

THE Local 1473 Union Messenger

STRENGTH THROUGH UNITY



VOL. 12 NO. 1

OFFICIAL PUBLICATION OF UNITED FOOD & COMMERCIAL WORKERS UNION, LOCAL 1473

JUNE 2012

IT'S TIME TO HEAL.....



John Eiden
President
Intl. Vice President

On Feb. 11, 2011, Scott Walker introduced his Budget Repair Bill setting off a fire storm in Wisconsin. The Bill stripped workers of their rights to collectively bargain over wages and working conditions. There were massive rallies at the State Capital where Union members stood shoulder to shoulder with people who had never been in a union and weren't necessarily pro union.

What Wisconsin residents didn't realize is that was just the tip of the iceberg. During Walker's first year in office, Wisconsin lost 12,500 jobs, the most of any state in the country. All of our Midwestern neighboring states gained jobs last year, as did 44 of the 50 states. According to a study by a UW economist, Walker's budget plan will cost the state over 21,000 jobs over the next 2 years. The state we all love, can not afford to be dead last in job creation in the country. Then instead of helping unemployed or under employed workers find a job, Walker cut \$56 million dollars in assistance to newly unemployed workers, making it even harder for them to pay their bills and put food on the table.

Walker repealed Wisconsin's Equal Pay Enforcement Act which provided protections for women who experienced wage discrimination in the workplace. Walker proposed repealing Wisconsin's law that requires insurance companies to provide coverage of contraceptives if they offer coverage for other prescription medicines, this is not acceptable. Walker eliminated funding for women's health programs that last year helped 58,000 Wisconsin women obtain preventive care like breast and cervical cancer screenings, and birth control to prevent unplanned pregnancies.

Walker's record on education is hurting hard working middle class families. Walker cut state aid to public schools by almost \$800 million, the largest reduction in Wisconsin history and the second biggest cut to education in the country. Walker's cuts to public schools are far more serious than just the reduction in state aid as changing the revenue cap law reduced funding for schools by \$1.6 billion during the biennium compared to the existing law. Schools will need to cut spending by about \$550 per student. Walker's budget cuts to education have reduced the number of educators in our schools by over 3400, causing class sizes to increase. Nearly 6 in 10 students attend a district in which class sizes have increased. Many schools districts also report eliminating art, music and vocational education classes because of the Walker budget cuts. Walker cut state aid to technical colleges by 30% at a time more Wisconsinites are depending on local technical colleges to provide the job training they need to enter the workforce or obtain retraining to find new jobs.

Let me finish with what many Republicans and Democrats in this State should really be worried about, WISCONSIN'S TRADITION of good government.

Walker has exploited a loop hole to raise more than \$25 million dollars in campaign donations from national far right extremists and individuals associated with big corporate special interests. Walker has accepted \$500,000 from a single Texas donor, another \$500,000 from Beloit billionaire, Diane Hendricks, more than 50 times the normal legal limit. Worst of all, six of Walker's former aides and associates have been charged with 15 felonies and three misdemeanors in the ongoing John Doe investigation.

It is time to start the healing process and getting back to what we do best. Compromise, negotiate and do what's fair for Wisconsinites that just want a helping hand from government not a handout.

Vote on Tuesday, June 5th for Tom Barrett for Governor and Mahlon Mitchell for Lieutenant Governor!

Vote for State Senators in Senate District 13, Lori Compass, Senate District 21, John Lehman Senate District 23, Kristen Dexter and Senate District 29, Donna Seidel

What's Inside:

President Message	1	Stop The Pig	5
Walmart at 50	2	WPS Corner	6
Nestle Report	3	May Day.....	7
Gone Fishing	4	Scholarship Winners.....	8



Let's vote reunite WISCONSIN!



ES TIEMPO PARA SANAR.....

El 11 de febrero de 2011, Scott Walker presentó su proyecto de ley para balancear el déficit presupuestal, cual desencadenó una tormenta en Wisconsin. El proyecto de ley elimina los derechos a negociar colectivamente de los trabajadores del sector público en temas referidos a sueldos y condiciones laborales. Manifestantes se reunieron en el Capitolio de la ciudad de Madison, donde miembros del Sindicato marcharon hombro con hombro con personas que nunca han pertenecido a un Sindicato.

Pero, los residentes de Wisconsin no se dieron cuenta que sólo era la punta del iceberg. Durante el primer año del mandato de Walker, Wisconsin perdió 12,500 trabajos, más que cualquier otro estado en el país. El año pasado, nuestros Estados vecinos del Medio Oeste crearon empleos, al igual que 44 de los 50 estados. Según un estudio realizado por un economista de la Universidad de Wisconsin, bajo el plan de presupuesto de Walker, Wisconsin perderá 21,000 empleos durante los próximos 2 años. Wisconsin, cual todos queremos, no puede darse el lujo de estar en el último lugar en la creación de empleos. En lugar de ayudar a los desempleados o trabajadores infrautilizados a encontrar trabajo, Walker recortó \$56 millones de dólares destinados a ayudar a los trabajadores recién desempleados, haciéndoles aún más difícil pagar sus cuentas y poner comida sobre la mesa.

Walker revocó la Ley de Igualdad en el Pago de Wisconsin de cual provee protección para mujeres que han experimentado discriminación de sueldo en el lugar de trabajo. Walker propuso revocar la ley de Wisconsin que requiere que las Empresas de seguros Médicos proveen cobertura de anticonceptivos si ofrecen cobertura para medicamentos con receta médica, esto no es aceptable. Walker ah eliminado los fondos para los programas de salud a la mujer, cual el año pasado ayudó a 58,000 mujeres de Wisconsin obtener cuidados preventivos, como exámenes de detección precoz de mama y cervical, y método anticonceptivo para prevenir embarazos no deseados.

