

EXTRA! EXTRA!

READ ALL ABOUT IT

FAIR SCHEDULING LAW EXPECTED TO MAKE HISTORY.



Fair Work Week legislation (Senate Bill 828) is expected to be signed into law by the end of the summer, making Oregon the first state in the nation to offer schedule predictability for employees in the food service, hospitality, and retail industries. (Washington: we're turning our eyes to you!) This is expected to impact hundreds of thousands of people across Oregon.

Such an achievement was not a quick win, nor was it done lightly. How did the Oregon Legislature pave the way for Fair Scheduling? It came down to crossing partisan bridges, proving that even in today's emotionally charged political climate, it's possible to find ways to compromise that can result in real change for working families. With 77% of Oregon Senators and 72% of Oregon Representatives behind the bill, it's fair to say that this legislation garnered impressive bipartisan support.

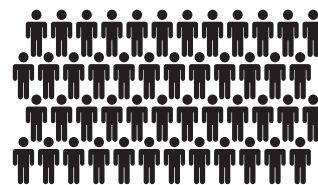
“ ... first in the nation ... ”

Large employers (defined as those with at least 500 employees worldwide) will be required to begin phasing in the Fair Work Week next year. Beginning in July of 2018 these large employers must give their Oregon employees written work schedules one week before the start of the work week. This advance notice requirement will increase to two weeks in July of 2020.

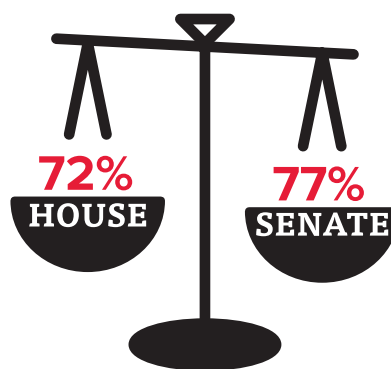
The law's other provisions also take effect in July of 2018; they:

- require at least a 10-hour break between shifts (no more involuntary “clopenings!”)
- offer predictability pay for unplanned schedule changes, and
- provide the “right to request,” allowing employees to express scheduling preference with no retribution.

“ ... hundreds of thousands of people across Oregon. ”



This will be a quality-of-life game-changer for so many of us. Local 555 members: YOU made this happen. A particularly huge thank you goes out to those many, many members who support 555's Active Ballot Club. Without the ABC, none of us would have first day sick pay or minimum wage legislation. Both of those legislative wins helped to foster a higher expectation for workers' rights that led to upcoming scheduling protections.



Thank you to all 555 members for standing together to bring this much-needed change to Oregon.

In solidarity,

LOCAL 555

REMINDER: The UFCW Local 555 Union Officers Election will be conducted on **Thursday, September 7, 2017.**

Ballots will be mailed to all active members on **August 18, 2017.**

Be sure to call **503-214-5347** or **1-888-280-0710** if you did not receive a ballot or if you would like to request a replacement ballot.

You must send your completed ballot by mail so that it will be received by **noon on September 7, 2017.** Be sure to exercise your important membership right and vote!

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Contacting UFCW

UFCW staff can be reached during business hours at **503-684-2822** or **800-452-8329.**

Please send any correspondence to our mailing address: **P.O. Box 23555 Tigard, OR 97281.**

The UFCW fax number is **503-620-3816.**

www.ufcw555.org

Back to School



MEMBER 2 MEMBER

UFCW Local 555's Member Assistance Program

Visit us online at ufcw555.org/m2m to donate or to submit nominations for member assistance.

Our Member 2 Member assistance program is accepting donations and nominations for our new School Supply Drive to help relieve back-to-school financial stress for eligible Local 555 members.

All nominations must be in by **August 25th**. Donations always accepted!

