



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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JAMES R. WALLACE, JR.
Secretary-Treasurer

June 2018

WILL CONGRESS AND THE SUPREME COURT DESTROY THE MIDDLE CLASS?

As hardworking Union members, we are being under-minded on a daily basis and threatened with being cast from the Middle Class into a life of squalor by the very institutions that have sworn to protect us. This is not a partisan political statement. The Middle Class has not done especially well under either political party in recent times. History has taught us that **Unions, and not Government, have brought us from poverty into the Middle Class over the course of the last 80 years.**

Presently, there is a case argued and pending decision before the United State Supreme Court entitled, “Janus v. AFSCME”. This case will determine if public sector workers can choose not to pay Union dues and, yet, receive all the benefits and conditions of the Union workers. With the appointment of the newest Supreme Court Justice, public sector Labor is expected to be dealt a substantial blow, which will reduce its membership by millions and decimate Municipal and State contracts.

Our next battle will come over Federal Right-to-Work Legislation, which will produce the same result for private sector Unions, which is being sought in the public sector. Again, members could stop paying dues and still get the same benefits and conditions as Union members. There is a Bill to achieve this result before Congress. Without funds to operate, your Union will cease to exist and, over a short period of time, you will only be guaranteed the meager entitlements which the Government grants.

To help clarify the issue we would give an example as to how Rights-to-Work would devastate our industry if applied to our Employers. If a Supermarket had two checkout lines, with line 1 being for people who wish to pay for their groceries and line 2 for people who did not wish to pay for their groceries; query, how long would that Supermarket remain in business? The same holds true for your Union where people do not fully understand the dignity and quality of life that the Union brings and choose not to pay dues.

If Unions are affected by the destructive decisions of Congress and the Supreme Court, the new workplace will mirror the Sweat Shop of the early 1900s. Wages will fall, Health Benefits will terminate, Pensions will cease and the Middle Class will collapse. The conclusion is not drama, it's the reality we face and must prevent. This conclusion is not drama, it's the reality we face and must prevent.

Please be outspoken and militant in opposing Right-to-Work with your elected State and Federal politicians. Remember first and foremost, Unions created the backbone of the Middle Class in America and their continued existence is essential to preserve the Middle Class.

“STAY INFORMED” – “STAY UNION STRONG”

UFCW **LOCAL 919**

GENERAL MEMBERSHIP MEETINGS



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



MEETING NOTICE

Monday, March 26, 2018

Monday, June 25, 2018

JULY & AUGUST - NO MEETINGS

Monday, September 24, 2018

Monday, December 17, 2018

REGIONAL MEETINGS

Monday, April 9, 2018

HOLIDAY INN NORWICH

10 Laura Blvd
Norwich, CT 06360
7:00 P.M.

Monday, October 15, 2018

CLARION HOTEL & SUITES

2266 Whitney Ave.
Hamden, CT 06518
7:00 P.M.

ATTENTION
Union Members

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Scan this QR code with a
smart phone, it will bring
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www.ufcw919.org



How Unions Won Health and Safety Protections: Lessons from History

At the beginning of the twentieth century, writer Upton Sinclair investigated the miserable working conditions that prevailed throughout the meat industry in Chicago, where large numbers of European immigrants and a growing number of African American migrants worked elbow-to-elbow with knives, cleavers, and axes, under a constant speedup. To bring to light this hazardous situation with its heavy toll in injuries and illnesses, Sinclair in 1906 published a realistic novel, *The Jungle*. The shocked political response was immediate and decisive. Congress quickly passed two major pieces of reform legislation. Neither, unfortunately, dealt with workers' safety. Instead, the possibility that a consumer might be chewing on a severed human finger led to the Meat Inspection Act and the Pure Food and Drug Act. Sinclair disgustedly declared, "I aimed at the public's heart, and by accident I hit it in the stomach." On their own, sympathetic outsiders like Upton Sinclair could not bring enough political pressure to force progressive change.

The federal Occupational Safety and Health Act passed in 1970, not in 1907. Although this law to make and enforce rules to protect American workers from major hazards came into existence for several reasons, no factor was greater than the militant mass action of rank-and-file workers and their local union leaders. Management viewed with alarm the prospect of any real limits on its right to determine working conditions on its property. In a classic confrontation of property rights versus human rights, a spiral of conflict beginning in the Appalachian coalfields resulted in a landmark progressive reform.

By the late 1960s, countless coal miners had been disabled by incurable respiratory disease caused by long-time exposure to mine dust. Yet winning a

workers' compensation claim for the ailment commonly known as black lung was virtually impossible. In West Virginia, the leading coal-producing state, long-festering resentment among members of the United Mine Workers of America finally exploded in early 1969, fed in part by a few renegade doctors not controlled by the coal operators. When proposed amendments to broaden compensation eligibility stalled in the state legislature, a mass uprising broke out. Work stoppages spread contagiously, involving roughly 40,000 miners and effectively shutting down production. Large demonstrations repeatedly besieged the state capitol in Charleston; thousands of protesters paraded with black coffins and packed the galleries in the legislative chamber. After weeks of sustained collective action, the politicians finally put through the desired changes. It was arguably the largest and most important political strike in American history.