El historial de Walker con la educación está perjudicando a las familias trabajadoras de clase media. Walker disminuyó casi \$800 millones de dólares de los fondos destinados al apoyo del sistema de educación pública, el mayor recorte en la historia de Wisconsin y el segundo recorte mayor en el país.

Disminuciones de fondos que Walker recortó a las escuelas públicas son mucho más graves que la simple disminución a las ayudas estatales como el cambio de Ley de límite de ingresos redujo los fondos para las escuelas por \$1.6 mil millones durante un periodo bianual en comparación con la legislación vigente. Las escuelas tendrán que recortar \$550 dólares por estudiante.

Reducciones de fondos que Walker ha implementado a la educación ha resultado en la eliminación de educadores en nuestras escuelas por más de 3400, aumentando el tamaño de clases. Casi 6 de cada 10 estudiantes asisten a un distrito de cual los tamaños de clase han incrementado. Muchos distritos escolares han eliminado clases de arte, música y vocacionales debido a los recortes del presupuesto de Walker.

Walker disminuyó la ayuda estatal a las escuelas técnicas por un 30% cuando más gente de Wisconsin depende de tales escuelas para obtener la capacitación necesaria para re integrarse al mercado laboral u obtener una nueva vocación para encontrar nuevos empleos.

Permítanme terminar con lo que muchos republicanos y demócratas en este Estado realmente deben preocuparse, la TRADICIÓN de WISCONSIN... buena gobernabilidad.

Walker se ha aprovechado de unos huecos en la ley para recaudar más de \$35 millones de dólares de fondos para su campaña de los extremistas nacionales de la derecha e individuos asociados con las grandes Corporaciones. Walker ha aceptado \$500,000 de un solo donante de Texas, y otros \$5000,000 de Diane Hendricks, multimillonaria de Beloit, 50 veces más que el límite legal. Lo peor de todo, seis de sus antiguos ayudantes y socios han sido acusados de 15 delitos y tres delitos menores en una investigación secreta que se esta llevando acabo.

Es el momento de iniciar el proceso de sanación y volver a lo que sabemos hacer mejor. Comprometer, negociar y hacer lo justo para la gente de Wisconsin que sólo quieren una mano amiga del gobierno, no una limosna.

**¡ Vote el martes, 5 de junio por Tom Barrett para Gobernador y Mitchell Mahlon para Vicegobernador!
¡ Vote por Senadores del Estado en el Distrito del Senado 13, Lori Compass, Distrito del Senado 21,
John Lehman, Distrito del Senado 23, Kristen Dexter y el Distrito del Senado 29, Donna Seidel!**

Votemos...reunifiquemos a Wisconsin!

Non-Profit
U.S. POSTAGE
PAID
Milwaukee, Wis.
Permit No. 738

printed on recycled paper

United Food & Commercial Workers Union Local 1473
2001 North Mayfair Road
Milwaukee, Wisconsin 53226
Change Service Requested

“Walmart at 50” Nationwide Tour: Madison, Milwaukee and Kenosha



Hundreds of Madison, Milwaukee, and Kenosha, WI residents greeted the Nitro “Walmart at 50” tour as it rolled into town in this month. The groups kicked off the night with a projected screening of Walmart at 50 videos, being collected from associates and community members around the country to show the true impact of Walmart. They were also greeted by a few uninvited cop cars.

“Having the ‘Walmart at 50’ tour come through our town was great,” said Jerry Synowitz, a Walmart employee and OUR Walmart member. “It really started a conversation we need to be having. I was even able to sign up a new OUR Walmart member because of the events.”

“Showcasing these videos was a great way to educate our neighborhood about the potential risks a Walmart will pose on our area,” said Karey Weyenberg, a resident in South Milwaukee. “I’m glad so many people came out to hear these stories and I hope Walmart will change its practices before it tries to set ground in our community.”

The front lawn party was held directly across the street from the proposed location of a new Walmart for the town, giving local community members to chance to voice their concerns and learn more about the impact Walmart has had in other towns. The “Walmart at 50” tour also visited a Walmart store and projected The videos on the side of the building.



RECLAIM WISCONSIN





UFCW Member Discount Tickets

- FREE PARKING
- RAFTING, WATER SLIDES, WAVE POOLS, ENDLESS RIVERS, 12 RESTAURANTS
- SNACK CARTS, GIFT SHOPS & CLOTHING STORES
- INNER TUBE RENTALS - KIDDIE PLAY AREAS

\$28 (tax included)

Regular Price \$39.39 (tax included) Savings of \$11.39



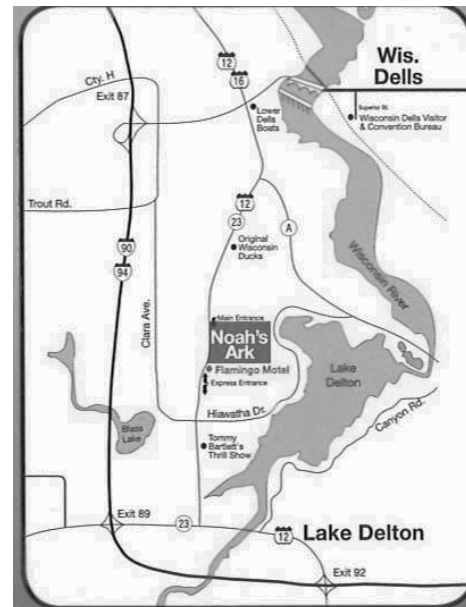
All-Day Unlimited Pass Includes:

Over 80 Family Activates & Rides

The Unlimited Pass offers a complete day of fun in the sun! Starting at 9:00 A.M. and lasting until 8:00 P.M., the Unlimited Use Pass gives you unlimited use of all water activities, motorized rides and mini-golf.