TO DONATE:

- Donate at ufcw555.org/m2m or
- Drop new, unused school supplies off at the Tigard office. We accept the following: *Spiral notebooks, 3-hole punched paper, composition notebooks (wide and college ruled are acceptable), #2 pencils, pens (black, red, blue), pencil pouches or boxes, clear Elmer's glue, folders (any color, any style), 24 ct Crayola crayons, bold or*

fine-tip Crayola markers, colored pencils, rulers, scissors, protractors, packets of tissues, packets of wipes, highlighters, calculators, dividers, index cards.

TO NOMINATE:

- Nominate at ufcw555.org/m2m or
- Contact m2m@ufcw555.org if you need a paper copy of the nomination form.

Thanks For M2M Support!



At an annual summertime ballgame, generous Eugene-area 555 members raised a grand total of \$375 to be used for Member2Member donations. Many thanks to all who came out and to all who donated! Your dollars will be used to buy school supplies for the children of members who could use some extra support as school begins again. Local 555: standing together, Union Proud!



UFCW Local 555 Years of Service

OUR MEMBERS ARE OUR GREATEST STRENGTH. CONGRATULATIONS ON THESE MILESTONES!

45 YEARS

Mary Lechleitner

25 YEARS

Vernon Freed

Teresa Peterson

Jenna Plant

Proum Pol

20 YEARS

Sixto Avila

Bambi Bielefeld

James Harvey

Christine Huseby

James Manser

James McGrane

Bounthian (Boun)
Phounsavath

Laurel Trunnell

15 YEARS

Eileen Baugh

Dolores Bautista

Rosalio Briones

Joshua Brown

Tracy Clough

Dustin Denner

Lamar Dewayne Gipson

Wendy Godel

John Greer

Bahra Kljucanin

Melissa McVey

Hillary Morris

Gloria Mulberry

Heidi Pendleton

Kristine Reasor

10 YEARS

Richard Bacon

Debra Ball

Sean Beber

Joyce Blackburne

David Brogden

Andrew Canoy

Cameron Carter

Janet Chen

Bryce Coleman

Marcia Cook

Mashhoor El-Bavati

Ron Forbes

Meijuan Guan

AJ Hamam

Carlton Hammond

Debra Heywood

La Donna Hollenbeck

Laura Holstein-Colonia

Jeffery Hughes

Sandy Johnson

Jordan Juggert

Sergey Konopatskiy

Angela Lauzis-Oliver

Feng Li

Carol De Maris

Salvador Martinez

Genevieve R.F. McEchron

John McVeigh

Heather Mindemann

James P. Mlady

Laura Morrow

Christina Mudica

Soloman Narvarte

Josette Niece

Kasandra Pelton

Kenyon Pope

Jordan Purvis

John Richer

Lewis Schmidt

Shane Shelton

Irene Christine Soles

Jolene Snow

Christopher Spriggs

Sandra Tesky

Angel Tompson

Terry Wayne

Breauna White

Sandra Williams

Candy Williamson

Sarah Wilson

Run Wu

Rong Xie

5 YEARS

Joshua Ackerman

Rikki Adams

Kameron Anderson

Cindy Bailey-Duncan

Pamela Baines

Clemente Barnett

Suzanne Beck

Linda Berger

Teresa Bounds

Greg Brennan

Terry Briggs

Jan Brown

Purnima Buck

William Campbell

Lydia Carlson

Andrew Clemens

Debra Coleman

Justin Cortado

Randal Davis

Marc Ellis

Renee Evans

Daniel Fontana

Jose Garcia-Garibay

Scott Geiger

Lori Greenwood

Christian Guifarro

Randall Hall

Nanette Haney

Kurt Heilman

Dustin Helzer

Jesus Hermosillo

Jacqueline Huggins

Jason Ingalls

Brandon Rosen Krance

Crystal Irish

Timothy Johnson

Tiffany Lee

Ignacio Lopez

Miguel (Mike) Lopez

Robert Lopez

Nolan Maddox

Rachel Mc Gowan

James Mc Mahan

Karen Marquez

Danielle McNally

Dolored Miguel

Michael Mulcahy

Eddy Needles

Amber Nilsen

Patrick Okeefe

Jonathan Oviatt

Michael Robinson

Donna Patterson

Jesse Pekaitiw

Mathew Perlenfein

Mochael Peterson

Tessa Peterson

Rica Schlosser

Alvina Schukin

William Shaw

Amy Shorr

Gavin Simpson

Carmen Smith

Susan Sullivan

Frank Templeton

Delaney Terpening

Antonio Ulibarrio

Kayla Vandolah

James Watson-Rich

Brandie Weddle

Vicki Whitten

Michelle Wilken

Shelby Williams

Garrett Wright

Jordan Yeager



Grievance update:

