M. or 5:30 P.M.  
**Place:** Bonnie's Labor Temple  
 2233 Birch St #6  
 Eau Claire, WI 54703

#### Kenosha Area

**Date:** Wed., Feb. 8, 2012  
**Time:** 6:30 A.M. or 5:30 P.M.  
**Place:** UNION CLUB  
 3030-39th Avenue  
 Kenosha, Wisconsin

#### Racine Area


**Date:** Thurs., Feb. 9, 2012  
**Time:** 6:30 A.M. or 5:30 P.M.  
**Place:** UNION HALL  
 1840 Sycamore Ave.  
 Racine, Wisconsin

#### General Membership


**Date:** Mon., Feb. 13, 2011  
**Time:** 6:00 P.M.  
**Place:** UNION OFFICE  
 2001 N. Mayfair Rd.  
 Milwaukee, Wisconsin

#### Office Employees (WPS)

**Date:** Wed., Feb. 22, 2012  
**Time:** 5:15 P.M.  
**Place:** Madison Labor Temple  
 1602 S Park St.  
 Madison, WI 53715



## Personally Speaking



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

Barbara Bond

County Maid

## Check Out Our Website

[www.ufcw1473.org](http://www.ufcw1473.org)



### LOCAL 1473

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**Grant Withers, Secretary/Treasurer**  
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EdMail


# Schooldaze?



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EdMail

# 2012 SCHOLARSHIP COMPETITION BEGINS \$11,000 TO BE AWARDED

*Deadline - March 15, 2012*

To be eligible to compete in Local 1473's 2012 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 March 31, 2012.

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, 2012, 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 2012 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, March 15, 2012.

## SCHOLARSHIP AWARDS

### (SHORT-FORM APPLICATION)

I wish to apply for a 2012 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, 2012  June, 2012  August, 2012

If you are a College Student, indicate highest academic level you will complete by August, 2012.

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.

# SE INICIA LA COMPETENCIA DE LAS BECAS ESCOLARES 2012 SE OTORGARAN \$11,000

*Plazo - 15 de marzo del 2012*

## BECAS ESCOLARES (SHORT-FORM APPLICATION)

Deseo solicitar para una beca escolar del Local 1473 del año 2012. 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 de 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, 2012  Junio, 2012  Agosto, 2012

Si usted es un estudiante universitario, índice el nivel académico más alto que hayan cumplido en agosto de 2012.  
 Primer Año  Segundo Año  Tercer Año

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

Para calificar como un solicitante elegible para las becas del 2012, 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 31 de marzo del 2012.

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 2012, 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 otorgaran dieciocho 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 otorgaran cuatro becas a los solicitantes del área de Milwaukee (condados de Milwaukee, Waukesha, Ozaukee y Washington), se otorgaran 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 2012 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 15 de marzo del 2012.





## Ordering UFCW imprinted gear and other items is easy!

Just go to [www.shopufcw.com](http://www.shopufcw.com) for items with the UFCW logo or call American Unions Embroidery directly at 1-888-229-2020 for garments printed or embroidered with the UFCW Local 1473 logo. Let them know you want the Local 1473 logo on your garment!