Open daily Memorial Day weekend through Labor Day. Prices, hours and dates subject to availability and certain age/height restrictions. No refunds due to inclement weathers.

Call you Union offices for more information.



Call your nearest Local 1473 office for tickets.

Milwaukee
414-476-1444
800-472-1660

Oshkosh
920-233-0449
800-262-0214



Madison
608-221-1401
800-645-1401

Kenosha
262-652-7037
262-652-7301

Know Your Rights – Worker's Compensation

Protect Your Rights: Report Your Injury Early

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.

No one needs to tell us that the jobs we perform for our employers are physically demanding. Whether working in a food manufacturing operation, grocery store, or office-type environment, we are constantly using our bodies to bend, stretch, grasp, reach, and push or pull objects of varying weights. Unfortunately, this work can and does result in injuries to our bodies.

If you have already suffered an injury, call us to schedule a free consultation. We will help you determine whether you are entitled to compensation under Wisconsin's Worker Compensation law. We discount our attorney fees to members of Local 1473. You do not pay any attorney fees unless we win your case.

If you do suffer an injury, please follow these initial instructions:

Immediately report the injury to your boss. As a general rule, an injury should be reported immediately so that a later claim will not be doubted. A very late report may cause an employer to suspect that the accident occurred at home or, perhaps, not at all. Notice can be given verbally or in writing. It should include (1) the time, (2) the date, (3) type of injury or illness, (4) part of body involved, (5) the circumstances surrounding the injury or the first appearance of disease, and (6) the need for medical attention. If the notice is verbal, you should keep a written record of the information and the person notified in case a question comes up later.

Seek medical care as soon as possible. In emergency situations, this is the first step. In non-emergency situations, do not delay in seeking medical attention. A delay in seeking medical attention raises doubts about the injury being work-related. Tell your doctor about the work you were performing at the time of the injury or the symptoms of a potential injury.

In certain situations, it may be difficult to determine whether you are injured or simply sore. If in doubt, report your symptoms to your boss. For example, if you experience pain in your back, especially if the pain is also felt in your buttocks and legs, report the symptoms to your boss and then seek medical treatment. Write down on paper the work you were doing in the days, weeks, or months immediately prior to the first symptoms

Monitor your symptoms and continue to communicate with your doctor and your supervisor if the condition gets worse or otherwise makes it difficult to perform your job duties. If you miss work as a result of this condition, tell your supervisor you are absent because of what you believe is a work injury. If you miss three or more days due to this condition, and it is determined to be work-related, you may be entitled to compensation under worker's compensation law.

Reporting your injury or symptoms early and seeking medical attention early will make your worker's compensation claim more credible and easier to prove. Delays in reporting your injury or symptoms or delays in seeking medical attention make it more difficult to prove your worker's compensation claim.

NESTLE REPORT Chad Whiteside

Although your collective bargaining agreement expires more than a year from now, preparations for bargaining have already begun. As we have reported in our membership meetings, UFCW 1473 negotiated one of the best agreements with Hormel Foods in large part due to extensive preparation and by engaging the members at Hormel.

As you know, UFCW Local 1473 is committed to doing the same here at Nestle. Organizing Director Brian Romanowich and I have implemented changes including adding meeting dates, having monthly meetings, adding a Nestle column to our newsletter, and changing meeting times to better accommodate members schedules. The response to these changes has been extraordinary, increasing our attendance at monthly meetings.

Our March membership meeting saw one of the most highly attended meetings. At this meeting, the topic of discussion focused on pension, having Mark Mead, our pension specialist available via conference call. This meeting resulted in a wealth of information and answered many questions in addition to comparing the Nestle plan with the UFCW plan.

In the coming months we plan to discuss issues such as the newly enacted changes to Unemployment which were set by Governor Walker and how these changes will impact our members. In addition, we will continue to prepare for upcoming negotiations, opening up the meetings for discussions on contract proposals.

LOCAL 1473

Published quarterly by United Food & Commercial Workers Union Local #1473
 chartered by the United Food & Commercial Workers International Union.

John R. Eiden, President
Grant A. Withers, Secretary/Treasurer
Chad Whiteside, Recorder

OFFICE ADDRESS:
2001 N. MAYFAIR RD., MILWAUKEE, WI 53226
PHONE: (414) 476-1444
www.ufcw1473.org

Vice-Presidents

John R. Eiden
 Grant Withers
 Jake Bailey
 Susan Baren
 Lennita Bernier
 Chuck Countryman
 Linda Denter
 JoAnn Dewart
 Mike Dixon
 Walter Garron
 Rod Hutkowski

Joseph Mikich
 Robert Moreno
 Millicent Patrick
 Patricia Petzold
 Cecilia Prickett
 Jim Ridderbush
 Ellen Rishel
 Brian Romanowich
 James Schroeder
 David Truslow

Union Representatives

Jake Bailey
 Mark Culotta
 Ike Edwards
 Randy Knox
 Francisco Martin
 Cecilia Prickett

Jim Ridderbush
 John Rogers
 Brian Romanowich
 Scott Spearo
 Chad Whiteside

JOHN R. EIDEN
GRANT WITHERS

EDITOR
ASSISTANT EDITOR



GONE FISHING



The following members have recently retired

JAN 2012

Thomas Skaja	Red Owl
William Ertel	Piggly Wiggly
Donald Rolnicki	National
Michael Kubarth	Fleming Companies
Andrew Heinowski	Kohls
Karen Paul	A & P
Susan Matijevich	Woodman's
Susan Timmerman	Fleming Companies
Donald Matera	R & M Kenosha
David Heins	Eagle Foods
Karen Hardtke	Sentry
Jeanne Miracle	Fleming Companies
Kelly Brown	Piggly Wiggly
Eileen Weyh	Eagle Foods
Diane Sazama	Kohls
Allen Zwiefelhofer	Piggly Wiggly
Sheila Watters	Fleming Companies
Larry Zaffrann	Cub Foods
James Woida	Kohls
Linda Whitby	Fresh Brands
Jerry Badger	Pick `n Save
Dave Hartman	Nestle