GRIEVANCES FILED YTD 2017

81

MONEY RECOVERED YTD 2017

\$97,999

MEMBERS RETURNED TO WORK YTD 2017

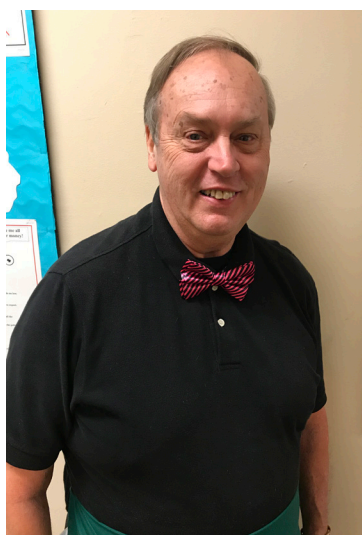
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UFCW 555

Member Spotlights

“Thanks to UFCW 555 and my coworkers for the option to participate in Lobby Day and get my coworkers to sign ballot initiative petitions to help change legislation on Fair Work Week. I am thankful to be part of Local 555 to make members’ lives better.”

BRUCE YORK, MCKENZIE ALBERTSONS



Ben Hobbs has been a supportive and proud Union member since February 2002. Well-liked and respected by his fellow employees, Ben was just honored by Fred Meyer as the “Employee of the Quarter!” Congratulations, Ben, and thank you for your help in organizing ClickList employees!

BEN HOBBS



11-year-old Frankie Rutigliano plays ball for the Southern Oregon Generals Travel Team and is shown here throwing the first pitch at a Medford Rogues ball game. Strike! In the second picture he is out with Dan Gibson (his very proud Grandpa) at UFCW Member Appreciation Night. Dan has worked at Sherm’s Thunderbird Markets since 1977 and has been a UFCW member for 40 years. Thanks for being a part of the Local 555 family, Dan and Frankie!

DAN GIBSON AND FRANKIE RUTIGLIANO



“My schedule changes all the time, even after they have been posted for the next two weeks. We need this Fair Work Week bill to hold the companies accountable.”

SALLY WARDLAW, CORVALLIS FRED MEYER



Emery Mims works at the Oregon City Albertsons and has been a member for over 38 years. He is glad to have access to Local 555’s healthcare and pension plan. He intends to work for a few more years and he appreciates the role his seniority plays in getting a good schedule and good hours.

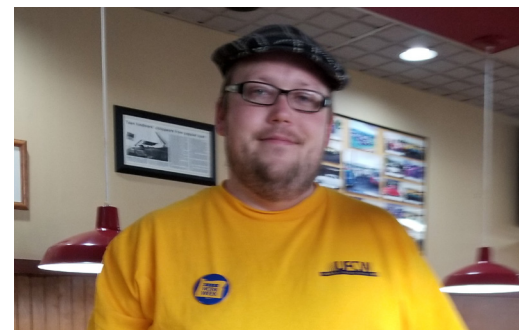
EMERY MIMS, OREGON CITY ALBERTSONS



“We are done being a just-in-time indentured workforce!”

Jeff Anderson, Secretary-Treasurer of UFCW Local 555

on the passage of Fair Work Week legislation



“I’m proud to have the backing of Local 555. They have done so much for living wages & fair scheduling in the state of Oregon and I’m looking forward to stewarding and organizing new workers! Let’s raise those journey wages next time!”

