

## PRESIDENT'S CORNER DEADLINES



**DAN CLAY**  
President

As your annual end-of-the-year reminder, here are two deadlines to watch.

1. Health insurance OPEN ENROLLMENT. As always, the most important thing to keep in mind is that if you do nothing (purposefully or by accidentally missing the deadline),

as you watch your mail for the packet, you'll always have plenty of time to make any necessary changes. We will be getting the word out as soon as the deadline time-frame has been finalized.

2. The next FREE COLLEGE enrollment deadline is coming up and it's always a great time to consider this as you're making your New Years' resolutions!

## UFCW Local 555 Open Enrollment: HAPPENING SOON!

everything stays the same. If you want to make any changes to your insurance, though, Open Enrollment is the time to do so. Please watch the mail for your packet, which is likely to mail out before the end of the year for a deadline that has not yet been determined, but will likely be in January of the New Year. As long

This program offers union members opportunities to build a new future, offering no-cost tuition and books, available advising and tutoring, and fully transferable credits, all from Eastern Gateway Community College. Eastern Gateway (EGCC) is a public, nonprofit, fully accredited college that is accessible online.



All UFCW members and their families (including grandchildren!) are eligible. Enrollment is currently open for the next session of spring classes that begin on the second Monday of 2020, so be sure to apply by the first week of January.

There are now 23 program offerings available including 9 new areas of study: PROFESSIONAL OFFICE MANAGEMENT • TEACHER EDUCATION DEGREE (Associate of Arts) • CYBER SECURITY • DIGITAL AND SOCIAL MEDIA MARKETING • ADVERTISING • PROGRAMMING AND DEVELOPMENT • DATA SCIENCE • HOSPITAL-

ITY: EVENT MANAGEMENT • HOSPITALITY: HOTEL AND CONVENTION MANAGEMENT. To learn more, to apply, and for a full list of FAQs and other details, please visit UFCW International's Free College page at [www.ufcw.org/college](http://www.ufcw.org/college).

Thanks, as always, for reading and for being a member of Local 555.

Wishing you all the best this holiday season,

*Dan Clay*  
Dan Clay

## IN THIS ISSUE

Deadlines

Retro Reminders

January Calendar of Events

Years of Service & Grievance Update

Member 2 Member Thanks You

Know Your Rights

## 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](http://www.ufcw555.org)



## Retro Reminders

Retroactive pay is only for:

- journeypeople
- whose contracts expired before ratification
- and who were employed both at the time of ratification AND the time of the retro checks being issued.

Many of you will have received your checks by the time you get this newspaper in the mail. For those of you who haven't, please continue to be patient. There are nearly one hundred contracts for employer payroll departments to work their way through, and they appear to be tackling this process by contract expiration date. (In other words, those whose contracts expired first are seeing their retro checks first.) You do NOT lose any money while you wait - the retro will apply from the time of your contract expiration up through the time your raises take place.





# Local 555 Calendar of Events

## New Member Meeting: Orientation to the Union

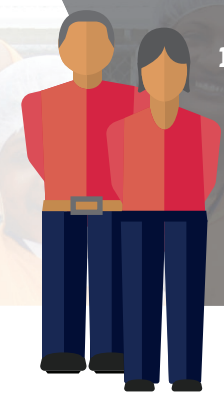
We hold New Member meetings every month to introduce new members to the Union and to help answer any questions you may have. AND, if you qualify, you will receive a one-time credit of up to \$50 off your initiation fee, just for attending the meeting!

## Quarterly Meetings: Stay Informed

Being an involved, engaged, and informed Union member means coming to our Quarterly Meetings whenever possible.

Visit [ufcw555.org/union-calendar/](http://ufcw555.org/union-calendar/) for all the latest dates.  
Dates and locations as of press time are listed below.