FEB 2012

Fivi Anghelache	Cub Foods
Debra Dockery	Piggly Wiggly
Debra Schwanke	Woodman's
James Pelletier	Kohls
Thomas Glassman	Fresh Brands
Dale Kjernes	Woodman's
Bogumila Guzinski	Tates Super Valu
Kathleen Thompson	Kohls
Gregory Szuslik	Fleming Companies
Richard Lui	Piggly Wiggly
Charles Witt	Neenah Supermarket
Elizabeth Anderson	Piggly Wiggly
Patricia Santarelli	Piggly Wiggly
Linda Ziebell	Woodman's
Charles Cannistra	Fleming Companies
Ronald Richmond	Woodman's
Carol Werner	Foodtown
Michael Sternig	Kohls
Sandra Boettcher	Piggly Wiggly
Thomas Jedrzejewski	T & T Future
Janet Gulbranson	Cub Foods
Thomas Sorensen	Bob & Jeanne's
Dave Fisher	Nestle

MAR 2012

Mary Jamison	Kohls
Robert Couch	Becker Food
Mary Kocinski	Fleming Companies

Kathleen Schroeder
 Leonard Close
 Salvatore Vella
 Wayne Madsen
 Gary Gilbertson
 Raymond Locy
 Sheryl Jacoby
 William Buchman
 Kenny Chapin
 James Nicoud
 Jeffrey Wilson
 Charles Jacobson
 Pamela Hughes
 Sue Morgan
 Sam Kaprelian
 Carolyn Berg
 Edward Naber
 Barbara Schnuelle
 Christopher Kallenberger
 Keith Maciolek
 Connie Fritsch
 David Recupero
 Peggy Schmitt
 Richard Linnane
 Marjorie Reynolds
 Jimmy Gunderson
 Ken Taylor
 Dean Emerson

APR 2012

Janet Maguire	Sentry
Mary Gardner	Food 4 Less
Michael Skul	Fleming Companies
Huntington JoAnne	Sentry
Michael Spack	Food 4 Less
Kenneth Klarner	Piggly Wiggly
Charles Luebke	Jewel
Paul Bartel	Kohls
Gerald Pynaker	Piggly Wiggly
Charlotte Hopwood	Cub Foods
Ronald Jenkins	Red Owl
Dennis Jurkowski	Kohls
David Breithaupt	Kohls
Deleen Phillips	Food 4 Less
Wallace Palmer Jr.	Cub Foods
Tina Warriner	Ripon SuperMarket
Dennis Unterholzner	Kohls
Debra Breunig	Kohls
Peter Miller	Piggly Wiggly
Dixie Shaw	Cub Foods
Cynthia Morin	Billsyl Sentry
Janet Murray	Piggly Wiggly
Lynn Garvens	Fleming Companies

Kohls
 Piggly Wiggly
 Kohls
 Fleming Companies
 Kohls
 Piggly Wiggly
 Piggly Wiggly
 Piggly Wiggly
 Cub Foods
 Kohls
 Food 4 Less
 Eagle Foods
 Fleming Companies
 Fleming Companies
 Schultz Sav-O
 Woodman's
 Pritzlaff Meats
 Piggly Wiggly
 Kohls
 Schultz Sav-O
 Piggly Wiggly
 Schultz Sav-O
 Kohls
 Kohls
 Kohls
 Nestle
 Nestle
 Nestle

Diana Dopke
 Frances Capelli
 Judy Meyer

MAY 2012

Eileen Bruening	Pick `n Save
Ralph Heikka	Fleming Companies
Jack Schulz	Woodman's
Donna Warner	Tollefson Foods
Frederic Kaems	Kunzelman Esser
Thomas Widlake	Fresh Brands
Jeffrey Haertel	Sentry
Dennis Goffe	Piggly Wiggly
Ronald Colden	Fresh Brands
Gerald Walloch	Kohls
Karen Jacobs	Piggly Wiggly
Michael Volk	Piggly Wiggly
Arthur Unger	Kohls
Mark Pozolinski	Red Owl
Jo Ann Geiger	Fleming Companies
Michael Fischer	Kohls
Grace Strehlow	Becker Food Company
Curtis Carlson	Eagle Foods
Sandra Kotwitz	Fresh Brands
Jeanne Scholz	Kohls
Geraldine Carroll	Penasa Foods
Marlen Moody	Schnuck Markets
Joann Schwanke	Pick `n Save
Wallace Heinze	Kohls
Lola O'Neal	Pick `n Save
Connie Jacobson	Piggly Wiggly
Dennis Michel	Piggly Wiggly
Julie Jerstad	Fleming Companies
Sharon Baxter	Kohls
Shirley Gall	Piggly Wiggly
Dennis Sebranek	Woodman's
Roger Luckow	Fries & Mercier Inc.
Amanda Sexton	Jerry's Foods

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

Penelope Sexton	Pick `n Save
Marie Matrise	Pick `n Save
Steven Szudrowitz	Pick `n Save

Stop The Pig



Grant Withers
UFCW Local 1473
Secretary-Treasurer

In 2009 Piggly Wiggly Midwest (PWM) sold their stores in Appleton and the north side of Sheboygan. Both times the new owners hired less than 50% employees and both times PWM refused to negotiate in good faith with the Union over the sales of the stores or the severance pay of the employees.