ERIC GROSS, THE DALLES FRED MEYER



“I have been with Safeway almost three years. Since the fuel station position in Junction City has gone Union, I have a pension, better insurance, and if I work more than eight hour in a day, I get overtime. I would like to thank UFCW Local 555 for what they do for me and my coworkers, and for fellow Union Members.”

HENRY MULLER, JUNCTION CITY SAFEWAY

Member Jessyka Gayewski receives her \$250 International ABC Impact gift card from her Representative Tera Martinez. Jessyka joined the Active Ballot Club to help people in her community, her coworkers, and fellow Union Members. The Fair Work Week legislation was really important to Jessyka because it will help people get that extra time off between shifts. She looks forward to knowing that her ABC dollars will continue to help working families with future legislation.

JESSYKA GAYEWSKI, BAY AREA HOSPITAL



“My name is Linda Strange and I’m a checker at the Battle Ground Albertsons. I started my career at Safeway in Carlsbad, New Mexico, where I worked as a SOM for five years and was also an alternate steward. I moved here two years ago to be closer to my family. I’ve always enjoyed being a union member because it gives us a voice in the workplace, inexpensive insurance, representation, and consistent pay raises. Having the Union in the store is new to a lot of people but I think they’ll end up wanting to have us here in the long run. I think it’s a good thing to have negotiated contracts instead of going years without a pay raise. Today more than ever we need to keep the union around and I want to play my part and help my coworkers by being the steward at Albertsons 592. When I’m not working I enjoy relaxing at home or going for a good hike as a chance to enjoy being outdoors.”

LINDA STRANGE, BATTLE GROUND ALBERTSONS



“Being a Union member and part of the Union Family has given me the opportunity to better my life and my career. I started off in 2002 in the Carpenters’ union and am now part of UFCW Local 555. The vacation and benefits give me peace of mind, knowing that the Union cares about me and my family, in more ways than one. Thank you for caring about us and GO UNION!”

ANDRE BORREGO, HOOD RIVER SAFEWAY



“We’ve been part of the UFCW Local 555 for almost two years now. In that time, I have seen an immense amount of positive change. It feels good to see coworkers feeling more empowered and letting their voices be heard by management. Going forward, I am certain we will continue to see positive and productive growth with the Union on our side.”

DEVON MELVIN, HILLSDALE FOOD FRONT

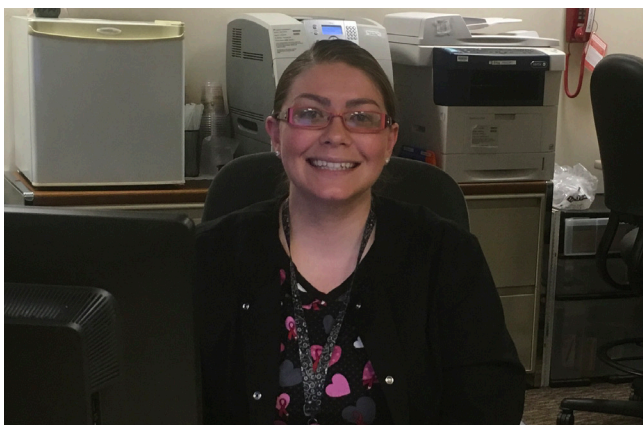


“I want to thank UFCW Local 555 for all their hard work on Fair Work Week law. I know how this law will change my life and my family’s life. All my brothers and sisters in 555 will benefit from this.”

GUSS FOWLKS, SANTA CLARA ALBERTSONS



We would like to thank Sherm’s for being a great place to work. We feel like we are part of a big family and like having a place we enjoy working at. We also want to thank UFCW 555 for being a part of our family. The Union makes us feel like a part of an even bigger family, with all our brothers and sisters.



“I’ve been with Kaiser for 4 years (working at the SMC check-in desk) and am a proud Union member. I’m prepared to stand with my Union Brothers and Sisters at our upcoming bargaining.”