MEETING PLACE	DATE / TIME	MEETING PLACE	DATE / TIME
<b>ALBANY</b> IBEW Training Center 33309 Highway 99E (Tangent)	<b>January 15:</b> 6pm, New Member Meeting <b>January 15:</b> 7pm, Quarterly Meeting <b>January 16:</b> 9am, Quarterly Meeting <b>January 16:</b> 10am, New Member Meeting	<b>LONGVIEW</b> The Merk 1339 Commerce Ave.	<b>January 27:</b> 5pm, New Member Meeting <b>January 27:</b> 6pm, Quarterly Meeting <b>January 28:</b> 9am, Quarterly Meeting <b>January 28:</b> 10am, New Member Meeting
<b>ASHLAND</b> Pioneer Hall 73 Winburn Way	<b>January 21:</b> 6pm, New Member Meeting <b>January 21:</b> 7pm, Quarterly Meeting <b>January 22:</b> 7am, Quarterly Meeting <b>January 22:</b> 8am, New Member Meeting	<b>LINCOLN CITY</b> Community Center 2150 NE Oar Pl.	<b>January 23:</b> 5pm, Quarterly Meeting <b>January 23:</b> 6pm, New Member Meeting
<b>ASTORIA</b> Astoria Labor Temple 934 Duane St.	<b>January 28:</b> 5pm, New Member Meeting <b>January 28:</b> 6pm, Quarterly Meeting	<b>MADRAS</b> Black Bear Diner 237 SW 4th St.	<b>January 29:</b> 5:30pm, New Member Meeting <b>January 29:</b> 6pm, Quarterly Meeting
<b>BEND</b> Signature Inn 1415 NE Third St.	<b>January 30:</b> 9am, Quarterly Meeting <b>January 30:</b> 10am, New Member Meeting <b>January 30:</b> 5pm, Quarterly Meeting <b>January 30:</b> 6pm, New Member Meeting	<b>MCMINNVILLE</b> Steelworker's Union Hall 2070 NE Lafayette Ave.	<b>January 21:</b> 9am, Quarterly Meeting <b>January 21:</b> 10am, New Member Meeting <b>January 21:</b> 5pm, Quarterly Meeting <b>January 21:</b> 6pm, New Member Meeting
<b>BURNS</b> Best Western Rory & Ryan Inns 534 Highway 20 N	<b>January 21:</b> 5:30pm, Quarterly Meeting <b>January 21:</b> 6:30pm, New Member Meeting <b>January 22:</b> 9am, Quarterly Meeting <b>January 22:</b> 10am, New Member Meeting	<b>MEDFORD</b> Medford Office 4480 Rogue Valley Hwy (Central Point)	<b>January 22:</b> 6pm, Quarterly Meeting <b>January 22:</b> 7pm, New Member Meeting <b>January 23:</b> 9am, Quarterly Meeting <b>January 23:</b> 10am, New Member Meeting
<b>CLACKAMAS</b> Hampton Inn (right behind the Denny's) 9040 SE Adams St.	<b>January 7:</b> 9am, Quarterly Meeting <b>January 7:</b> 10am, New Member Meeting <b>January 7:</b> 6pm, New Member Meeting <b>January 7:</b> 7pm, Quarterly Meeting	<b>NEWBERG</b> The Coffee Cottage 808 East Hancock St.	<b>January 6:</b> 9am, Quarterly Meeting <b>January 6:</b> 10am, New Member Meeting <b>January 6:</b> 5pm, Quarterly Meeting <b>January 6:</b> 6pm, New Member Meeting
<b>COOS BAY/NORTH BEND</b> North Bend Labor Hall 3427 Ash St. (N. Bend)	<b>January 15:</b> 6pm, New Member Meeting <b>January 15:</b> 7pm, Quarterly Meeting <b>January 16:</b> 9am, Quarterly Meeting <b>January 16:</b> 10am, New Member Meeting	<b>NEWPORT</b> Hallmark Inn 744 SW Elizabeth	<b>January 22:</b> 5pm, Quarterly Meeting <b>January 22:</b> 6pm, New Member Meeting