In November 2010 an Administrative Law Judge (ALJ) decided, and in April 2011 after the Company's appeal, the National Labor Relations Board (NLRB) in Washington D.C. upheld the Union's win on behalf of our members and former members. Then in September 2011, a week after their contract expired PWM reduced 19 employees from full time to part time causing them to lose their family's insurance as well as causing them to lose income. The hearing for this issue was held in February 2012 before an ALJ of the NLRB. With the transcript from this hearing the NLRB went into U.S Federal Court on March 7, 2012 requesting an injunction against PWM. On April 26th Federal Judge Charles Clevert announced that he is going to grant that injunction against the Company and in favor of the Union, our members and the NLRB.

Our members at Piggly Wiggly have endured some of the most heinous actions one can imagine at the hands of Paul and Judy Butera, the owners and their minions. To put it in perspective for you, of some 27,000 unfair labor practices filed across the country each year, only 30 per year end up with the NLRB seeking an injunction!

In 2009 our members agreed to concessions to help the Company through the tough economy only to have the Butera's wage an all out attack against them and their Union when their contract came up again.

While the Buteras are willing to spend an estimated \$1,000,000 dollars, or more in Attorney's fees, this Company consistently attacks their employees and then wonders why that translates into poor customer satisfaction. It is nearly impossible for our members to keep a smile on their face when every time they turn around their employer is trying to find a new way to screw up their job security through new policies and regressive scheduling practices. Scheduling practices that don't even make sense for customer service!

Paul Butera expressed his philosophy early on when he told the Union that he felt "Only a handful of employees in each store, you know the ones that carry the keys should have insurance (paid by the Company), the rest can get it from the Government." Or another time when he bragged his pockets bulged when he operates non union and they are empty when he operates union. There is one thing Paul and Judy Butera seem to be intent on, that is spending "whatever it takes" to break their employees will, their resolve and their Union, in an effort to line their pockets. What they haven't calculated is the resolve of this Union to fight for the dignity of our members. You see Paul and Judy Butera don't seem to realize that dignity is something you can't buy even if you are extremely wealthy, nor can you steal it, even if you hire all 789 Attorney's at the largest union busting law firm in the United States.

continued on next page

Detengan al Cerdo



Grant Withers
UFCW Local 1473
Secretary-Treasurer

En 2009, Piggly Wiggly Midwest (PWM) vendió sus tiendas en Appleton y la parte norte de Sheboygan. En ambas ocasiones, los nuevos dueños contrataron a menos del 50% de los trabajadores, y en ambas ocasiones, PWM se negó a negociar de buena fe con el Sindicato sobre las ventas de las tiendas o la indemnización por despido de los trabajadores.

En noviembre del 2010, un Juez de Ley Administrativa (ALJ) decidió, y en abril del 2011, después de la apelación de la Empresa, la National Labor Relations Board (NLRB) en Washington, D.C., confirmó la victoria del Sindicato en nombre de nuestros miembros y ex miembros.

Luego, en septiembre del 2011, una semana después de la expiración de su contrato, PWM redujo 19 trabajadores de tiempo completo a medio tiempo, haciendo que perdieran el Seguro Medico de su familia, así como provocando la pérdida de ingresos. La audiencia para este problema se llevó a cabo en febrero del 2012 ante un juez de derecho administrativo de la NLRB. Con la transcripción de esta audiencia, la NLRB fue al Tribunal Federal de los Estados Unidos el 7 de marzo del 2012, solicitando una orden judicial contra el PWM. El 26 de abril, el juez federal Charles Clevert anunció que concedería el requerimiento judicial contra la Empresa y en favor del Sindicato, nuestros miembros y de la NLRB.

Nuestros miembros en Piggly Wiggly han sufrido algunas de las acciones más atroces que uno puede imaginar, a manos de Paul y Judy Butera, los propietarios, y sus secuaces. Para ponerlo en perspectiva para usted, de unas 27,000 prácticas laborales injustas denunciadas en todo el país cada año, sólo 30 por año provocan una orden judicial de la NLRB!

En 2009, nuestros miembros estuvieron de acuerdo con las concesiones para ayudar a la Empresa a través de la difícil situación económica, sólo para que los Butera lanzaran un ataque en contra de ellos y de su Sindicato, cuando el contrato volvió a surgir.

Mientras que los Butera están dispuestos a gastar un estimado de US\$1,000,000 o más, en honorarios legales. Esta Empresa ataca constantemente a sus trabajadores y luego se pregunta por qué eso se traduce a la mala calidad de servicio a los clientes. Es casi imposible para nuestros miembros mantener una sonrisa en la cara, cuando su empleador está constantemente tratando de encontrar una nueva forma de acabar con su seguridad en el trabajo a través de nuevas políticas y prácticas regresivas con los horarios de los trabajadores. Estas técnicas usadas para programar los horarios de los trabajadores ni siquiera tienen sentido para el servicio al cliente!

Pablo Butera expresó su filosofía desde el principio cuando le dijo al Sindicato que sentía que "Sólo un puño de trabajadores de cada tienda, los que llevan las riendas, deben tener Seguro Medico (pagado por la Empresa), el resto lo puede obtener a través del Gobierno". O en otra ocasión en la que presumió de tener los bolsillos llenos cuando hace negocios independientes, y vacíos cuando trata con el Sindicato.

Hay una cosa que parece ser la intención de Paul y Judy Butera, y es gastar "lo que sea necesario" para acabar con la determinación de sus trabajadores y su Sindicato, en un esfuerzo por llenar sus bolsillos.