LAURA MERCADO ALVAREZ, SUNNYSIDE KAISER



“I have been a UFCW Union member for many years. Most recently I joined the negotiation team and became a shop steward. By becoming a more active member I have realized more benefits of the Union.”

VARESSA ELLIS, BAY AREA HOSPITAL



“Just want to thank everyone involved for their work in Salem on the Fair Work Week to make scheduling better for all Oregon workers. UFCW strong!”

**SHAWNNA MEYER,
CENTRAL POINT
ALBERTSONS**



“My name is Tiffany Baumhardt and I have been a UFCW member since 1993. I am proud to have participated in the lobbying for Fair Work Week. As a healthcare professional, it is clear that the stress of not knowing your schedule takes a toll on an individual and on their family. Thank you to our Union for leading the way and demanding advance notice of work schedules. This will go a long way for working families.”

TIFFANY BAUMHARDT, KAISER NORTHWEST



“All of us deserve more than a couple days’ notice of our work schedule. How else can you plan childcare? Go to school? Schedule medical appointments? Hold down a second job? Oregon’s Fair Work Week bill is a commonsense solution to an everyday problem facing workers in every town, city, and state across America.”

Dan Clay, President of UFCW Local 555

on the passage of Fair Work Week legislation

**We hold on to our benefits by sticking together:
union strong and union proud.**

GUEST COLUMN

Together, We Make A Difference

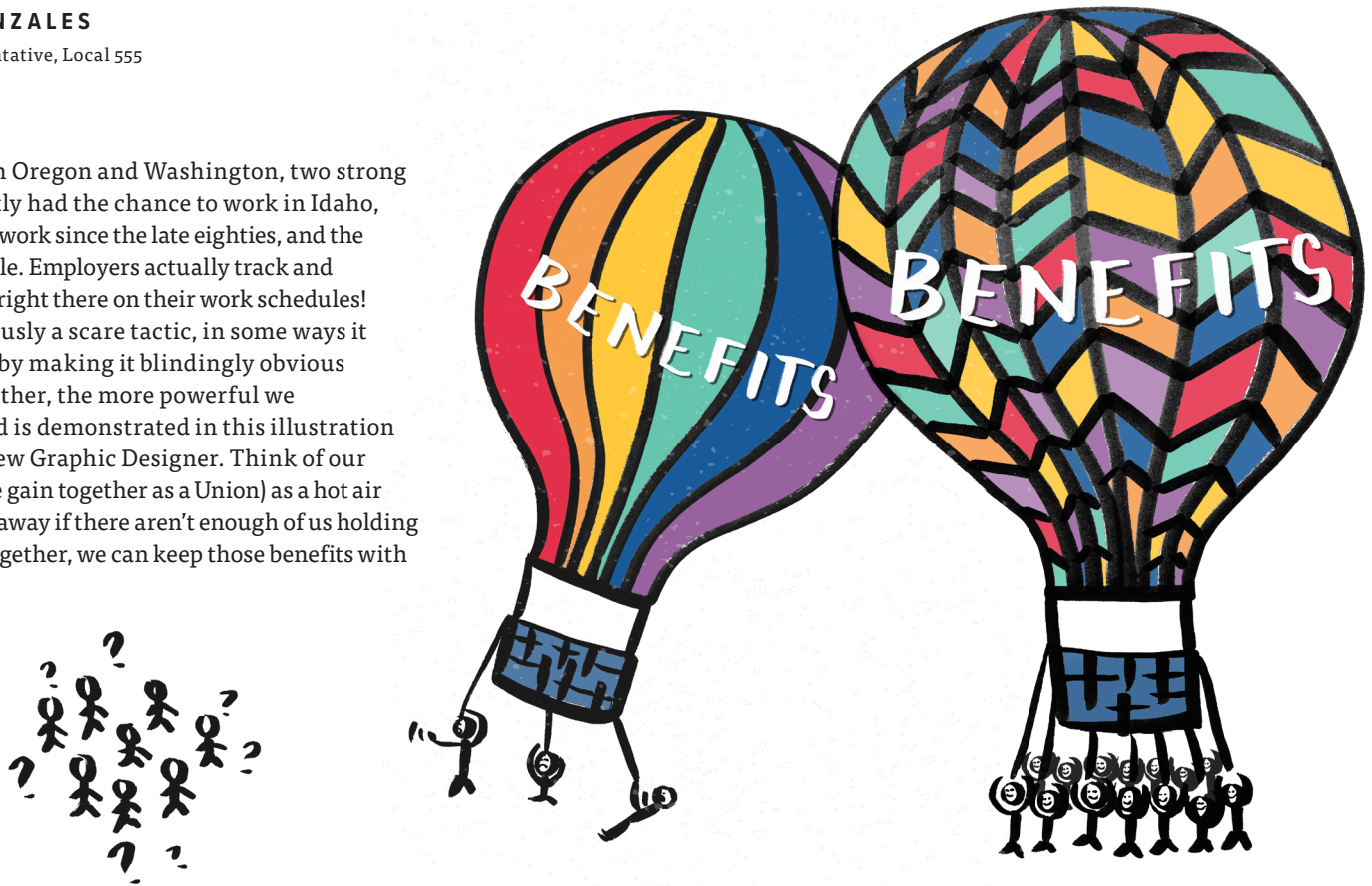


ELISA GONZALES
Union Representative, Local 555