<b>EASTSIDE</b> Elmer's Restaurant 1933 NE. 181st Ave.	<b>January 7:</b> 9am, Quarterly Meeting <b>January 7:</b> 10am, New Member Meeting <b>January 7:</b> 6pm, New Member Meeting <b>January 7:</b> 7pm, Quarterly Meeting	<b>PENDLETON</b> Holiday Inn Express 600 SE Nye Ave.	<b>January 29:</b> 5:30pm, New Member Meeting <b>January 29:</b> 6pm, Quarterly Meeting
<b>EUGENE</b> Teamster's Hall 711 Shelley St. (Springfield)	<b>January 13:</b> 6pm, New Member Meeting <b>January 13:</b> 7pm, Quarterly Meeting <b>January 14:</b> 9am, Quarterly Meeting <b>January 14:</b> 10am, New Member Meetings	<b>ROSEBURG</b> Labor Temple 742 SE Roberts Ave.	<b>January 14:</b> 6pm, New Member Meeting <b>January 14:</b> 7pm, Quarterly Meeting <b>January 15:</b> 9am, Quarterly Meeting <b>January 15:</b> 10am, New Member Meeting
<b>FLORENCE</b> Best Western Pier Point Inn 85625 US-101	<b>January 16:</b> 5pm, New Member Meeting <b>January 16:</b> 6pm, Quarterly Meeting	<b>SALEM</b> Salem Office 2019 State St.	<b>January 16:</b> 6pm, New Member Meeting <b>January 16:</b> 7pm, Quarterly Meeting <b>January 17:</b> 9am, Quarterly Meeting <b>January 17:</b> 10am, New Member Meeting
<b>GRANT'S PASS</b> Fruitdale Grange 1440 Parkdale Dr.	<b>January 23:</b> 6pm, Quarterly Meeting <b>January 23:</b> 7pm, New Member Meeting <b>January 24:</b> 9am, Quarterly Meeting <b>January 24:</b> 10am, New Member Meeting	<b>SOUTHEAST PORTLAND</b> AFL-CIO Building 3645 SE 32nd Ave.	<b>January 7:</b> 9am, Quarterly Meeting <b>January 7:</b> 10am, New Member Meeting <b>January 7:</b> 6pm, New Member Meeting <b>January 7:</b> 7pm, Quarterly Meeting
<b>HILLSBORO</b> The Springs 1950 NE 102nd Ave.	<b>January 7:</b> 9am, Quarterly Meeting <b>January 7:</b> 10am, New Member Meeting <b>January 7:</b> 6pm, New Member Meeting <b>January 7:</b> 7pm, Quarterly Meeting	<b>ST. HELENS</b> Best Western Oak Meadows Inn 585 S Columbia Hwy	<b>January 6:</b> 6pm, New Member Meeting <b>January 6:</b> 7pm, Quarterly Meeting
<b>HOOD RIVER/THE DALLES</b> The Ranch Drive In 1950 12th St. (Hood River)	<b>January 28:</b> 5:30pm, New Member Meeting <b>January 28:</b> 6pm, Quarterly Meeting	<b>TIGARD</b> UFCW Local 555 (Lg Conf Rm) 7095 SW Sandburg St.	<b>January 7:</b> 9am, Quarterly Meeting <b>January 7:</b> 10am, New Member Meeting <b>January 7:</b> 6pm, New Member Meeting <b>January 7:</b> 7pm, Quarterly Meeting
<b>KLAMATH FALLS</b> Woodworker's Local Lodge 12 3836 Altamont Dr.	<b>January 23:</b> 5:30pm, New Member Meeting <b>January 23:</b> 6pm, Quarterly Meeting <b>January 24:</b> 9am, Quarterly Meeting <b>January 24:</b> 10am, New Member Meeting	<b>TILLAMOOK</b> Tillamook Library 1716 3rd St.	<b>January 29:</b> 5pm, New Member Meeting <b>January 29:</b> 6pm, Quarterly Meeting
<b>LAKEVIEW</b> Lake County Community Center 11 N G St.	<b>January 22:</b> 5:30pm, New Member Meeting <b>January 22:</b> 6pm, Quarterly Meeting <b>January 23:</b> 9am, Quarterly Meeting <b>January 23:</b> 10am, New Member Meeting	<b>VANCOUVER</b> Teamster's Union Hall 2212 NE Andresen Rd.	<b>January 8:</b> 9am, Quarterly Meeting <b>January 8:</b> 10am, New Member Meeting <b>January 8:</b> 6pm, New Member Meeting <b>January 8:</b> 7pm, Quarterly Meeting



