

PRESIDENT'S CORNER

Contracts: more than wages and benefits



DAN CLAY
President

In October, after 16+ months of hard work and unity, we ratified the strongest contract seen in decades. We said:

- Yes to historic wage increases
- Yes to expanding our healthcare
- And YES to improving working conditions for 18k+ members in ways big and small

Now that we're several months into enforcing this contract, a few members have taken the time to share their stories.

Tyler Meithof from Albany Fred Meyer shared he "was trained to run the [produce] department in my manager's absence, and moved into the Grocery department to further

my knowledge of running the store. This put me in a position where I was able to do most everything, and I wanted to transfer to Meat to again further my career with the company." Before ratification, Tyler's department transfer application was denied. Our new contract features language exactly for this situation: all skills, qualifications, and abilities being equal, employers are now required to select the most senior employee, rather than hiring someone off the street with no experience. Shortly after ratification Tyler reapplied and is now working in the meat department. He says he couldn't be happier.

Ann Poff of Woodburn Safeway is all too familiar with denied applications. She worked 22 years in the Deli and wanted to move

on. A dozen of her applications were denied because she was too valuable to the deli department. Her manager told her, "The only way you're getting out of the deli is when you retire or die". Imagine Ann's satisfaction when she, along with fellow members, negotiated language to ensure no one has to face that again. Ann applied for the first Fresh-cut position that opened after bargaining, and works there now!

Antoinette Reynolds of Hillsboro Fred Meyer was working in the nutrition department. Before the current contract, nutrition department workers were performing the same tasks as workers in grocery for a lower wage. The new contract reclassifies nutrition workers into the grocery contract

with the wages they deserve. Antoinette shares that she is looking forward to all the opportunities that the grocery department now offers her and her coworkers.

Tyler, Ann, and Antoinette are familiar with the benefits of a strong union contract like ours. Their stories show that contracts are about more than wages and benefits. It's about fairness and dignity at work, too. We're able to enforce fairness and dignity at work in ways that are impossible in non-union stores. And that is something to be proud of.

In unity,

Dan Clay

Enforcing fairness at work



LISA LOUCKS
Grievance Director

Members knowing their rights and uniting to enforce the contract makes us strong. When we enforce the contract, we ensure our workplace is fair and safe for everyone, not just corporations.

The grocery contract ratified in October includes new language to improve the lives of members. Nutrition Center employees will be moved up to grocery wages as the nutrition departments are phased out, all members have a 20-hour minimum guarantee, and job postings must now account for seniority. In addition to this and routine contract enforcement,

we're still ensuring everyone has received their retro pay. That can be a heavy lift, but by working together we're sure to triumph.

Members in the Nutrition Center have been doing the same work as members in Grocery for years. That is why we're so thrilled members in the Nutrition Center are finally going to be paid the Grocery wages they deserve. For many members this amounts to dollar-plus raises! Members formerly in Nutrition should check their paychecks to be sure they're paid at the right rate once they're moved over.

Higher wages only mean so much when hours are hard to come by. Our new contract includes a minimum hours guarantee, ensuring part-time employees

with open availability are scheduled a minimum 20 hours a week after they complete their probationary period. Anyone who is not getting at least the minimum hours required needs to reach out to their rep as soon as their schedule is posted; there is a short window for correcting schedules.

Job openings will now be filled by the most senior applicant so long as qualifications, skills, and abilities are equal. Members who want to change departments or apply for promotions can no longer be rejected in favor of someone off the street with no experience.

Some employers are still making excuses for why they haven't paid out retro checks. Reps have been doing a fantastic job filing grievances on behalf of these

members. Eligible journeypersons still waiting on their retro check need to reach out to their rep.

Contracts are only as strong as the people who enforce them and we're stronger united. Again, anyone concerned that their employer is not complying with the contract should reach out to their rep. Your rep is a contract expert and will know all the criteria of each policy. They can explain why your situation is or is not a contract violation, and what can be done. Together we can enforce the contract, and enforce fairness.



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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



Dan Clay
President

Jeff Anderson
Secretary-Treasurer



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/ for all the latest dates.
Dates and locations as of press time are listed below.