We're so very lucky to live in Oregon and Washington, two strong Union-proud states. I recently had the chance to work in Idaho, a state that has been right-to-work since the late eighties, and the differences are very noticeable. Employers actually track and label everyone who is Union right there on their work schedules!

Even though that's obviously a scare tactic, in some ways it backfires on the employers by making it blindingly obvious that the more we stand together, the more powerful we are. An example that I heard is demonstrated in this illustration by Teresa Van, Local 555's new Graphic Designer. Think of our benefits (and everything we gain together as a Union) as a hot air balloon. The balloon will fly away if there aren't enough of us holding on to it! But, if we all stand together, we can keep those benefits with us, right where they belong.

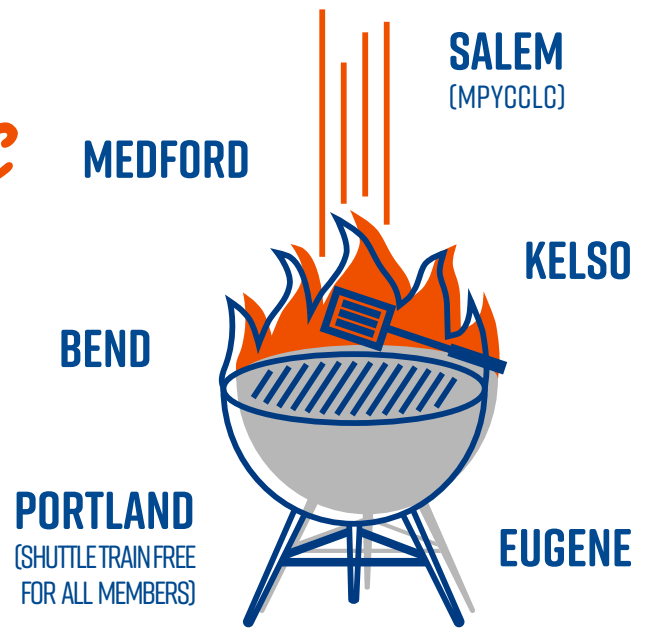
That was an analogy that really made sense to me, and made me feel particularly happy to be a part of Local 555. I hope you like it too.



ANNUAL LABOR DAY Picnic

CELEBRATE LABOR DAY THE UNION WAY!

Watch your email and follow us on Facebook for more information on a location in your area.



PRESIDENT'S CORNER

A Catalyst For Change



DAN CLAY
President, Local 555

The urgency of the everyday, combined with the 24-hour news cycle, can make it hard to know when something really big has actually happened. If headlines combined with our own personal anxiety are any indicators, we all seem to hover somewhere worrisomely near our own personal Threat Level Orange. The stakes are perpetually very high.