Join UFCW  
retirees at our  
monthly breakfast!

There will be no December meeting but join us January 28th for the first meeting of 2020!

# UFCW Local 555 Years of Service\*

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

**30 YEARS**  
James Atseff  
Ryan Wooldridge

James Toner  
Marvin Warner  
Jesse Weimer

**10 YEARS**  
Jose Luis Aldaz  
James Austin  
Pamela Bleck  
Anthony Catalfamo  
Jessie Conquest  
Jayleen Currie  
Linda Darnell  
Luc Do  
Crystal Dommer  
Eleonor Higby  
Mahmoud Jama  
Christopher Koratschenko  
Vickie Lopez  
Maricel Martell  
Lani Matter  
Sean Miller  
Rachal Murray  
Namvu (Peter) Nguyen  
Kelly Phillips  
Elaine Ramoni  
Brianna Schockelt  
Judith Skelton  
Kristen Wilkins

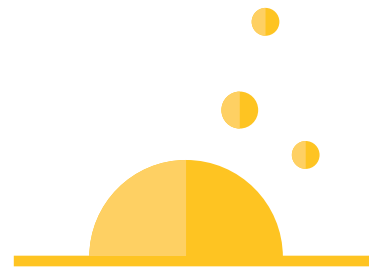
Leland Crofoot  
Martin Santa Cruz  
Lyndsay Daugherty  
Jim Dawkins  
Steven Do  
Robert Flath  
Dillon Fontes  
Luis Flores Fuentes  
Roberto Garduno  
Dylan Godfrey  
Tina Griffith  
Ramona Halverson  
Shelly Hubbard  
Nicholas Hurley  
Angelina Iglesias  
Gary Iiams  
Tina Imholt  
Jamie Jenkins  
Sarah Johanson  
Jovita Lachica  
Renee Lewis-Parker  
Ryan Machuca  
Fredrick Mackley  
Shelly Martinez  
Jaren Moore  
Marcos Mota  
Marlena Nolan  
Alynn Oliver  
Olga Osorio  
Shannon Pantoja  
Kyle Pommier  
Justine Powell  
Danielle Sandoolin  
Sarah Sayer  
Deacon Shammel  
Mitsy Smith  
Taurean Smith  
Charlotte St Clair  
Siosifa Ta'ane  
Nathan Thurman  
Vasiliy Timofeyer  
My-lien Tran  
Jacob Unrein  
Taylor Vasquez  
Jeffery Volk

Shellbee Waldroop  
Brittany Webb  
Sean Welch  
Rowena Wood  
Song Yi  
Joshua Young  
Yanhong Zhu

**25 YEARS**  
Donna Ahmed  
Susanne Clarke  
Katherine Giedt  
Dwayne Keene  
Michael King  
Michelle Smith  
Laura Swearingen  
Tanisha Williams

**15 YEARS**  
Leonard Bertheau  
Laurie Briles  
Debra Brooks-Bussey  
Victoria Brown  
Sean Conaway  
Joyce Dunn  
Michelle Fisher  
Steven Mc Gillivray  
Daniel Herrell  
Tami Holbrook  
Christy Hurley  
Carleen Jackson  
Britany Knoke  
Susan Korenkov  
Maksim Lobasyuk  
Sean Morgan  
Bret Mortimore  
Sarah Olson  
Merrilee Pettinger  
Rita Pierce  
Rona Powers  
Kathryn Rogers  
Dennis Rowland  
Sergio Sanchez  
Sheila Smith  
Allison Steele  
Jacob Stringer  
Penni Trickey  
Kimberly Turner  
Linda Voelker  
Michael Winkler

