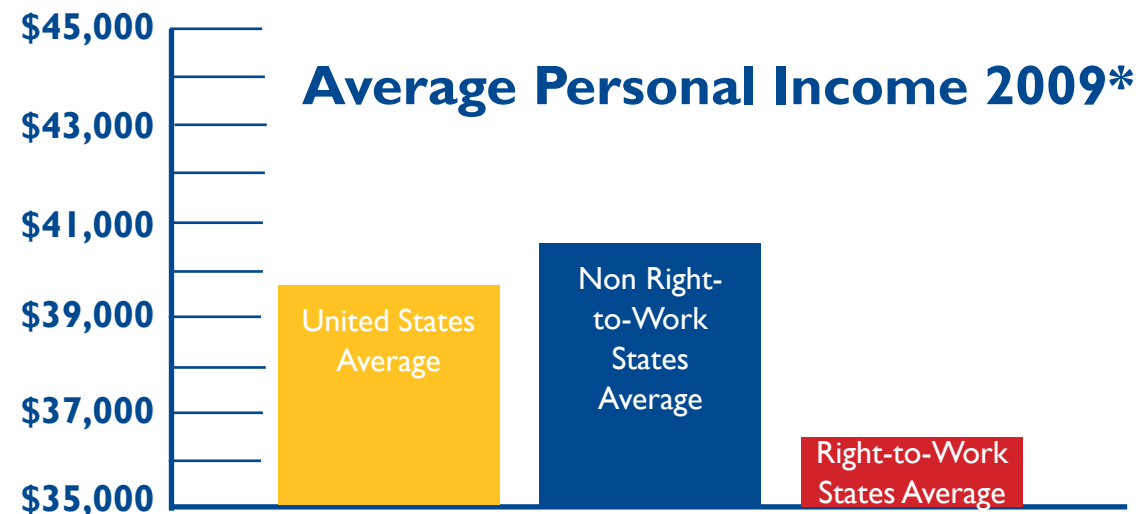


What Right-to-Work Really Looks Like for Working Families

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



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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

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 legisla-

tive control in the 2012 election.

"There is a group of Republicans who have made it their goal to pass right-to-work legislation by the end of the year," Russow said. "With this

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."

"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."

Marv Russow, Local 951 President

parts of the country are promoting the agenda of their wealthy corporate 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

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

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.

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 can't 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

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

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 all workers' standard of living and quality of life, and lowering the tax base communities rely upon to provide vital services to its residents.

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.

Don't Forget to Enroll

Participation in Open Enrollment Required To Receive Benefits

The annual Open Enrollment period for UFCW 951 members who receive health and welfare benefits through the Michigan UFCW Unions and Employers Health and Welfare Fund is quickly approaching.

Open Enrollment packets will be mailed to eligible members' homes by the end of August. Beginning in September, materials and enrollment forms will be available at www.mufcwbenefits.com. The deadline for enrollment is **October 13, 2011**.

"We are doing everything we can to ensure that no member misses the deadline," Marv Russow, Local 951's president, said. "If a member does miss the deadline, they will lose benefits for themselves and their family in 2012!"

UFCW 951 is asking stewards at the affected employers to begin talking to members about Open Enrollment. The process is mandatory for everyone, even if they just enrolled for benefits or have no changes to their current coverage.

"Steward involvement is vital to this process. They must make it clear to the members that there are no exceptions; everyone must complete the required enrollment forms by October 13 to receive benefits in 2012," Russow said. "Members who, for one reason or another, think they can skip the mandatory Open Enrollment and still receive benefits next year will find that this is simply not the case."

The Open Enrollment process requires each member to complete two forms: (1) the Election of Healthcare Benefits Form and (2)

the Payroll Deduction Authorization Form.

Forms can be filled out and either mailed or faxed back to the Fund Office, or they can be completed online.

"One of the advantages to enrolling online is that you receive a confirmation that your enrollment has been received, giving members peace of mind that the process is complete," Russow said. "Stewards should complete the process online so they are able to explain how easy the process is to the members."

If you have any questions regarding Open Enrollment, please call the Fund Office at 1-800-322-8190 immediately.

Enrollment Mandatory for Members Working at:

**Fry Krisp
Harding's
Kroger
Plumb's**

Health and welfare benefits, including medical, dental, prescription, time loss coverage and life insurance, will end December 31, 2011 for eligible members working at the above listed employers. In order for members and their eligible dependents to receive benefits in 2012, members must complete the open enrollment process by **October 13, 2011**.

Members who fail to receive an open enrollment packet by September 1 should contact the Fund Office at 1-800-322-8190. Enrollment can also be completed online at www.mufcwbenefits.com.

Need Supplies?

In an effort to 'go green,' the UFCW 951 office will no longer accept phone call requests to mail out supplies. Instead, if you need to replenish your supply of contracts, Step 1 Grievance Forms, badge pulleys, 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 questions regarding supply requests, please call the Communications Department at the union office at 1-800-999-0951.

Remind Kroger Members to Return Survey

UFCW 951 Kroger stewards should remind members to return their bargaining surveys. The survey responses will be used to establish bargaining goals and help the union's committee make important decisions during bargaining. A high rate of participation in the survey will also send Kroger a strong message that members are involved in negotiations and strongly united to reach a fair and just contract.

Additional surveys for stewards to distribute to members, along with the accompanying postage paid envelope, are available from union representatives.