



MARK A. ESPINOSA
President

UNITED FOOD AND COMMERCIAL WORKERS UNION

L O C A L 9 1 9

U.F.C.W.

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Outside Local Dialing Area 1-800-842-2215
www.ufcw919.org



JAMES R. WALLACE, JR.
Secretary-Treasurer

January 2019

Union Members Get More, and Here's Why

We often say "Union Members Get More!" because it's true.

For example, an average Union worker's total compensation is \$10.62 per hour higher than a non-Union worker's.

This adds up to big money over the course of a lifetime. In fact, a full-time member could earn \$662,688 more than a non-Union worker earns over a 30-year career.

And this doesn't include holiday and vacation pay, workplace guarantees and many other perks of membership.

All this is possible because Unions are about giving power to working people.

In the spirit of solidarity, we bring workers together so they can stand up for themselves and negotiate as equals with the giant corporations which employ them.

Through the collective bargaining process, we negotiate contracts with employers to protect and promote the interests of working people, who really are the force behind economic growth in our country.

Beyond the substantial differences in wages I described above, here are a few additional examples of how your Union-negotiated contract makes your career and your living standards better than "normal":

Equal pay for equal work

Technically, it's against the law for companies to pay their workers differently according to gender, race, ethnicity or other arbitrary distinctions which have nothing to do with a worker's job performance.

Unfortunately, reality has a long way to go before it catches up to the ideal set by law. Women and racial minorities especially feel the sting when equal pay does not come with equal work.

Fortunately, our Union-negotiated contract provides legally binding guarantees of wage standards for all. Every Union member knows exactly what to expect, based entirely on job classification and experience. If any discrimination exists, we will enforce the contract vigorously.

Unions are about giving power to working people.

Pensions

Most working Americans have Social Security or an equivalent. This maintains a minimum standard which might not guarantee one's ability to retire with security, but it can supplement other sources of retirement income to enable people to barely get by.

For Union members, though, it's not enough to barely get by. Our contracts provide retirement plans which supplement Social Security and ensure financial security and dignity into our later years.

Health care

The Affordable Care Act, also known as Obamacare, requires large employers to provide health care packages to their full-time employees and their families. While they are much better than no health care, these plans can't compare with the high-quality, comprehensive and low-cost packages you enjoy as a member of UFCW Local 919.

Workplace guarantees

Employees without a Union contract are "at will," which means managers can discipline them or even fire them in most situations with little or no recourse. There's nothing to stop a boss from terminating an employee simply because he or she earns more than a less-experienced employee at a non-Union workplace.

Fortunately, Union workers are protected by strong contracts which enforce fairness and equal treatment. Your manager is not allowed to deny you work hours simply because he or she has a friend who is getting those hours instead.

Your Union contract's grievance procedure means you are entitled to a hearing if you are being mistreated or if you are accused unfairly of breaking the rules.

Protections against harassment

We're hearing a lot these days about sexual harassment and bullying on the job. Should you be affected, please contact your Union Representative immediately.

Your Union membership means you have a powerful and effective ally in correcting injustice. Those who don't have a Union usually have to go it alone, regardless of what the law says.

None of these protections and benefits come to you as gifts from your employer, and government doesn't always succeed in getting you what you deserve from your job.

The members of UFCW Local 919 have earned it all by sticking together and demanding more than the minimum standards required by government or the free market.

UFCW LOCAL 919

GENERAL MEMBERSHIP MEETINGS



DOUBLE TREE

by Hilton
42 Century Dr.,
Bristol, CT 06010
7:00 P.M.



MEETING NOTICE

Monday, March 25, 2019

Monday, June 24, 2019

JULY & AUGUST - NO MEETINGS

Monday, September 23, 2019

Monday, December 16, 2019

REGIONAL MEETINGS

Monday, April 15, 2019

TRUMBULL MARRIOTT

180 Hawley Lane
Trumbull, CT 06611
7:00 P.M.

Monday, October 21, 2019

HOMWOOD SUITES by Hilton

109 Pavilions Dr.
Manchester, CT 06092
7:00 P.M.

**ATTENTION
Union Members**

**YOUR UNION
IS JUST
A
PHONE CALL AWAY**

**It doesn't cost
It Pays to
belong to
Local 919**

DO NOT HESITATE TO CONTACT YOUR UNION office if you have a problem pertaining to your job or any problem where you feel the Union can help you.