Pero no han pensado en la determinación de este Sindicato de luchar por la dignidad de nuestros miembros. Pablo y Judy Butera no parecen darse cuenta de que la dignidad es algo que no se puede comprar, aún sean muy ricos, ni se puede robar, incluso si contratan a 789 abogados de todas las firma de abogados mas grande de los Estados Unidos.

The Company's attorneys, at least the five at the Federal Court trial argued in part that President Obama didn't have the right to make recess appointments to the NLRB when the republicans refused to appoint those he had nominated. They are also arguing this to the United States 7th Circuit Court of Appeals in their appeal of the decision. In other words, they argue that the Government agency that has protected worker's rights to be part of a union since 1935, nearly 80 years, should not have the authority to hold employers, or unions for that matter, accountable for bad behavior. These are laws that have been accepted and endorsed by republicans and democrats alike, not something new or radical. These laws were passed to prevent the violence against workers when they supported a union and provide labor peace.

So you need to ask yourself, if they are willing to obstruct and roll back laws from 80 years ago what could possibly prevent them from rolling back any laws. When they talk about "big Government" aren't they just talking code for every agency that protects common hard working folks and their families, and every public employee except the military. They don't seem to have a problem giving tax breaks to the very wealthy and corporations but when a citizen needs a hand up, that's welfare? Why is it that we are told the wealthy will only respond if we shower them with more money through tax breaks, while the poor and soon to be poor middle class are portrayed as lazy when they are in need. I believe we have seen more of the latter because we are closer to their circumstances so it is easy for us to generalize. How many filthy rich do you know? How many of them inherited their wealth?

Los abogados de la Empresa, por lo menos los cinco presentes en el juicio ante el Tribunal Federal argumentó, en parte, que el Presidente Obama no tiene el derecho de hacer nombramientos en receso de la NLRB, cuando los republicanos se negaron a nombrar a los que él había nominado. También están discutiendo esto ante la 7ma. Corte de Apelación de los Estados Unidos en su apelación de la decisión. En otras palabras, argumentan que la agencia del gobierno que ha protegido los derechos de los trabajadores a ser parte de un sindicato desde 1935, hace casi 80 años, no debería tener la autoridad para hacer que los empleadores o los sindicatos para el caso, sean responsables por mal comportamiento. Estas son las leyes que han sido aceptadas y aprobadas por republicanos y demócratas por igual, no es algo nuevo o radical. Estas leyes fueron aprobadas para prevenir la violencia contra los trabajadores cuando apoyan a un Sindicato y fomentan la paz laboral.

Así que hay que preguntarse si están dispuestos a impedir y volver a las leyes de hace 80 años, lo que podría evitar que reviertan las leyes. Cuando se habla de "gran Gobierno", no estarán en código por cada agencia que protege a personas comunes que trabajan duro y a sus familias, y cada trabajador público, excepto los militares. No parecen ser un problema el dar incentivos fiscales a los muy ricos y las grandes corporaciones, pero cuando un ciudadano necesita ayuda es considerado pedir asistencia pública. ¿Por qué se nos dice que los ricos sólo responderán si se les gratifica con más dinero a través de incentivos fiscales, mientras que los pobres y los de clase media, que también pronto serán pobres, son considerados perezosos cuando están en necesidad. Creo que hemos visto más de lo último, porque estamos más cerca de sus circunstancias por lo que es fácil para nosotros generalizar. ¿Cuántas personal multimillonarias conoce usted? Cuántos de ellos han heredado su riqueza?

Know Your Schedule

By: Mark Culotta

The Local Union Offices have been receiving more and more calls regarding members maintaining their average hours of work. During these continuing rough economic times and period of slow but steady growth, our members are advised to do everything possible to maintain their average hours for their status of employment.

If we start to limit our availability and only give the employers a small window to schedule us, it could have a negative impact on your wages and benefits. Please read your contract and be sure you are maintaining your correct status because each company is a little bit different, and no one can afford to lose their insurance coverage or even possibly drop to a different pay grade.

Hopefully, we are now going to see some business coming back to the stores. It has been a slow process but I think things are starting to pick up.

So please check your schedules closely and be sure you are being scheduled in accordance with your seniority and availability, but be sure you don't limit yourself to the point of having a negative impact on your status.

As always, please feel free to contact your representative with any questions regarding your schedules.

Wisconsin UFCW Health Plan			
	Jan	Feb	March
Loss of Time	\$2,578	\$4,185	\$6,213
Medical	\$120,433	\$131,672	\$271,853
Prescriptions	\$59,819	\$47,493	\$74,328
Denta	\$15,587	\$8,838	\$15,848
Your Union At Work			
	Jan	Feb	March
Grievances Filed	76	92	85
Members Returned to Work	7	12	12
Back Wages paid out to Members	\$84,208	\$22,221	\$6,265

WPS CORNER

Chad Whiteside

As we near the expiration of your collective bargaining agreement this October, preparations for negotiating your new contract are well underway. Several weeks ago, Union Stewards from each campus and me had scheduled times for distribution of surveys in the lunchrooms. At the very least, the response we received is overwhelmingly positive. Stewards have commented that the enthusiasm about negotiations is something they have not witnessed before.

The positive energy that surrounds this set of negotiations is encouraging because contract settlements can be difficult to reach. The surest way to obtain a fair and equitable settlement is through solidarity. The importance of solidarity is highlighted by members of all Unions coming together to support our Government workers who's rights to have a contract are under attack by Governor Walker.

This set of negotiations present a unique set of challenges. We are emerging from the worst recession in history, which has set the stage for an extremely competitive market for WPS, making procurement of contracts more difficult. We are confident that we can work through these challenges with the support we have seen.