MEETING PLACE	DATE / TIME	MEETING PLACE	DATE / TIME
ALBANY IBEW Training Center 33309 Highway 99E (Tangent)	April 15: 6pm, New Member Meeting April 15: 7pm, Quarterly Meeting April 16: 9am, Quarterly Meeting April 16: 10am, New Member Meeting	LONGVIEW The Merk 1339 Commerce Suite 311A	April 27: 5pm, New Member Meeting April 27: 6pm, Quarterly Meeting April 28: 9am, Quarterly Meeting April 28: 10am, New Member Meeting
ASHLAND Pioneer Hall 73 Winburn Way	April 21: 6pm, New Member Meeting April 21: 7pm, Quarterly Meeting April 22: 7am, Quarterly Meeting April 22: 8am, New Member Meeting	LINCOLN CITY Community Center 2150 NE Oar Pl.	April 23: 5pm, Quarterly Meeting April 23: 6pm, New Member Meeting
ASTORIA Astoria Labor Temple 926 Duane Street	April 28: 5pm, New Member Meeting April 28: 6pm, Quarterly Meeting	MADRAS Black Bear Diner 237 SW 4th Street	April 29: 5:30pm, New Member Meeting April 29: 6pm, Quarterly Meeting
BEND Signature Inn 1415 NE Third Street	April 30: 9am, Quarterly Meeting April 30: 10am, New Member Meeting April 30: 5pm, Quarterly Meeting April 30: 6pm, New Member Meeting	MCMINNVILLE Steelworker's Union Hall 2070 NE Lafayette Ave	April 21: 9am, Quarterly Meeting April 21: 10am, New Member Meeting April 21: 5pm, Quarterly Meeting April 21: 6pm, New Member Meeting
BURNS Best Western Rory & Ryan Inns 534 Highway 20 N	April 21: 5:30pm, Quarterly Meeting April 21: 6:30pm, New Member Meeting April 22: 9am, Quarterly Meeting April 22: 10am, New Member Meeting	MEDFORD Medford Office 4480 Rogue Valley Highway (Central Point)	April 23: 9am, Quarterly Meeting April 23: 10am, New Member Meeting April 23: 6pm, Quarterly Meeting April 23: 7pm, New Member Meeting
CLACKAMAS Hampton Inn (right behind the Denny's) 9040 SE Adams St.	April 7: 9am, Quarterly Meeting April 7: 10am, New Member Meeting April 7: 6pm, New Member Meeting April 7: 7pm, Quarterly Meeting	NEWBERG The Coffee Cottage 808 East Hancock Street	April 6: 9am, Quarterly Meeting April 6: 10am, New Member Meeting April 6: 5pm, Quarterly Meeting April 6: 6pm, New Member Meeting
COOS BAY/NORTH BEND North Bend Labor Hall 3427 Ash Street (N. Bend)	April 15: 6pm, New Member Meeting April 15: 7pm, Quarterly Meeting April 16: 9am, Quarterly Meeting April 16: 10am, New Member Meeting	NEWPORT Hallmark Inn 744 SW Elizabeth	April 22: 5pm, Quarterly Meeting April 22: 6pm, New Member Meeting
EASTSIDE Elmer's Restaurant 1933 NE. 181st Ave.	January 7: 9am, Quarterly Meeting January 7: 10am, New Member Meeting January 7: 6pm, New Member Meeting January 7: 7pm, Quarterly Meeting	PENDLETON Holiday Inn Express 600 SE Nye Avenue	April 29: 5:30pm, New Member Meeting April 29: 6pm, Quarterly Meeting
EUGENE Teamster's Hall 711 Shelley Street (Springfield)	April 13: 6pm, New Member Meeting April 13: 7pm, Quarterly Meeting April 14: 9am, Quarterly Meeting April 14: 10am, New Member Meetings	ROSEBURG Labor Temple 742 SE Roberts	April 14: 6pm, New Member Meeting April 14: 7pm, Quarterly Meeting April 15: 9am, Quarterly Meeting April 15: 10am, New Member Meeting
FLORENCE Best Western Pier Point Inn 85625 US-101	April 16: 5pm, New Member Meeting April 16: 6pm, Quarterly Meeting	SALEM UFCW Local 555 Salem Office 2019 State Street	April 16: 6pm, New Member Meeting April 16: 7pm, Quarterly Meeting April 17: 9am, Quarterly Meeting April 17: 10am, New Member Meeting
GRANT'S PASS Fruitdale Grange 1440 Parkdale Dr	April 22: 6pm, Quarterly Meeting April 22: 7pm, New Member Meeting April 24: 9am, Quarterly Meeting April 24: 10am, New Member Meeting	SOUTHEAST PORTLAND AFL-CIO Building 3645 SE 32nd Avenue	April 7: 9am, Quarterly Meeting April 7: 10am, New Member Meeting April 7: 6pm, New Member Meeting April 7: 7pm, Quarterly Meeting
HILLSBORO The Springs 1950 NE 102nd Ave.	January 7: 9am, Quarterly Meeting January 7: 10am, New Member Meeting January 7: 6pm, New Member Meeting January 7: 7pm, Quarterly Meeting	ST. HELENS Best Western Oak Meadows Inn 585 S Columbia Highway	April 6: 6pm, New Member Meeting April 6: 7pm, Quarterly Meeting
HOOD RIVER/THE DALLES The Ranch Drive In 1950 12th St. (Hood River)	April 28: 5:30pm, New Member Meeting April 28: 6pm, Quarterly Meeting	TIGARD UFCW Local 555 (Lg Conf Rm) 7095 SW Sandburg Street	April 7: 9am, Quarterly Meeting April 7: 10am, New Member Meeting April 7: 6pm, New Member Meeting April 7: 7pm, Quarterly Meeting
KLAMATH FALLS Woodworker's Local Lodge 12 3836 Altamont Drive	April 23: 5:30pm, New Member Meeting April 23: 6pm, Quarterly Meeting April 24: 9am, Quarterly Meeting April 24: 10am, New Member Meeting	TILLAMOOK Tillamook Library 1716 3rd Street	April 29: 5pm, New Member Meeting April 29: 6pm, Quarterly Meeting
LAKEVIEW Lake County Community Center 11 N. G Street	April 22: 5:30pm, New Member Meeting April 22: 6pm, Quarterly Meeting April 23: 9am, Quarterly Meeting April 23: 10am, New Member Meeting	VANCOUVER Teamster's Union Hall 2212 NE Andresen Road	April 8: 9am, Quarterly Meeting April 8: 10am, New Member Meeting April 8: 6pm, New Member Meeting April 8: 7pm, Quarterly Meeting