PHONE CALLS	LOCAL	LONG DISTANCE
Union Office	860-677-9333.....	1-800-842-2215
	Benefit Departments	
Food Division	860-677-8118	1-800-842-2214
Credit Union		1-800-225-3609

www.ufcw919.org

Protect Your Job! Don't Eat or Drink Without a Receipt

The store where you work isn't your friend's house where you can grab a soda out of the refrigerator. It's a place of business where management would prefer to sell its beverages to the public rather than give it away to you.

It's easy to rationalize drinking a few sips by saying to yourself, "It's just a soda, I need it to cool down." But when you get caught, your employer probably wouldn't be impressed by such thinking, let alone convinced.

People have lost their jobs over an insignificant item like a pistachio or a candy bar. From the employer's perspective, when you eat something without paying for it, it is stealing.

If you open a merchandise item for personal use and then go up to the counter and pay for it immediately, you can still be fired. This happens every day and it is one of our Union's most common grievances. It falls under the same category as stealing, according to the contract.

If you do not pay for the merchandise and do not have a receipt in your hand when you open or use it, you are stealing from the company.

Two questions regarding this situation arise frequently.

The first is, "Well, nobody saw me do it, so how can they fire me?" But somebody always sees you do it. The managers at your store are trained to watch the aisles like hawks (especially when you think they aren't looking) and the store security camera system has its many eyes trained on you at all times to see when you do so much as pocket a jellybean.

The system is in place to guard against theft, whether it's by customers or employees.

The second question is, "Customers do this kind of stuff all the time, but why are

The system is in place to guard against theft, whether it's by customers or employees.

they coming down on me for it?"

We all know about rude customers who eat a doughnut or open a bag of food or sip a drink before they get to the checkstand. Unfortunately, these customers can afford to be rude because they don't have a job to lose at the store. And the hard, simple truth is the company stands to save more money by eliminating a worker's salary than by forcing a rude customer to pay for a \$1.25 drink.

We want you to keep your job. So, please remember: always pay in advance and have a receipt in your hand when you consume merchandise at your store.

Get Copies of Your Pay Stubs and Check Them

UFCW Local 919 Union Representatives are getting a lot of calls from members who have questions about their paychecks: "Am I being paid correctly?" "Am I supposed to get premium

pay?" "Did I get my raise?"

The Union is happy to help with these questions. Usually, we can clear up any problems quickly.

It's a problem, however, when members haven't been paid correctly for a few years. There are contractual limits on how far back we can go in correcting past paychecks. These members could lose out on thousands of dollars which should have been paid.

Don't assume your company will pay you correctly. Just because you clocked in and worked a certain amount of hours in a week, it doesn't necessarily mean you will be paid for those hours.

Nothing is certain or perfect in our world. A technical glitch or other mistake could affect how you are paid.

The smart policy is to check your pay stub every week to ensure you are paid for all of the hours you worked.

Most companies have gone to paperless pay records, but you still can get a weekly copy for yourself. If you have opted out of receiving your pay stub, speak with your manager or bookkeeper and let him or her know you want to begin receiving your pay stubs again.

Filing away your pay stubs might seem meaningless if you receive your pay through direct deposit or you've already deposited your check at your bank, but those little pieces of paper can be critical if you ever have to file a grievance.

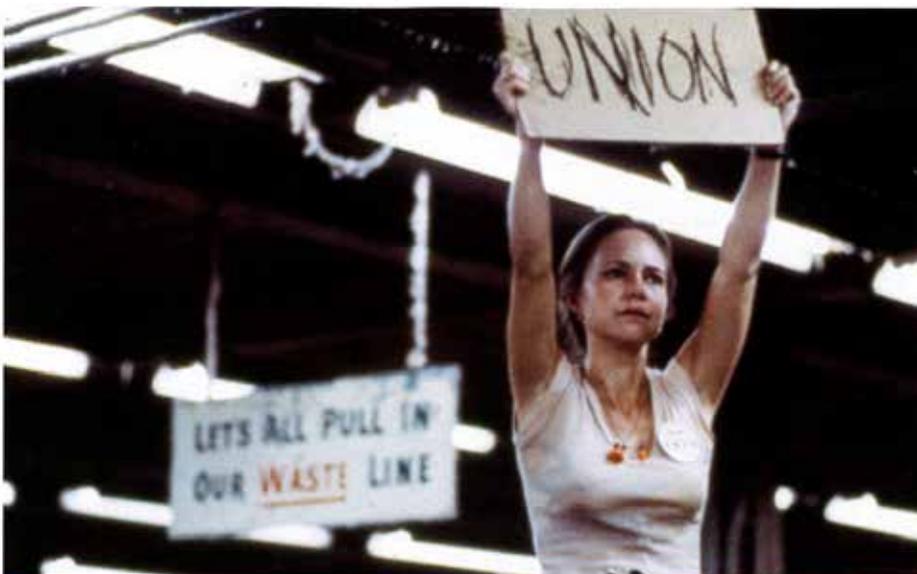
If you don't have a pay stub, the Union has no quick way to know whether you've been paid for all of your hours worked or whether you've accrued sufficient hours to qualify for health care or earn vacation time.