Which is why it's hard to recognize when good things happen. And a very good thing has been happening this summer.

Bear with me for a moment, though, while I go off on a tangent. Elizabeth Anderson, author of *Private Government: How Employers Rule Our Lives (and Why We Don't Talk About It)* (Princeton University Press, 2017) recently authored a piece in Vox's *The Big Idea* series entitled, "How bosses are (literally) like dictators."

It's a depressing read. Like a lot of depressing reads out there right now, it's also a really important one, so here's the gist. We live in the land of the free and the home of the brave, right? It's a free country! No one can tell us what to do! But then we head off to work and sure enough, it turns out that the place where we spend most of our time—and the place that owns our earning potential and therefore our very livelihood—is a place where we are not even remotely free. We are told how to dress, how to act, when to show up, what we can and cannot bring, what we are allowed to do and not do. We can be virtually held hostage, at no danger whatsoever to our employer.

We justify unhealthy workplaces by saying we can always leave: employment-at-will and all that. But how many people do you know who have just gone ahead and left? To do so requires immense guts, some very bad luck (or some very good luck), and/or the privilege of having a

partner or family or friends to lean on. **If you don't have a way to insure your sick spouse or feed your kids or pay your rent if you leave, you're likely to stay.**

Maybe bad employers and bad managers are like dictators, but they're also like abusers. Just like those trapped in an abusive relationship, it's nearly impossible to figure out a way to leave when you're on the inside. Like those in an abusive relationship, we are left feeling as if it's our fault that we're being treated this way.

But you know what? It's NOT actually our fault, because none of us can overthrow this culture alone.

As Elizabeth Anderson points out, unionizing is a productive way to fight back against an unhealthy workplace. And unions can get huge things done. Without us and without our Active Ballot Club, the Oregon Fair Work Week would probably not have been a possibility.

I want to see this particular positive thing (Fair Work Week's passing) become a catalyst for change: **a shout out to the rest of the country that scheduling practices matter, that unions matter, and that together we can change our fortunes and strengthen our position at work.** Scheduling solutions don't fix all of our problems, of course, but it's a huge step forward. We did this together, and together we can continue to take more steps to make employers realize that the fight is coming to them.

SECRETARY-TREASURER'S NOTE

Legislative Wins



JEFF ANDERSON
Secretary-Treasurer,
Local 555

Local 555 wins for workers when we strategically combine contract/negotiating goals with legislative goals. Those legislative goals are identified and achieved through the work of the Active Ballot Club (the ABC): sometimes locally, sometimes on the state level. Thank you, many times over, for those of you who contribute either your time or your hard-earned money towards these goals. Looking back, 555 has had five straight years of legislative wins in Oregon, which is nothing short of extraordinary.

5 Years of LOCAL 555 Wins

2013

555 leads the win for Portland's First Day Sick Leave law!

2014

555 lobbies for and wins decriminalization of the unintentional sale of alcohol to a minor in Oregon and also leads the win for Eugene's First Day Sick Leave law!

2015

555 builds on the momentum of two municipal laws to take First Day Sick Leave to the state of Oregon, and wins!

2016

OR: 555 leads and lobbies for minimum wage increase!
WA: 555 lobbies to pass sick day and minimum wage laws!

2017

555 leads, lobbies for, and wins the Fair Work Week in Oregon: first in the nation!

And that's not all! Over this same period of time, the ABC has added a pharmacy tech to the Oregon Board of Pharmacy, built strong coalitions to strengthen workers' rights, and opposed anti-worker legislation in both Oregon and Washington.

As I always say, we cannot do this alone. Thank you to all for standing together to make this change happen.



**Do we have your correct address?
Phone number?
Email address?**

Make sure your Union has your contact information on file so you don't miss any mailings.

To update or confirm your contact information, call Local 555 staff at 503-684-2822 or visit us online at ufcw555.org/addressupdate.



Contact Us

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