

Factor Sales Grocery Workers Say “Yes” to a Union Voice with UFCW Local 99



Factor Sales grocery workers said “yes” to a voice on the job with Local 99.

Last week, 360 Factor Sales grocery workers in Yuma, Ariz., joined UFCW Local 99 through a card check process that allowed them to have a free and fair choice. Workers at nine grocery stores stayed united throughout the campaign by communicating with each other through Facebook, text messages, and worker meetings.

Workers said they wanted a union voice so they would have dignity and respect on the job, a way to solve problems at work, and improvements in pay and benefits.

“Finally we have a voice, respect and dignity at work,” said Lupita Iniguez, a Factor Sales worker.

Workers have been fighting for better jobs and to be a part of a union since 2004. The successful card check follows the workers’ two previous attempts to join a union. In the two other card checks, the company was charged with unfair election practices by the NLRB.

“Congratulations to the many workers whose lives were changed today. Their hard work and dedication paid off,” said UFCW Local 99 President Jim McLaughlin.

Factor Sales operates Del Sol and King Market grocery stores.
OP

UFCW Local 1000 Workers Ratify New Contract with Kroger



Kroger workers who are members of Local 1000 ratified a new contract last week.

Early last week, Kroger workers and members of UFCW Local 1000 ratified a new contract. Nearly 10,000 associates working in 92 stores across the Dallas-Fort Worth area overwhelmingly voted for the three and half year agreement.

The agreement includes wage increases over the course of the contract, bonuses, and new department head positions in store sections such as dairy and floral. Workers were also able to maintain affordable healthcare benefits and their pension plan will remain the same. **OP**



UFCW Local 455 Maximus Coffee Workers Continue to Strike

Since October 10, more than 250 Maximus

Coffee Group workers in Houston, Texas, have been on strike. The workers are protesting Maximus Coffee Group’s proposal to reduce wages from 25 to 50 percent per hour, which could cost workers between \$10,000 and \$15,000 a year in pay and



deal a devastating blow to hundreds of Houston families and the local economy.

The company is also proposing to reduce retirement benefits and premium pay for holidays and vacations, increase insurance premiums and eliminate overtime pay. A majority of Maximus workers are members of UFCW Local 455.

Workers decided to strike after three months of negotiations did not produce an agreement. They're currently picketing the company's facility in three round-the-clock shifts.

Maximus Coffee Group is a seven-year-old company run by the de Aldecoa family. The workers process, roast and package coffee for some of North America's largest coffee sellers, including Folgers. Ecom, one of the largest coffee millers in the world, is part owner.

Please stand in solidarity with Maximus workers and tell Maximus Coffee Group to treat its workers fairly by signing a petition at <http://voiceactivated.ufcw.org/page/s/maximus-workers>. You can also check the UFCW website for updates at <http://www.ufcw.org/> and follow the Maximus workers on Twitter at <http://twitter.com/MaximusWorkers>. Check the UFCW's facebook page for graphics to share. **OP**



Congressman Gene Green (D-TX) (center) visited striking Maximus workers to show his support.

UFCW Local 75 Members Continue Push for Comprehensive Immigration Reform



Members of Local 75 demanded that Speaker Boehner, who represents Butler County in Ohio, bring comprehensive immigration reform up for a vote.

Over the weekend, members of UFCW Local 75 continued the push for comprehensive immigration reform by demanding that Speaker John Boehner bring legislation forward for a vote. The protest came outside of a fundraiser for Butler County Sheriff Richard Jones who has vilified immigrants and openly advocated for racial profiling. The action by Local 75 members comes at a critical moment in the debate over immigration reform.

A majority of the House of Representatives supports reform with a path to citizenship, including nearly 30 Republicans. Yet it was recently reported that the House Republican leadership has no plans to consider any immigration reform legislation before the end the year. **OP**



Making Change at Walmart Launches Petition Competition



The Making Change at Walmart campaign is launching a petition competition to ask President Obama to meet with the courageous Walmart workers who are speaking up about working conditions and fighting to change the world's largest private employer.

While campaigning for president in 2008, then Senator Obama told the UFCW's 6th Regular Convention, "I don't mind standing up for workers and letting Walmart know they need to pay a decent wage and let folks organize. ... This is about reminding [Walmart] that... the well-being of their workers and other workers should matter to them."

The petition will be an ongoing competition to garner more supporters and is not limited to UFCW members. Locals are asked to also bring the petition to their central labor councils, allies, and to events, in order to gather as many signatures as possible.

Local unions can participate in the petition competition by:

- Posting and sharing the petition link: <http://action.change-walmart.org/page/s/mainstreetpresident>
- Printing and sharing the petition attached after the last page of this newsletter

Petition submissions will be accepted until December 6 with winners announced on December 9. Each winner will receive a framed Black Friday 2013 poster designed by Favianna Rodriguez.

The winning categories include:

- Region (region with the most participating local unions)
- Large Local Union (more than 10,000 members)
- Medium Local Union (2,500 – 10,000 members)
- Small Local Union (less than 2,500 members)

In order to keep a timely count of progress, petition reports can be submitted by 12 PM ET each Friday by either submitting an online form at <http://bit.ly/1eEIqb2> or mailing to: Silvia Fabela, c/o UFCW, 1775 K St. NW, Washington, D.C. 20006. **OP**



It's Time for Main Street and the President to Meet!

At an event in 2008, then-candidate Obama said:

"I don't mind standing up for workers and letting Walmart know they need to pay a decent wage and let folks organize. This is about reminding Walmart...that the well-being of their workers and other workers should matter to them."



Around America, Walmart workers are bravely standing up for an economy that works for working people. **SIGN THE PETITION** asking the President to meet with these courageous workers!



Dear President Obama:

Walmart, our nation's largest employer, owned by the nation's richest dynasty, pays poverty wages to almost a million US workers who, despite generating handsome profits for the company, get less than \$25,000 a year. As Americans, we all pay the price of this injustice. Enough is enough, those who do well in America, must do right by America.

President Obama, we ask you to make good on your promise to stand up for working people by meeting with the courageous workers risking firing or other disciplinary action by joining together as Organization United for Respect at Walmart. We would like you to hear first-hand, why they are appealing for respect and calling on Walmart to pay them enough to feed and support their families.

Sincerely,

Charmaine Givens-Thomas Walmart Associate, Chicago, IL

NAME

EMAIL

ZIP CODE

LEGAL DISCLAIMER: UFCW and OUR Walmart have the purpose of helping Wal-Mart employees as individuals or groups in their dealings with Wal-Mart over labor rights and standards and their efforts to have Wal-Mart publicly commit to adhering to labor rights and standards. UFCW and OUR Walmart have no intent to have Walmart recognize or bargain with UFCW or OUR Walmart as the representative of Walmart employees.