# Gone Fishing

*The following members have recently retired:*

**JUNE, JULY, AUGUST, SEPTEMBER 2011**

Janice Allen	Daniels Sentry	Robbie Geboy	Fleming Companies	Jimmie Richmond	Piggly Wiggly
Nancy Anderson	Fries & Mrcier Inc.	Leon Gerber	Schultz Sav-O	Randall Riemer	Fresh Brands Inc.
William Anderson	Piggly Wiggly	Ellen Goeden	Fresh Brands	Michael Ritchay	Ripon Supermarket
Lynn Ausse	Fleming Companies	Elizabeth Hassman	Kohls	Jeffory Romagna	Fresh Brands
Donald Baker	Piggly Wiggly	Joseph Herrick	Kohls	Cora Ruder	Cub Foods
Kathryn Bechtel	Oxman Meats	Mary Hesper	Fleming Companies	Robert Sands	Kohls
David Beix	National	Marie Hocken	Kohls	Daniel Sawyer	Kohls
Julianne Belkin	Piggly Wiggly	Billy Hollingsworth	Woodman's	Mark Schneider	Crouch Brothers
Diane Bentivegna	Eagle Foods	Yvonne Hughes	Zims I.G.A	Susan Schock-Furrer	Fleming Companies
Teresa Bierterz	Kohls	Tim Jensen	Piggly Wiggly	Ronda Schoeppe	Kohls
John Binder	Kohls	Marcia Jorgenson	Fleming Companies	James Schroeder	Piggly Wiggly
Donald Boedeker	F. Dohmen	Kay Kasten	Kohls	Julie Schultz	Rick & Vic's
Diane Bogart	Kohls	John Kenton	Piggly Wiggly	Elaine Schulz	Reward Inc.
Patricia Buhrow	Red Owl	Lawrence Kiefer	Eagle Foods	Edward Sebastian	Food 4 Less
Richard Burkee	Lappin Electric	Wendy Kraus	Cub Foods	Laura Selbach	Eagle Foods
Joseph Busalacchi	Kohls	Diane Langley	Kohls	Kay Skidmore	Cub Foods
Kim Churchwell	Kohls	Denise Larsen	Woodman's	Susan Small	Eagle Foods
Maryann Cierzan	Kohls	Kay Livermore	Woodman's	Vicki Smith	Kohls
Robert Cox	Kohls	Rudolph Marki	Kohls	James Sommer	Kohls
Judith Cullen	Kohls	Eileen Martis	Food 4 Less	Peter Sorenson	Piggly Wiggly
Richard Darling Jr.	Gold's Pick 'n Save	Lawrence Mc Naughton	Kohls	Shirley Steiner	Fleming Companies
James Demerath	Neenah Supermarket	Gregory Micko	Shop-Rite	Timothy Stindle	Kohls
Norma Dibbert	Kohls	Fred Moore	Fleming Companies	Deborah Strecker	Piggly Wiggly
Jean Dubois	Cub Foods	Judith Mueller	Piggly Wiggly	Bobby Thompson	Fleming Companies
Mary Dusha	Kohls	Ronald Nelson	Piggly Wiggly	Richard Tower	Kohls
Judith Ebbott	Kohls	Cindy Neu	Food 4 Less	Linda Van Pool	Eagle Foods
Shirley Elliott	Schnuck Markets	James Olson	Fleming companies	Rebecca Weeden-Kouba	Eagle Foods
Peter Enemuoh	Woodman's	Carol Onnink	Piggly Wiggly	Anne Wegner	A & P
Christine Fintak	Fleming Companies	Judith Paul	Kohls	Sally Wellner	Fresh Brands
Pamela Francisco	Ripon Supermarket	Ronnie Pizzino	Kohls	Janice Wilcox	Piggly Wiggly
Kenneth Fritsch	Kohls	Margaret Rabitoy	Fleming Companies	Robert Williams	Kohls
Walter Gearen	Piggly Wiggly	Donald Rademan	Kohls	George Zasada	Kohls



# Know Your Rights – New Posting Requirement of NLRA Rights

By Mark A. Sweet

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

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

**S**weet 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 legal matter, please 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 legal questions at [contact@UnionYesLaw.com](mailto:contact@UnionYesLaw.com).

As of January 31, 2012, most private sector employers are required to post a notice advising employees of their rights under the National Labor Relations Act. The National Labor Relations Act is premised to a large degree on the following national policy: a free and unfettered right of employees to combine to improve their working conditions benefits our economy, by preventing industrial strife, which interrupts the free flow of commerce. The most important aspect of the Act is embodied under Section 7. It provides in material part:

Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection...

- Section 8(a)(1) of the Act provides the mechanism to ensure that a worker's right to engage in collective bargaining and protected concerted activities is not obstructed by employer action. It provides in material part:
- It shall be an unfair labor practice for an employer to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7.
- Other unfair labor practices are outlined in Sections 8(a)(2),(3),(4) and (5) of the Act. The NLRB has issued a brief and informative guide to the National Labor Relations Act. ([http://www.nlr.gov/nlr/shared\\_files/brochures/basicguide.pdf](http://www.nlr.gov/nlr/shared_files/brochures/basicguide.pdf))

If someone you know is at a workplace without the protection and power of a Union, let the person know the basic rights under federal law - the rights to form a Union, to have a Union, and to support a Union. Individual questions regarding your right to support or form a Union at work may be answered at UFCW 1473's website ([www.ufcw1473.org](http://www.ufcw1473.org)). Sweet and Associates is committed to ensuring that the rights guaranteed to employees and labor organizations are protected to the fullest extent of the law. If you have questions or require more information regarding your legal rights, contact the law firm at [contact@UnionYesLaw.com](mailto:contact@UnionYesLaw.com).

## WPS Corner

By Chad Whiteside

**W**ith the holiday season fast approaching, our lives become hectic, and our attention is drawn to family gatherings, holiday parties, and overall preparation. This often results in workplace issues being the furthest thing from our minds. However, reality is that in ten short months, your collective bargaining agreement will expire and we are therefore in the beginning stages of preparing for negotiations.

By all accounts WPS seems to be well positioned for the future, contracts are being bid out, hiring is occurring, and overtime is available to most who would like it. Despite things looking good from the outside, now is not the time to let our guard down. The current economic times have made contract settlements more difficult to reach with examples here in Wisconsin with large employers such as Harley Davidson, Mercury Marine, and Wolf – Sub Zero.

Despite the tough economic times, UFCW local 1473 has successfully bargained on behalf of its members at several locations including Nestle Gateway and most recently Hormel Foods in Beloit. To achieve these results, UFCW Local 1473 relied heavily on member participation, communication, and solidarity.

Beginning in January, UFCW Local 1473 will hold the first of three proposal meetings at our regular monthly meeting followed by the distribution of contract proposal surveys which will be distributed in the lunch areas of WPS. (dates and times of distribution will be posted on the Union bulletin board in each building).