Keep track of all of the hours you worked and check your pay stubs on every payday.

If you see any discrepancies you can't easily correct, contact your District Union Rep right away.

Learning about the Labor Movement

Books and movies about unions and worker solidarity



Sally Field in the 1979 film *Norma Rae*.

The Labor Movement has a rich tradition of ordinary working men and women standing up for justice in extraordinary ways.

Fortunately, the stories of many of these working class heroes are told in books, movies and documentaries we can learn from and enjoy today.

Movies

- **Norma Rae** is a 1979 drama telling the story of Norma Rae Webster, a textile worker in North Carolina who is determined to organize her factory to combat poor working conditions. Sally Field won the Oscar for Best Actress for her portrayal.
- **Bread & Roses** is a 2000 drama about two undocumented Latina sisters who are non-union maintenance workers. A service workers' union representative persuades one them to organize her fellow janitors, but the other sister doesn't want problems with management.
- **Matewan** is writer-director John Sayles' acclaimed 1987 drama about a revolt by coal miners in 1920s West Virginia.
- **Newsies** is a 1992 Disney musical about a 1899 strike by New York's newsboys. The film failed at the box office but developed a cult following on the strength of its rousing score by Alan Menken and J.C. Redford and acrobatic choreography by director Kenny Ortega. It later was adapted into a hit Broadway musical.
- **The Pajama Game** is a Tony-winning 1954 musical about a strike for fair wages at a pajama factory. Featuring a trove of hit songs, including "Hernando's Hideaway," "Hey There" and "Steam Heat," it was adapted as a 1957 movie starring Doris Day.
- **Salt of the Earth** is a 1954 drama about Mexican-American workers protesting their unsafe working conditions at a zinc

mine in New Mexico. With help from their wives and daughters, the workers prevail in their fight for equality.

Documentaries

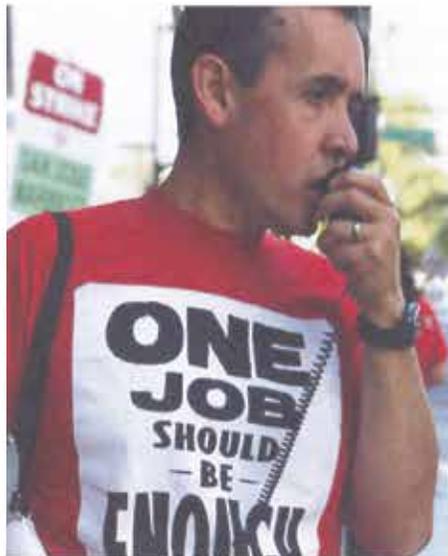
- **Roger & Me** is a 1989 documentary by Roger Moore that examines the closure of a General Motors plant in Flint, Mich., resulting in the loss of 33,000 jobs in the filmmaker's hometown. The film also follows Moore's often humorous pursuit of an interview with GM CEO Roger Smith.
- **The Fight in the Fields** is a 1997 documentary chronicling Cesar Chavez's life and his work for the United Farm Workers Union.
- **The Price of Sugar** is a 2007 documentary exposing the poor working conditions Haitians endure at sugar cane plantations and the tactics the owners use to maintain their power.

Books

- **They're Bankrupting Us! And 20 Other Myths About Unions** by Bill Fletcher, Jr. debunks popular myths spread by anti-union forces.
- **The Union Member's Complete Guide: Everything You Want — and Need — to Know About Working Unions** by Michael Mauer details how unions work on behalf of their members.
- **The State of the Union: Century of American Labor Politics** by Nelson Lichtenstein offers a look at the past 100 years of unions in America.

Your local library may have all of these titles in stock, so be sure to ask. Your preferred streaming or DVD service also may feature some of the video titles.