UFCW 555 Member Spotlights



“ The benefits that are available to the members of Local 555 are great. The union has helped me through my extended illness and without the union’s negotiated pay, I would have faced financial hardship. ”

WENDY FITZGERALD, ROSE CITY SAFEWAY



“ I had the pleasure of meeting my new rep Bill today along with Jeff and I really appreciate the time they took to listen to me. I have been a member for 16 years and appreciate the insurance and pension that I have and the opportunity to be heard! ”

KERI WELD, VANCOUVER FRANZ



“ I was very happy with the recent wage increase and our very much deserved retro wages negotiated by our bargaining committee. I am thankful to be union. ”

JERRAD HIETER, ROSE CITY SAFEWAY



“ I am just getting back into becoming a steward after taking a break. I think that being a steward is important work and I am very excited to continue doing it! The training I received from UFCW was very informative and very helpful! ”

KRISTEN HAREN, INTERSTATE KAISER



Glenn Hill is a long time UFCW Local 555 member, and has now been working at Albertsons in Ashland, OR for almost 4 years. Outside the store Glenn is an accomplished harp maker, and now he is a published author. Way to go Glenn. If you are looking for a good book, check out *The Violin Maker*.

GLENN HILL, ASHLAND ALBERTSONS



“Imaginatively Original, a Romantic Mystery that Spans the Ages.”



“ I am happy to have an organization that represents hard workers. I am a proud union member. It is important to have negotiations to get higher deserving pay. ”

XIAO Y HAN (HENRY), ROSE CITY SAFEWAY

“ I have loved working at Bimbo for the last 12 years, and this year I stepped up to serve on the bargaining committee for the first time. I am so excited that it’s my turn to experience this! We are going to put up a fight for higher wages and better working conditions! ”

NANCY WILSON, BIMBO





Brooke is from a newly organized store and has been appreciative of everything the union has done so far. "I can't wait to see what the next round of bargaining will bring!"

BROOKE LEV-SIEGER, CORVALLIS SAFEWAY



"Everytime I have had an issue with the company, I called my representative and the issue was resolved. That does not happen at most jobs. I also appreciate the quality and cost of our healthcare. There is no comparison anywhere with what we have, and my family and I are grateful for the wonderful coverage we enjoy."

JANICE L EGGLESTON, EAST SALEM FRED MEYER



"I have been with Fred Meyer for 28 years this October. I spent 19 years at the Corvallis location before moving to Springfield in July 2011. I am so grateful for Local 555 and for all the help they have provided me."