The West Virginia revolt generated strong momentum for remedial action on the national level. The unrest in the coal industry resonated with the general turbulence in American society at that time, intensifying the anxieties of lawmakers in Washington. The miners' demands on Congress included not only a black-lung benefits program but also a preventive initiative under which the federal government would set and enforce stricter limits on dust exposure, replacing the weak, long-standing state regulatory system. Before the year was over Congress had approved legislation incorporating these demands. When President Richard Nixon balked at signing the bill, strikes again erupted in numerous mining areas. The miners forced Nixon to accept the Federal Coal Mine Health and Safety Act of 1969, a major advance in this especially dangerous industry.

The federal takeover of coal-mine regulation paved the way for similar reforms

for the entire workforce. Together with a number of other factors, the setting of such a strong precedent of federal responsibility for assuring safe and healthful working conditions helped break the stalemate in Congress on this issue. In 1970, the Occupational Safety and Health Act committed the U.S. to providing workers with a place of employment free from significant safety and health hazards. The law that workers fought for and won almost half a century ago has brought important safeguards.

Facts and tips for talking about OSHA for stewards:

- OSHA has saved more than 75,000 lives. The rate at which Americans are killed on the job is half what it was before 1970.
- OSHA standards have greatly reduced serious threats like asbestos and lead. Enforcement has targeted notoriously unsafe places like meat-processing plants.
- Health and safety in the workplace has always depended on activism by workers at every level—from addressing risks at the workplace to lobbying Congress and the President for better laws.
- OSHA protects the approximately 89% of U.S. workers who do not have union protections. It's necessary but not sufficient: many workers would be much safer with more robust inspections, better safety rules for industry and employers, and other protections such as paid sick leave.
- Just as winning these protections depended heavily upon forceful agitation by at-risk workers themselves acting in solidarity, it will be equally the case that defending this system in the current political climate will depend heavily upon workers' activism.

—Alan Derickson is a Professor Emeritus of Labor Studies and History at Penn State University. His research centers on the health problems of working-class life in the United States since the nineteenth century.



Dave Young
Regional Director

The Importance of Spreading the Word About Our Union Family

One of our core beliefs at the UFCW is that no one should have to struggle alone. That core belief helped Local 919 achieve significant organizing victories last year, and we have more opportunities to bring more hard-working women and men into our union family this year.

The simple fact is this: Everyone knows someone who is toiling away in a job with low wages, little to no benefits, and erratic schedules that makes it impossible to take care of life's demands, such as caring for a child or family member, taking a second job to earn more money, or going back to school. This year, let's make a pledge to reach out to friends, neighbors, customers and even vendors who service our stores, and spread the word about the value of belonging to our union family.

Let's make an effort to let workers who may not have a collective voice in their workplace know that union members are more likely to have jobs with higher wages than nonunion workers. Let's talk about our union contracts and the benefits union jobs provide, including health insurance, paid vacation, retirement security, holiday and sick leave, fair

scheduling, and overtime protection. On top of a strong union contract, let's make an effort to let people know that members of Local 919, along with their families, have exclusive access to the UFCW Free College Benefit, as well as discounts that can save families up to \$3,000 this year along. In a nutshell, let's spread the word that UFCW membership brings people truly great value.

Finally, let's commit to taking this a step further by putting those who are interested in learning more about our union family in touch with one of our organizers at Local 919. By taking that extra step, we can help workers attain the better lives they have earned and deserve and strengthen the communities that we call home.

Members of Local 919 know that adding more members to our union leads to stronger contracts. In unity, there is strength, and increased worker power leads to higher workplace standards for all workers – both union and nonunion.

Thank you for being part of our union family. With your help, we can make Local 919 better and stronger this year and in the years ahead.

IMPORTANT INFORMATION

Dear Sisters and Brothers:

Re: Per Capita Increase

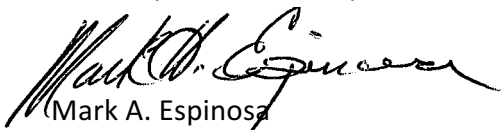
At the recent 2018 Eighth Regular Convention of the UFCW International Union, the delegates voted to amend Article 18 (A)3 of the International Constitution, which sets forth per capita to the International Union. Our delegates considered the need for a strong and effective Union that has the resources to organize and grow, to bargain better wages and working conditions for our members and to fight for the dignity and equality for all workers.

The financial health of the International Union is critical in fulfilling our core mission of organizing and negotiating better contracts for our members. Accordingly, the delegates at the Convention adopted a per capita increase, which becomes effective July 1, 2018, and will be reflected on the invoices being sent to local unions on or about July 10, 2018.

In conjunction with this per capita increase, Article 38(A)3 of the International Constitution provides for a simultaneous automatic increase in local union dues of **\$0.46 cents per week** per member. No further Local Union membership approval is required to implement this dues increase.

Although this Local Union is never thrilled to pass on **ANY** increases to our membership, it should be noted that this is the first increase since October 1, 2013. As stated above; the financial health of the International Union is critical. In addition, your Local Union's financial health is vital particularly as we approach another bargaining period with your Employer, Stop & Shop.

For the honor and privilege of serving you, I am
Sincerely and fraternally,


(Mark A. Espinosa
President

**From your Executive Board and your fellow workers
of United Food and Commercial Workers Union,
Local 919**



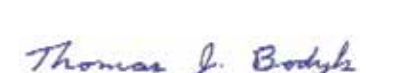
Mark A. Espinosa,
President



James Wallace, Jr.,
Secretary-Treasurer



Michael Calderon
Executive Vice President



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



Juliette Sabo,
Vice President - #673 S&S



Robert Gigiletti,
Vice President - #606 S&S



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



Wanda Jablonecki,
Vice President - #645 S&S



Ed Pryjmaczuk,
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