Over the next few months, we will continue to finalize our proposal for presentation in bargaining. Our membership meeting on May 23 will be the last of three proposal meetings, at which point we will have a special meeting with your Union stewards to review all the information gathered and put together a comprehensive proposal based on your input. After completion of the comprehensive proposal, we will hold a final meeting with you to address the details of the proposal likely at the end of July, or beginning of August.

If you have not yet returned your proposal survey, there is still time to do so. Completed surveys may be submitted to a steward in your area, or can be mailed to UFCW Local 1473, 1602 S. Park St. Room 103, Madison, WI 53715.

Lastly, if you have questions about the collective bargaining process or if you have a concern that was not mentioned on your questionnaire, please feel free to call our office at 608-221-1401 or my cell phone at 608-669-6592.

May Day



UFCW MEETING NOTICES

AUGUST 2012

KENOSHA AREA

Date: Wed., August 8, 2012
 Time: 6:00 p.m.
 Place: Union Club
 3030-39th Avenue
 Kenosha, Wisconsin

RACINE AREA

Date: Thurs., August 9, 2012
 Time: 6:00 p.m.
 Place: Union Hall
 1840 Sycamore Avenue
 Racine, Wisconsin

GENERAL MEMBERSHIP MEETING

Date: Mon., August 13, 2012
 Time: 6:00 p.m.
 Place: Union Office
 2001 N. Mayfair Road
 Milwaukee, Wisconsin

16TH ANNUAL SCHOLARSHIP WINNERS ANNOUNCED

This year's winners of the Peter P. Voeller Scholarships are Allison Bembenek who is employed at Pick n' Save in New Berlin and Adam Mikkelsen who's mother is employed by Hormel Foods in Beloit.



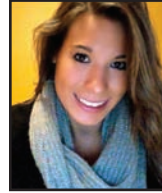
Allison Bembenek – My name is Allison Bembenek. I am currently a senior at Eisenhower High School in New Berlin, Wisconsin. I will be attending Waukesha County Technical College this summer to attain my certified nursing assistant degree and will be pursuing an associate's degree in nursing in the fall. I am currently working part-time at Pick n Save in New Berlin. In my leisure time I enjoy being with friends, watching movies, and going to the beach.



Adam Mikkelsen – My name is Adam Mikkelsen and I am the son of Kurt and Dena Mikkelsen. My mom is employed by Hormel Foods in Beloit, Wisconsin. I attended Beloit F.J. Turner High School and graduated in 2010. I then attended UW Rock County in Janesville, Wisconsin for two years and I am transferring to the Milwaukee School of Engineering in the fall of 2012 for Mechanical Engineering. Some of my interests/hobbies are cars, electronics, sports, outdoor activities and woodworking.



Kevin Borchert – Kevin has been working at the Mt. Pleasant Pick N' Save on North Green Bay Road since August 2010. He graduated from Racine Case High School in June 2012. Kevin will be attending Milwaukee Area Technical College in Mequon pursuing an Associate Degree in Automotive Technology. Kevin spends most of his free time at car shows and automobile racing events. Thanks to UFCW Local 1473 for the Scholarship.



Amanda Jacobson – My name is Amanda Jacobson. I am the daughter of Debbie Jacobson, who is employed at the Piggly Wiggly on 80th street in Kenosha. I graduated from Bradford High School in 2010 and went on to the University of Wisconsin Oshkosh. I am currently a sophomore pursuing a Bachelor of Fine Arts degree with an emphasis in Graphic Design. I hope to someday do layout design and would love to live in Chicago. In my free time I enjoy running, baking, and hanging out with friends. I would like to thank the UFCW for this contribution towards furthering my education.



Krystal Sennholz – My name is Krystal Sennholz. My parents are Darrell Sennholz and Lori Wood. I will be graduating from George Nelson Tremper High School in June 2012 with an honors diploma. I will be attending University of Wisconsin - La Crosse in the fall and be majoring in Physical Therapy. At school I participate in National Honor Society, Student Government, Italian Club, and Band of the Blackwatch. In my spare time, I enjoy reading, being outside and hanging out with friends and family.

The names of the eighteen (18) regional prize winners that were randomly drawn are listed below:

Region #1 award winners are:



Nathan Bayer – My name is Nathan Bayer. I am a graduate of Pius XI High School in Milwaukee Wisconsin. I am currently working at the New Berlin Pick n' Save, and I have recently celebrated my 3 year anniversary of working at this location. In addition, I am a secondary English education major, as well as a special education major at Cardinal Stritch University. For fun I play percussion and enjoy many different sports. Thank you very much for awarding me with this wonderful scholarship!



Jared Bratchett – My name is Jared Bratchett and I'm a senior at Menomonee Falls High School. Through out high school I played basketball, football, and participated in various activities such as Link Crew and Diversity Club. I have been working at the Menomonee Falls Super Pick n' Save since the end of my sophomore year. This fall I will be attending UW- Whitewater, majoring in accounting. My goal is to get my Bachelor of Business Administration (BBA) degree in accounting as well as my Master of Professional Accountancy (MPA) degree in 5 years. Thank you so much for selecting me, this scholarship will help me bear my tuition and other college costs.



Justin Lange – My name is Justin Lange, son of Mike Lange, and Michelle Catalano. I graduated from Pius XI High School back in 2009. I am currently a full time student at Arizona State University and working on receiving a degree in Journalism and Communications along with a minor in Tourism. With my degree and minor, I hope to one day work for an airlines company in the department of flight operations. I currently have two jobs. My full time job is a golf outside service worker at The Country Club at D.C. Ranch in North Scottsdale, and my part time job is ice hockey official for USA Hockey. I enjoy spending my free time out on the golf course with friends or in the hockey rink playing pick up hockey. I also enjoy just hanging out and enjoying life with my friends and family.