**20 YEARS**  
Kelly Bales  
Julie Bauder  
Jeff Becker  
Brad Bitz  
Dorothy Brezeale  
Donna Cowan  
Kane Craft  
Steve Davis  
Peggy Flath  
Martha Garcia  
Karen Goodman  
Lori Hosler  
Vickie Loomis  
Dawana Michalski  
Sherri Redden



**Grievance update:**  
2019

GRIEVANCES FILED YTD 2019

**172**

MONEY RECOVERED YTD 2019

**\$197,009**

# MEMBERS RETURNED TO WORK YTD 2019

**31**

\* These milestones are derived based on your most recent affiliation date. (It's possible to affiliate several times within a career, due to moving in and out of retail, for example, or due to a leave of absence.) These milestones are just for fun and to cheer everyone on...they are NOT necessarily a match to the time you've logged with the Trust (your benefits) or the time you've logged at your store (your seniority).



NO MATTER WHAT YOU CELEBRATE THIS TIME OF YEAR,  
 BE IT **Christmas Day**, HANUKKAH,  
**St. NICHOLAS DAY**, *Fiesta of Our Lady*,  
 St. Lucia Day, **Epiphany**, of *Guadalupe*,  
**BOXING DAY**, **Kwanzaa**, *Ōmisoka*,  
*yule*, **SATURNALIA**, OR SIMPLY THE *Festivus-*  
**EVER-POPULAR** *for-the-*  
**WE WISH YOU WARM HEARTS, LAUGHTER, AND JOY.** *rest-of-us...*

## KNOW YOUR RIGHTS!

If you are stopped by the immigration or the police:

- Hand this card to the officer, and remain silent.
- The card explains that you are exercising your right to refuse to answer any questions until you have talked with a lawyer.

To: Immigration or Other Officer

- I will remain **silent**, and I refuse to answer your questions.
- If I am detained, I have the right to contact an attorney **immediately**.
- I refuse to sign anything without advice from an attorney.

THANK YOU.

**MEMBER 2 MEMBER**  
UFCW Local 555's Member Assistance Program

*Thank you!*

A huge THANK YOU to everyone who has supported Member 2 Member's holiday toy & food drive. Together we made the difference for **136 children** with gifts, and **87 families** with meals this year.

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

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

To update or confirm  
 your contact informa-  
 tion, call Local 555  
 staff at 503-684-2822  
 or visit us online at  
[ufcw555.org /](http://ufcw555.org/)  
[addressupdate.](#)

## Contacting UFCW<sup>LOCAL</sup> 555

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

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

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

[www.ufcw555.org](http://www.ufcw555.org)

## REMINDER! *You have the right to:*

### Talk about Negotiations

If you are allowed to talk about any other non-work related topics at work, you are allowed to talk about negotiations or other union activities with your co-workers. If customers ask you about negotiations you are allowed to answer questions.

### Wear a Button

Your right to wear a union button is **protected union activity** under federal law.

### Sign a Petition

You are allowed to engage in union activity like signing petitions in your workplace as long as the time and place is reasonable.

### Read, Distribute, Discuss Union Literature

Just like signing a petition, you are allowed to do these union activities at work.

### Take Actions Outside your Store and in the Community

You can participate in actions in front of your store and engage with the community when you are off the clock.

IT IS ILLEGAL FOR THE EMPLOYER TO DISCIPLINE YOU, CUT YOUR HOURS, REASSIGN YOU, OR RETALIATE AGAINST YOU FOR PARTICIPATING IN UNION ACTIVITIES.

IF A MANAGER TELLS YOU TO TAKE OFF A BUTTON OR STOP TALKING ABOUT THE UNION, DO WHAT THEY SAY. THEN, CALL YOUR UNION REP AS SOON AS POSSIBLE AT 1-800-452-8329. YOUR UNION WILL PROTECT YOUR RIGHTS.



Dan Clay  
 President

Jeff Anderson  
 Secretary-Treasurer