KERI SHOMLER, SPRINGFIELD FRED MEYER



"My name is Curtis Owans and I'm a UFCW Local 555 shop steward at Masami Foods, Inc. My company was treating workers poorly and not resolving concerns we had raised. My coworkers and I didn't know what to do about this, so after some research into labor unions I called the UFCW. I started talking to an organizer and realized unionizing was the answer to our problems. After meeting my rep I knew we were in good hands with Local 555. UFCW is our choice for a union. Organizers and reps there are knowledgeable, understanding, prompt to respond, and always available. If we had to do it all over again, UFCW would still be our choice."

CURTIS OWANS, MASAMI FOODS INC.



"My name is Dari Varner and I have worked 29 years in customer service at Newberg Fred Meyer. I recently volunteered to be a picket captain and although we were prepared to fight for what we needed in the new contract I am glad we didn't have to strike and got an excellent contract. Goes to show you what us all sticking together can do."

DARI VARNER, NEWBERG FRED MEYER



"I love the holidays and I always use the opportunity to dress-up and amuse our customers. For Valentine's Day, I dressed as a giant strawberry."

MARIA SHECK, LANCASTER SAFEWAY



"I'm so happy that this store went union. I really love the union health insurance benefits for my family and I. I have been working for Albertsons for 15 years."

SHERYL TUNSTALL, HILLSBORO ALBERTSONS



"I have worked 15 years as a service ops manager. I love the raises, and job security."

ASHLEY B, NEWBERG SAFEWAY



Join UFCW
retirees at our
monthly breakfast!

11:30 am
Tuesday, March 25th
Heidi's Restaurant
1230 NE Cleveland Ave.
Gresham, OR

UFCW Local 555 Years of Service*

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

35 YEARS

David (DA) Ogden
Richard Hervey
Terri Lessard-Gallien

Robert Potter
Cary Richards
Jose Rodriquez-Perez
Stephen Smith
Kym Ussing

Janice Riedel
Rose Snyder
Marcus Usher
Nikki Vogan
Scott Warren
Robert West
Eric Wilkinson

Bonnie Mckowen
Courtney Meske
Christopher Miller
Carina Nguyen
Terri Oneil
Jason Orchard
Vicki Parker
Marie Philbin

30 Years

Loren Evans
Diane Howard
Kristi Tucker

15 YEARS

Ciro Aguilar-Gonzalez
Brandon Akana
Michael Austin
Dewayne Carson
Brian Collins
Jennifer De Mars

5 YEARS

Ariel Abbott
Christina Arechiga
Stephen Becker
Misty Bell
Nathaniel Bennett
Kari Bevan
Tod Bowman
Nicholas Boylan
Jennifer Chandler
Leann Congdon
Michael Cranston
Paige Davis
John Davis
William Dorman
Don Dyer
Andrew Fiock
Bo Gentry
Floyd Glenn
Stacy Green
Cody Hanford
Shaun Hoffman
Valerie Hoffman
Samantha Hoke
Mark Jackson
Chad Jarchow
Colomb Jaschke
Erica Kayser
Peggy Kor
Vallen Krimbow
Melissa Kringelhede
Larry Lecuyer
Nicole Lindgren
David Marshall
Tiffany Mckay
Alice McKinney

Michael Pritchett
Camille Robertson
Bridget Robinson
Kao Saechao
Natasha Samples
Dawn Scarborough
Corey Schlueter
Bradley Shearer
Judith Sosa
Tara Vannorman
Alberto Santiago Vasquez
Patricia Webb
Ingrid Woods
Leah Jane Zelenka
Blake Zytniowski

25 YEARS

Mark Bradbury
Donald Collins
Armando Gonzalez
Marla Kleinheinz
Kevin Myers
Alan Smith
Jose Torres

Melissa Jenson
Daniel Lindquist
Andrea Velasquez Martin
Renee Newby
Gidian Plebuch
Vira Syrotkina
Susan Szasz
Kimthoa Tran

20 YEARS

Stacey Anderson
Gary Brock
Pamela Dewar
Elizabeth Dodd
Rebecca Griswold
Banner Huntzinger
Leslie Pike

10 YEARS

Jabessa Argo
Charmayne Bell
Julie Boland
Christopher Campbell
Sheryl Cargill
Michael Depriest
James Dixon
Joseph Hobson
Jesse Hutcherson
Tammi Mefford
Vanessa Nagel
Kenneth Noren
Bonnie Nutter

CORRECTION

We accidentally left you out but have not forgotten you!

