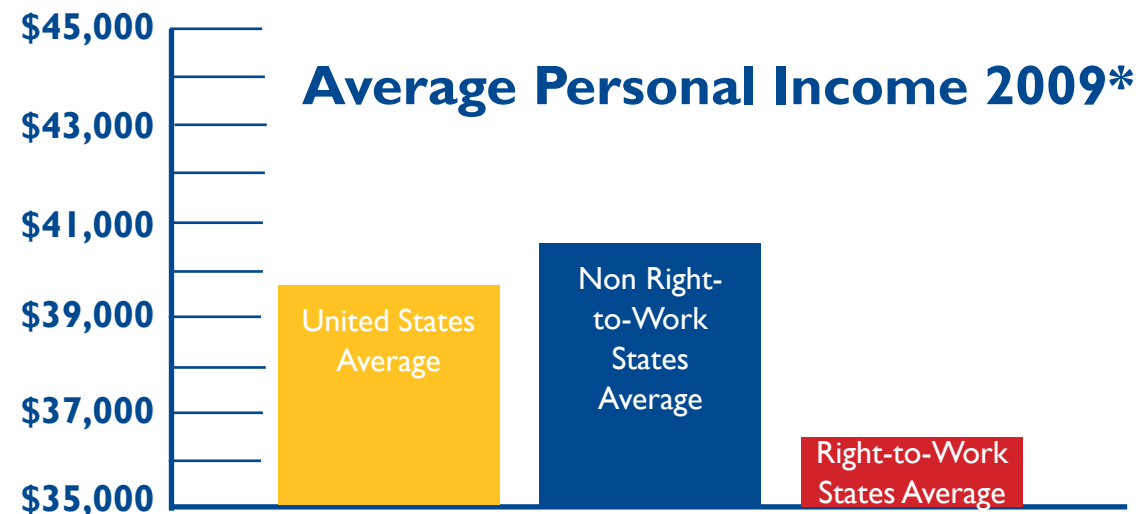


What Right-to-Work Really Looks Like for Working Families

Union members, non-union workers, and the general public need to understand that right-to-work is not a union issue but a quality of life issue for all Michigan's residents. Exposing the realities behind right-to-work will help individuals understand why right-to-work is wrong for Michigan.

A recent study by the University of Notre Dame concluded right-to-work has "led to stagnating wage levels and deteriorating conditions for workers."

The chart below illustrates one of the reasons for their conclusion.



*Source: University of Notre Dame Higgins Labor Studies Program



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STEWARDS UPDATE

UFCW 951

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Negotiations Update

Meijer Universal Benefits Agreement

On July 25, UFCW 951 held Town Hall Calls where stewards were updated on the status of Meijer Universal Benefits negotiations.

Bargaining is being conducted by UFCW 951 and three other locals since the agreement covers all unionized Meijer employees in Michigan, Ohio and Kentucky, as well as OMP/IF employees. It is negotiated separately from the master agreement and covers the non-wage, economic portions of the contract including pension, health insurance, paid time off, and the fringe calculation. The current, six-year Universal Benefits Agreement expires this year, and a new agreement needs to be ratified in time for open enrollment for health benefits this fall.

"While these negotiations are challenging, we are making progress and are getting closer to reaching a consensus on key issues," Marv Russow, UFCW 951's president, told the group. "While it is too early and not right to divulge any specifics of our discussions, as no formal agreements have been reached, I can tell you I believe we are close to reaching an agreement that addresses several of members' main concerns."

Members indicated what was important to them through their responses to the Membership Survey Wayne State University conducted last year. "We entered these negotiations armed with the information members provided to us," said Russow.

Members' goals that Russow believes can be achieved are listed in the sidebar on this page. "As we push for these and other improvements in the Universal Benefits Agreement, we must weigh these gains against potential wage gains and other protections we are able to negotiate in 2012 when the master agreements expire," Russow said. "We do not want to be in a place where our Universal Benefits Agreement precludes us from negotiating meaningful base rate wage gains, as members rated wage increases as their top bargaining goal, and were very clear they want these wage increases to come in the form of base rate increases, not top rate adjustments."

With negotiations continuing, Russow reminded steward "what may have been agreed to yesterday can change tomorrow as we reach

agreements in other areas."

To read the full text of Russow's Town Call comments, go to www.ufcw951.com.

Union Optimistic Several of Members' Goals Will be Achieved

While negotiations are on-going, UFCW 951 believes the new Universal Benefit Agreement will reflect many of members' goals including:

- **Containment of health care costs.**
- **Reduction of the daily fringe calculation, and limiting the circumstances that cause a loss of fringe.**
- **Increased paid time off for members hired after October 23, 2005.**
- **Protecting the pension of older members, while meeting the desire of younger members for a more portable retirement option, such as a 401(k).**
- **Increasing job security.**

Attack on Workers Worsens

Time to Stand Up and Fight Back

Since gaining control of the Michigan Legislature in January, Governor Rick Snyder and his fellow Republicans in Lansing have waged an all out assault on middle class families.

“Republicans in Michigan and other parts of the country are promoting the agenda of their wealthy corporate

right-to-work legislation by the end of the year,” Russow said. “With this increased focus on right-to-work will come a barrage of inaccurate media reports and false advertisements proclaiming the benefits of right-to-work. Members and the general public need to understand that this legislation is

simply part of the Republican agenda to give more money and power to the wealthy and less of both to workers, and that all workers and Michigan communities will suffer under right-to-

work.”