One Job Should Be Enough; Marriott Workers Strike in Multiple Cities



Local 19 UNITE HERE

Workers in Marriott-owned hotels in six cities across the country have been on strike since early October. The workers, members of UNITE HERE! have been striking since failing to negotiate agreements in September.

"Marriott is the largest and richest hotel company in the world and can set the standard for the global hotel industry," UNITE HERE! says on their website marriotttravelalert.org. "Marriott's \$13 billion acquisition of Starwood Hotels & Resorts in 2016 made it even larger, with 6,500 properties worldwide."

Chanting "One Job Should Be Enough" outside many of the striking locations, the workers are walking picket lines at 21 hotels in six cities in the U.S. In some instances, the hotel chain and the union have resolved their issues and come to an agreement, but some 7,000 employees remain on strike as of mid-November.

Marriott's profits have increased 279 percent since the end of the recession while employee wages have only increased seven percent. (The average hourly wage for a hotel housekeeper in America is \$10.64) The striking Marriott employees have signed onto the strike asking for improved healthcare, higher wages, and stronger sexual harassment protections.

UNITE HERE! has been urging hotel patrons be aware that work stoppages could impact travel and they've

encouraged meeting and convention planners to ensure that language in their agreements with the hotels includes the ability to cancel a meeting contract without penalty in the event of a labor dispute (see <https://www.marriotttravelalert.org/protect-yourself/> for model contract language).

There have been some notable cancellations during the dispute. In the Boston area, Gov. Charlie Baker's re-election campaign moved his election night party from the Marriott-owned Sheraton to avoid crossing a picket line. The city of Boston has also moved its We Are Boston Gala, an event honoring immigrants, from the Westin.

Sen. Bernie Sanders joined the striking workers in downtown San Diego at the Westin San Diego Gaslamp Quarter hotel.

"The fight that you are waging here. The courage you are showing here is exactly the fight that must be waged in every state of this country," Sanders told the striking Marriott employees.

"What you are wearing on your T-shirts is exactly right: One job should be enough," Sanders said.

"What we are saying to Marriott, that owns Westin, and every major corporation in this country who make billions of dollars in profit: 'Pay your workers a living wage'," he said.

Hotels On Strike

BOSTON

- » Aloft Boston Seaport by Marriott
- » Element Boston Seaport by Marriott
- » Ritz-Carlton Boston Common by Marriott
- » Sheraton Boston by Marriott
- » W Boston by Marriott
- » Westin Boston Waterfront by Marriott
- » Westin Copley Place, Boston by Marriott

SAN FRANCISCO

- » San Francisco Marriott Union Square
- » Palace Hotel by Marriott
- » W San Francisco by Marriott

- » Westin St. Francis Union Square by Marriott
- » San Francisco Marriott Marquis
- » Courtyard San Francisco Downtown by Marriott
- » St. Regis San Francisco
- » Various Locations in Hawaii
- » The Royal Hawaiian by Marriott
- » Sheraton Maui Hotel by Marriott
- » Moana Surfrider, a Westin Resort by Marriott
- » Sheraton Princess Kaiulani by Marriott
- » Sheraton Waikiki by Marriott

Before booking at any hotel, please visit www.FairHotel.org to make sure you are staying at a union hotel that is free and clear of a risk of labor dispute. If you have any questions regarding the status of a hotel, please contact 202-661-3680. ■



Local 19 UNITE HERE members on the picket line



Local 26 UNITE HERE members rally on Oct. 20

Healthy and Prosperous New Year!!

**From your Executive Board and your fellow workers
of United Food and Commercial Workers Union,**

Local 919



Mark A. Espinosa
Mark A. Espinosa,
President

James Wallace, Jr.
James Wallace, Jr.,
Secretary-Treasurer



Michael Calderon
Michael Calderon
Executive Vice President



Thomas J. Bodyk
Thomas J. Bodyk,
Vice President - #687 S&S

Juliette Sabo
Juliette Sabo,
Vice President - #673 S&S

Robert Gigiletta
Robert Gigiletta,
Vice President - #606 S&S



John W. Casey, III
John W. Casey, III
Vice President - # 662 S&S

Wanda Jablonecki
Wanda Jablonecki,
Vice President - #645 S&S



Ed Prymaczuk
Ed Prymaczuk,
Recorder



UFCW MEMBERSHIP HAS ITS BENEFITS



It doesn't cost it pays - It pays to belong to

LOCAL 919

Over 70 Years of Services To Its Members and The Community