If you have any questions about the bargaining process, or have an item you would like to be presented for the upcoming proposal meetings, please contact me at 608-221-1401 or 1-800-645-1401.

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**UnionPlus.org/HeatingOil** EdMail

Continued from Page 1

**Child labor law changes**

This summer the legislature approved - and the governor signed - a law that relaxes the standards for workers under the age of 18. This legislation is very important to UFCW Local 1473 because many of our workers in the grocery industry are under 18. The new law eliminates the daily and weekly hour limits for workers between the ages of 16 and 18. This legislation was authored and pushed by the Wisconsin Grocers Association - which includes many owners we bargain with. While this legislation may create opportunities for our younger members to pick up hours - the thought of high school students working longer hours and being asked by a department manager in a grocery store to work even more hours will hurt their academic success and prevent them from exploring other extracurricular options outside of work and school.

**Voter ID**

Later in the summer, Walker signed a bill that would require voters to show identification to vote. This legislation is called "Voter ID." For those members who work in our union Grocery Stores, you can attest to the fact that many of your fellow workers will be barred from voting because of this legislation. Do many of your college-age sisters and brothers at the grocery stores have identification with their current address? Many of our younger and student members change addresses very often and can't afford to get a new ID every time. Scott Walker has prohibited them from voting. This legislation was meant to prevent voter fraud, but the number of actual cases of fraud over the past few years has been insignificant.

Over the next few weeks you will see many commercials on television claiming how Walker has worked with Democrats and worked to create jobs in our state. I believe the people of Wisconsin will see past the rhetoric of the Governor's campaign and look at what really matters - his record, and his actions. I have covered in the column things that Scott Walker has done that will negatively affect your union and - more importantly - will hurt the state that we all love.

Facts - and actions - speak louder than words.

In Solidarity,



John R. Eiden  
 UFCW Local 1473 President  
 UFCW International Vice President

Continued from Page 1

**Cambios de la Legislación laboral infantil**

Este verano, la legislatura aprobó - y el gobernador firmó - una ley que relaja las normas para los trabajadores menores de 18 años. Esta legislación es muy importante para UFCW Local 1473 debido a que muchos de nuestros miembros en la industria de alimentación son menores de 18 años. La nueva ley elimina los límites de horas diarias y semanales para los trabajadores entre 16 y 18 años. Esta legislación fue escrita, e impulsada por la Asociación de Almaceneros de Wisconsin - que incluye a muchos propietarios con los cuales negociamos. Por mientras esta legislación puede crear oportunidades para nuestros miembros más jóvenes en dejarlos laborar más horas - el hecho es que los estudiantes de secundaria que trabajan más horas sean preguntados por su supervisor que si quieren laborar extras horas, hará más daño a su éxito académico y evitara que exploren otras opciones extracurriculares fuera del trabajo y la escuela.

**Identificación del Elector**

A finales del verano, Walker firmó un proyecto de ley que requerirá que los votantes muestren una identificación para votar. Esta ley se llama "identificación de votantes." Para aquellos miembros que trabajan en nuestras tiendas de comestibles del Sindicato, podemos asegurar el hecho de que muchos de sus compañeros de trabajo se les negaran votar bajo esta legislación. ¿Acaso, muchos de sus hermanas y hermanos universitarios, en las tiendas de comestibles tienen identificación con su dirección actual? Muchos de nuestros jóvenes estudiantes cambian sus direcciones muy a menudo y no puede darse el lujo de obtener una nueva identificación cada vez que cambian de dirección. Scott Walker les ha prohibido votar. Esta ley tenía por objetivo evitar el fraude electoral, pero el número de casos reales de fraude en los últimos años han sido insignificantes.

Durante las próximas semanas verán muchos anuncios en la televisión diciendo de cómo Walker ha trabajado con demócratas al igual de cómo ha trabajador para crear empleos en nuestro estado. Creo que la gente de Wisconsin vera más allá de la retórica de la campaña del gobernador y ver lo que realmente importa - su trayectoria, y sus acciones. En esta columna he cubierto lo que Scott Walker ha hecho y que afectará negativamente a su Sindicato y - más importante - le hará daño al Estado a cual nos gusta a todos.

Hechos - y acciones - valen más que mil palabras.

En Solidaridad,



John Eiden  
 UFCW Local 1473 Presidente  
 UFCW Vice - Presidente Internacional

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# Health Savings



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# Solidarity

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To learn more about all the union-made discounts available to you, visit [UnionPlus.org/UnionMade](http://UnionPlus.org/UnionMade)



\* This offer is available only to qualified union members and retired union members. Union identification is required. Credit approval and new two-year service agreement required. Additional lines for family plans, unlimited plans and Unity Plans or plans combining land line and wireless are not eligible. Other conditions and restrictions apply.



# Bowl-A-Thon



# St. Bens





# Green Bay Labor Fest



# Kenosha Labor Fest



# Madison Labor Fest



# Milwaukee Labor Fest



# Retirees Lunch



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