The UFCW has developed a multi-faceted plan, to stop right-to-work in Michigan. Stewards will be asked to play a key role in several aspects of the plan from educating individuals on the realities of right-to-work to being trained media contacts.

“We are in the fight of our lives,” Russow said. “It’s time to fight back.”

donors and using the worst economic crisis since the Great Depression to attack seniors, students, poor families and dedicated workers,” Marv Russow, Local 951’s president, said. “When you look at the actions of the Republican Legislature, you will see they have nothing to do with the jobs they promised and everything to do with helping corporations and the wealthiest among us become richer and more powerful at the expense of everyone else. As an organization we try to be nonpartisan, but these types of actions make it difficult.”

Michigan Republicans are swiftly working through their agenda, making sure their priority items are completed in case they lose their legislative control in the 2012 election.

“There is a group of Republicans who have made it their goal to pass

Michigan Republican’s Anti-Worker “To Do” List

In January, Republicans began systematically checking items off their “to do” list, taking full advantage of their control of the Michigan Legislature.

- Give businesses millions of dollars by eliminating item pricing.
- Give Emergency Financial Managers (friends of the Governor) the power to dissolve local governments, fire public employees and elected officials, and suspend collective bargaining agreements with no input from voters.
- Balance the budget on the backs of workers to pay for \$1.8 billion in corporate tax breaks.
- Control the redistricting process, redrawing the state’s political districts to the Republicans’ advantage.
- Pass right-to-work legislation.

Need Supplies?

In an effort to 'go green' the UFCW 951 office will no longer be accepting phone call requests to mail out supplies. Instead, if you need to replenish your supply of contracts, Step 1 Grievance Forms, badge pulleys and/or pens, please do so through your union representative. Each union representative has been given a monthly supply of these items and has been directed to hand out these items at their discretion. If you have any questions regarding supply requests, please call the Communications Department at 1-800-999-0951.

Share the Facts that Prove Right-to-Work is Wrong

As the campaign to turn Michigan into a right-to-work state heats up, members and everyone else in the state will be subjected to inaccurate media reports and false advertisements proclaiming the benefits of right-to-work.

Stewards and members need to be prepared to combat these inaccuracies and falsehoods with simple FACTS.

Right-to-work provides no rights, work, or freedoms.

Slick politicians routinely attempt to gain support for their bills by misnaming them. Such is the case with right-to-work.

On the surface it sounds good -- who would vote against the right to work? Despite the fact the law provides no rights or work, we are stuck with the term “right-to-work” because it is used by politicians and the media.

While we cannot stop the inaccurate use of the term right-to-work, we can go beyond the surface and expose the legislation for what it really is – an effort led by greedy CEOs and anti-worker politicians to drive down the wages and benefits of all workers.

Earlier this month, the latest group to embrace the right-to-work cause called itself “Michigan Freedom to Work.” They too are trying to trick the public into believing they are advocating for something positive, when in reality they are pawns of the same Republican agenda that is attacking workers across the country.

Right-to-work is an attack on workers and their unions.

Right-to-work is a scheme designed by anti-worker politicians to reward their corporate backers and punish unions for supporting their political opponents. Its goal is to silence workers, eliminate workers’ rights, and to weaken and ultimately destroy unions. Like most political schemes, right-to-work is about money and power –

ALL workers suffer under right-to-work laws.

Unions are the targets of right-to-work, but research repeatedly shows the law negatively impacts all workers and their communities by driving down the workers’ standard of living and quality of life, and lowering the tax base communities rely upon to provide vital services to its residents.

giving more money and power to big business and their political allies and less to workers by stripping unions of their ability to effectively negotiate contracts and give workers a voice.

The Numbers Tell the Truth About Right-to-Work

Right-to-Work Means Lower Wages.

- In 2009, the average yearly wage for all Michigan workers was \$4,476, more than workers in right-to-work states.
- Michigan manufacturing workers earn an average of \$9,922 more per year than manufacturing workers in states with right-to-work laws.

Right-to-Work Means More Dangerous Workplaces.

- Workers in right-to-work states are twice as likely to be killed on the job.
- When workers in right-to-work states are injured on the job, the maximum weekly Workers’ Compensation benefits they can receive is \$119 less than workers receive in Michigan.

Right-to-Work Means Less Health Insurance and Pension Coverage.

- In 2009, people in right-to-work states were 20.8 percent more likely to be uninsured than Michigan residents, and children in those states are 85 percent more likely to be uninsured than Michigan children.
- Workers in right-to-work states are 13.6 percent less likely to have a pension than Michigan workers.

Right-to-Work Means Less Investment in Education.

- Right-to-work states spent an average of \$2,192 less per student for the 2008-2009 school year than we did in Michigan.

Right-to-Work Does NOT Increase Employment.

- Oklahoma, the last state to pass right-to-work legislation, saw unemployment increase dramatically after passing the law.
- North Carolina, a right-to-work state, suffered an 11 percent greater manufacturing job loss than Michigan between 1994 and 2005.

Right-to-Work Means Less Tax Revenue for our Communities.

- It is estimated that right-to-work would take \$21 billion from Michigan’s tax base, which means higher taxes and/or fewer public services.

SOURCES: Bureau of Labor Statistics, Corporation for Enterprise Development; Elise Gould, Employer-Sponsored Health Insurance Erosion Accelerates in the Recession—Public Safety Net Catches Kids but Fails to Adequately Insure Adults, Economic Policy Institute, Nov. 16, 2010; Economic Policy Institute, U.S. House Ways and Means Committee, U.S. Census Bureau.