

ON POINT

UFCW
Unity Agenda of the United Food and Commercial Workers International Union

OUR Walmart Members and Advocates Continue Actions Leading Up to Black Friday

OUR Walmart members and supporters continue their actions across the country to call on Walmart to end its retaliation against workers, fair wages and more dependable hours. The latest series of actions included Dallas, Sacramento, Tampa, Miami, and the D.C. area.

More information about OUR Walmart and Black Friday protests including photos, videos, live updates, and upcoming actions can be found at <http://blackfridayprotests.org/>.



Dallas



Miami



Sacramento



D.C.



Tampa



Dallas



Sacramento



Miami



Tampa

More New York City Car Wash Workers Vote 'Yes' to Join RWDSU



The campaign to bring a union voice to New York City's car wash workers continues to gain momentum. Workers at Five-Star car wash in Queens, New York, are the latest to vote to join the RWDSU.

Workers at Off-Broadway Car Wash in Queens, New York, have voted overwhelmingly to join the RWDSU. The vote ended months of efforts to get the owner to recognize the union as the bargaining agent.

The vote came nearly a month after the workers struck for a half-day at the car wash and attended an NLRB hearing to demand the right to unionize and protest about what they called the owners' unfair practices. This strike forced the owners to participate in the NLRB's procedures to schedule an election.

When the workers joined the union, the car wash was paying most workers less than minimum wage, in some cases only \$4 per hour. Workers were also not receiving overtime even though they frequently worked 50 to 60 hours a week. A few days before the vote, the employer raised wages to the legal minimum rate, but that did not stop the workers from voting for a union voice.

Refugio Denicia has been working at the car wash for 14 years. "Before we started organizing we were all working long hours without breaks and receiving a lot less in wages than what we deserved. Now that we've won our election, I feel very satisfied! Our struggle has demonstrated that we deserve respect that we are going to have it from here on! Now it's time to continue to fight until we win our contract!"

Off-Broadway worker Rolando Hernandez has been working at the car wash since 1999, when he emigrated from Mexico. "My situation wasn't as bad as the rest of my co-workers, but I wanted to stand with them," he said. "I feel happy because we've stood up for what is right." **OP**

Immigrants, Labor Leaders, and Advocates Tell House Leaders: "Do Your Jobs" on Immigration



Workers and immigration advocates deliver turkeys and wine during the launch of the "Do Your Jobs" campaign to call on the House members to pass comprehensive immigration reform.

Last week, immigrant farmworkers and labor leaders delivered turkeys processed by UFCW Local 1776 members at Empire Kosher in Mifflintown, Pa to House Republican leaders, including Speaker John Boehner.

The action was part of the "Do Your Jobs" campaign where comprehensive immigration reform advocates are highlighting the back-breaking work immigrants do in America every single day.

Esther Lopez, UFCW International Vice President and Director Civil Rights and Community Action Department, was among those making the deliveries. "At the UFCW, we are proud to put food on America's table, not just on Thanksgiving, but every day of the year," she said. "Our members work hard—often in difficult conditions—to provide an excellent product for their customers and communities. UFCW members are doing their jobs. It is time for Congress to do the same. Give us a vote on comprehensive immigration reform."

Immigration reform supporters also handed out fact sheets to key members of Congress, outlining the hard work that immigrants do to harvest produce, process meats, prepare foods, clean houses, and complete the numerous other jobs necessary to set our nation's Thanksgiving tables. The fact sheet can be viewed at <http://bit.ly/17PCXPk>.

"We are not asking Congress to move the sun or the moon," Lopez said. "We are just asking them to do their jobs." **OP**

Female Meatpacking and Food Processing Workers Launch New Women's Committee



Female meatpacking and food processing workers launch a new women's committee to empower female workers and address issues important to female workers in these industries.

At the chain meeting earlier this month, female workers launched a women's committee for female meatpacking and processing workers. The new women's committee will serve as a voice and a resource to help empower female workers to take leadership roles and address specific issues important to women in these industries.

During a luncheon at the chain meeting, women held table discussions on what issues are important to women on the shop floor, health and safety issues specific to female workers, how to reach out and educate co-workers about those issues, and ways to recruit more female union members and activists within their plants and industries.

The women's committee will continue to develop, with the selection of committee co-chairs, a partnership with the

UFCW Women's Network, and future meetings that will feature workshops and resources that members can share and take back to their plants.

For more information on the women's committee, contact Sarah Morrisette at SMorrisette@UFCW.org. **OP**

New Demos Report Shows that Walmart Can Invest In Its Workforce without Raising Prices

"If large retailers raised wages to pay the equivalent of \$25,000 per year for full-time, year-round work, more than 700,000 Americans would be able to earn their way out of poverty. Altogether, 1.5 million would make it out of poverty or near-poverty."

A new report by Demos finds that Walmart can afford to and would also benefit from raising wages and increasing access to full-time hours so that no worker at Walmart makes less than \$25,000 per year.

Titled "A Higher Wage is Possible: How Walmart Can Invest

in Its Workforce Without Costing Customers a Dime," the report shows that if Walmart redirected the \$7.6 billion it spends annually on repurchases of its own company stock, these funds could be used to give Walmart's workers a raise of nearly \$6 an hour—more than enough to ensure that all Walmart workers are paid a wage equivalent to at least \$25,000 a year for full-time work—without raising prices. The report can be found at <http://bit.ly/18MpC5h>.

Last year, Demos published another study about how retailers can benefit from raising employee wages. The report, titled "Retail's Hidden Potential: How Raising Wages Would Benefit Workers, the Industry and the Overall Economy," shows that raising wages to \$25,000 per year for full-time retail workers at the nation's largest retail companies (or those employing at least 1,000 workers) would result in improving the lives of more than 1.5 million retail workers and their families who are currently living in or hovering above poverty. The study can be viewed at <http://bit.ly/12B3fyd>. **OP**



UFCW Minority Coalition Members Host Education Conference and Annual Gala



The UFCW Minority Coalition hosted its annual education conference and formal ball to raise money for Faces of Our Children.

Earlier this month, the UFCW Minority Coalition hosted the annual UFCW Minority Coalition Education Conference and formal fundraiser ball. The events recognize the members and locals who help workers develop a unified voice, and promote diversity and inclusion within the labor movement.

The annual ball is also a fundraiser for Faces of Our Children (FACES) charity. Throughout the year, the UFCW Minority Coalition raises funds to support FACES in order to advance education and awareness about Sickle Cell Anemia. More information on the UFCW Minority Coalition can be found at <http://ufcwminoritycoalition.com/>. **OP**

UFCW Gear for the Holiday Season



Visit <http://www.shopufcw.com/> to shop for the latest UFCW union gear this holiday season.