Sydonia Lucchesi – I'm Sydonia Lucchesi, daughter of Michael Lucchesi of Outpost Natural Foods. I graduated from Milwaukee High School of the Arts in 2010, and have spent the last two school years at the University of Wisconsin-Milwaukee. I've declared an Inter-Arts major, with my focuses being Technical Theatre (specifically Stage Management) and Film. I've been working in local theatre since my senior year of high school, and I'm currently stage managing two different shows.



Eneida Spaho – My name is Eneida Spaho and I will soon be a graduate of Cudahy High School. In the fall I plan to attend UW-Milwaukee and eventually earn a criminal justice degree. I enjoy spending my free time hanging out with my friends, wrestling, fishing, and reading.



Mehmet Stermolli – I came to this country when I was seven, not knowing a single English phrase, but after the outstanding help and support I received from my teachers, peers, and family, I have achieved high standards in both school and sports. I graduated from Cudahy High School in June of 2011 and am currently a freshman at the University of Wisconsin-Madison. I've always enjoyed science classes especially chemistry and that's why I have chosen to pursue a career in pharmacy as a retail pharmacist. Paying for higher education is rather costly and I am very grateful for receiving this scholarship and I would like to thank everyone at UFCW Local 1473 Scholarship Committee!

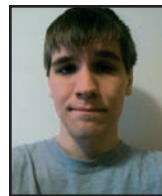
Region #2 award winners are:



Natali Aranda – My name is Natali Aranda, daughter of Monica Hernandez & Ignacio Aranda who is employed at Strauss Brands, Inc. I go to Horlick High School in Racine and will be graduating with honors this June. After graduation I will be attending UW Eau Claire. Currently I am undecided on a major but would like pursue a career in the Medical Field. Soccer is one of my passions and I hope to continue playing while at UW Eau Claire. Outside of school I enjoy spending time with my friends & family when I am not working. Thank you UFCW for this scholarship!



Mike Bojic – My name is Mike Bojic and I will be graduating from Case High School in Racine in 2012. I have been working at Piggly Wiggly since November 2010. I plan on attending UW-Parkside to pursue a degree in Criminal Justice. I enjoy working out and hanging out with friends.



Justin Bailey – Hello, My name is Justin Bailey. I will be graduating from Sun Prairie High School in June 2012. I plan to attend Madison Area Technical College for 2 years and transfer to UW-Madison. I plan to major in Journalism and become a NFL article writer. I enjoy playing basketball, football, flag-football and video games. I am a huge NFL fan and love spending time with friends and family.



Katherine Jaroch – My name is Katie Jaroch and I graduated high school in 2010. I went to Berlin High School where I was in soccer for 3 years and also on dance team for 2. I now go to Edgewood College in Madison and I am a sophomore. My major is Early Childhood Education: Special and Regular with a minor in Ethnic Studies. I also work at Phil's on campus which is one of the cafeterias. I am part of a program called LEAP 2 College where I write a letter every month to a girl that is second grade. I talk to her about college and let her know that it is a great opportunity and that it is a lot of fun. I am also part of the campus ministries. After I graduate I want to teach kindergarten. I like to go horse back riding, dance, and four wheeling.



Kayla Okerglicki – My name is Kayla Okerglicki, and I am the daughter of Paul and Tina Okerglicki. I graduated from Stanley-Boyd High School in 2011, and am now near the end of my freshman year of college. I completed my first semester at UW-River Falls and then transferred to UW-Eau Claire for the second semester. My major is communicative sciences and disorders, and I plan on going on to receive my master's degree so I can become a school speech pathologist. I am currently working as a lifeguard and water safety instructor two different organizations and babysitting. In my free time I enjoy running and hanging out with friends.



Jason Pak – My name is Jason Pak and I graduated from Parker High School in 2011. I am attending the University of Wisconsin Rock County. I will be transferring to either UW-Whitewater or UW-Madison. My major is between Business and Engineering at the moment. I will be working toward a Master's degree. I am involved in sports and mentoring.



Chotima Phan U Kam – My name is Chotima Phan U Kam. I'm originally from Thailand and I have been in the USA since August, 2007 and I graduated from Stevens Point Area Senior High School (SPASH) in 2010. I am currently attending at Mid-State Technical College. I am majoring in IT-Network Specialist. I love technology and I dream to become a computer professional some day and I would like to open a Thai restaurant because I enjoy cooking Thai foods so much. In my spare time, I like to listen to music, sing, play outdoor sports, and I love to play and do school work on the computer, surf the internet and talk with friends in Thailand. My goal after I finish school is to work with a professional and unique computer company and my biggest goal is to have my own computer business. Thank you for the scholarship and for being a part of making my dreams come true.



Trevor Ring – My name is Trevor Ring. I am a senior at McFarland High School in McFarland, WI. My work experience includes McFarland State Bank in McFarland and Culvers of McFarland. They both have taught me a lot. I am going off to Michigan State University in East Lansing, MI in the fall of 2012 and intend to receive a major in Accounting. Working out, running, and playing tennis are activities I enjoy to do in my free time.



Michelle Schuh – My name is Michelle Schuh and I am the daughter of Mike and Nancie Schuh. My mom is an employee at Woodman's Market in Appleton. I am a 2012 Freedom High School graduate where I participated in pep band, concert band, Jazz Band, volleyball, soccer and Spanish club. I will be attending Edgewood College in Madison pursuing a degree in Education and also playing volleyball for the Edgewood Eagles! In my free time I like to play volleyball, soccer, go fishing with my dad, hang out with friends and go on mission trips with my youth group from church to help the less fortunate. I wish to say thank you to UFCW Local 1473 for this wonderful scholarship which will help fulfill my dream of becoming a teacher!