35 years
Connie Chancellor

Grievance update:
2020

GRIEVANCES FILED YTD 2020

31

MONEY RECOVERED YTD 2020

\$1,456

MEMBERS RETURNED TO
WORK YTD 2020

6

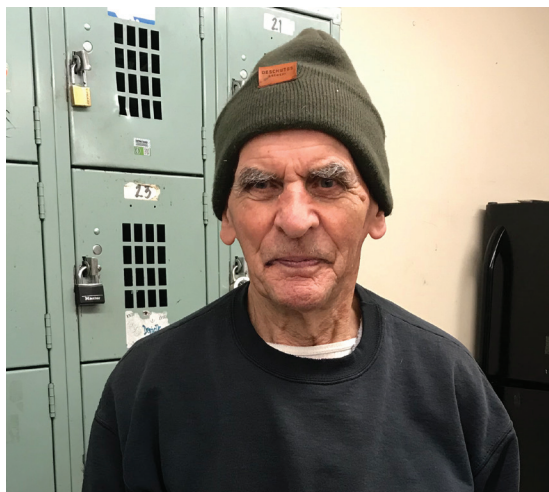
* These milestones are derived based on your most recent affiliation date. (It's possible to affiliate several times within a career, due to moving in and out of retail, for example, or due to a leave of absence.) These milestones are just for fun and to cheer everyone on...they are NOT necessarily a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

\$ May Deadlines for Scholarship Opportunities \$

If you're a full, active Local 555 member in good standing and have been since at least January of 2019 or May of 2019 (requirements vary) or if you are an eligible sponsored child or dependent (requirements vary) of such a member: take advantage of this chance to save money on your studies from any accredited institute of higher education!

- **The Northwest Hope Foundation Scholarships:** up to thirteen (13) awards of up to \$2,000.00 each. **Application due May 5, 2020;** see details at ufcw555.org/scholarships
- **The L. Walt Derry Scholarship:** a single \$2,500.00 scholarship specifically for motivated students seeking a career in the labor movement. **Application due May 5, 2020;** see details at ufcw555.org/scholarships
- **UFCW Charity Foundation Scholarships:** awards annual payments of \$2,000 for up to four (4) years. **Application due May 10, 2020;** see details at ufcwcharityfoundation.org/scholarship

UFCW 555 | CONTINUED Member Spotlights



“ I am the oldest union member at my store and proud to be a UFCW member, because they help support the team and take care of everybody in the store. ”

ROMAN SOMMER, PRESCOTT ST. ALBERTSONS



“ I fully recommend being proactive in getting the union involved, because the union empowered me as an employee. The union represented me in disciplinary meetings, and the lines of communication between myself and the union have been incredible in navigating the grievance process. I was appreciative that the union handled the communication with my employer, so I didn't have to worry about that side of things. The union helped me achieve a satisfactory outcome. ”

RACHAEL GREER, FOOD FRONT

Cory has been with Albertsons for eleven years. Cory has received the Presidential award for customer service twice in the same quarter. This has not been done before. Way to go Corey, keeping the customers happy.

NANCY WILSON, BIMBO



EMPLOYMENT RIGHTS FOR SERVICEMEMBERS

For the last five years, Kirk Holder has served his country in the National Guard while working at Interstate Fred Meyer. When Kirk found out he was missing vacation days he immediately called his Union for help. Lucy, his rep, let him know about the Uniformed Services Employment and Reemployment Rights Act (USERRA)—a federal statute that protects servicemembers' and veteran's rights in civilian jobs.

Under the act, a servicemember is entitled to the same seniority, rights, and benefits while serving that they would have earned had they been continuously employed. This also applies to any hours he would have worked that are applied toward contractual raises.

As a result of working with his union rep, Kirk recovered 150 vacation hours. Anyone taking time off to serve needs to notify HR or their manager they're going on military leave and keep an eye on their vacation and sick leave banks. Thank you for your service!



USERRA

The Uniformed Services Employment and Reemployment Rights Act (USERRA) prevents military service from putting workers at a disadvantage in civilian jobs. The act requires employers to provide veterans and reservists with four basic entitlements:

1. Reemployment in the same position if it exists, or a job of similar status, seniority, and pay.
2. Seniority on the job as if the veteran or reservist had stayed employed
3. Protection from dismissal, except for just cause
4. Training or retraining for the job as needed, as well as other accommodations.

The act applies to peacetime or wartime, and for voluntary or involuntary military service. The service member must notify their employer in advance of their service or training. The service member must have a discharge that is other than dishonorable. On return from service or training, veterans and reservists must notify their employer of their intent to return to work within a certain timeframe based on the period of service.

All employers are covered by the USERRA. For the rights of military spouses and family members, please ask your rep about the Oregon Military Family Leave Act.

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 /
addressupdate](http://ufcw555.org/addressupdate).