

# UFCW 2008

a **VOICE** for working America

## OBSERVER

NEWSLETTER

Volume XXIII, Number 4

December 2022

### PRESIDENT'S REPORT

## Grateful

2022 has been a TOUGH year. That is probably an understatement, but in spite of all the challenges we have faced this year, I do believe we have much to be grateful for. Everyone has been struggling with the rising cost of everything, from groceries to gas prices and everything in between, and the threat of COVID is still with us, although it appears that most have gotten the vaccines, and have learned to live with our **new normal**. But can you imagine how hard it could have been if we had not negotiated good contracts with sizable wage increases over the last few years that have helped all of the members in Local 2008? Inflation would have had a much greater impact than it does now. Now I'm not saying everything is great – because it is not. All I am saying is that I am grateful it is not worse.

We also should be grateful the midterm elections are over. I for one am appreciative that I don't have to watch any more political commercials with their half-truths and outright lies, but I am grateful that democracy prevailed. If people really take the time to look at the issues and the candidates, they will make good decisions. In most of the country that was true, not so sure about Arkansas, but time will tell. I'm also grateful for ALL OF YOU. The support our members showed during the Kroger ordeal, and have shown for this Local makes me very proud to be your President. I look forward to working with all of you in the future to make our Local Union one of the best in the country, and I know that together, we can make that happen.

Although I am very grateful for all that we have and all we have accomplished, the work is not done. Our contracts can be better with everyone standing together to make it happen. We have experienced surprising cooperation from most of the employers, mostly because they need the Union's help to attract and retain workers, and so bargaining has been less stressful than in past years, (except for Kroger) but please know that I don't expect that cooperation to last. I believe Kroger will be coming after much of our contract that they were not able to change, and that is why we are building a much larger Strike and Defense Fund. If we need to take on an employer, any employer, we will have the resources, in addition to the strike funds the International provides, to make sure that our members can weather any storm and have the resources to hold out if a strike is necessary – for as long as it takes to make our employers realize that you, **THEIR EMPLOYEES ARE THE GREATEST RESOURCE AN EMPLOYER HAS!** Without you, they don't sell groceries, process chicken, make frozen dinners, or do all the things you do for your employers!

No matter what happens in the future, please know that Local

*continued on page 3*

### REPORTE EL PRESIDENTE

## Agradecido

2022 ha sido un año Duro. Probablemente sea un eufemismo, pero a pesar de todos los retos a los que nos hemos enfrentado este año, creo que tenemos mucho que agradecer. Todo el mundo ha estado luchando con el aumento del coste de todo, desde los comestibles hasta los precios de la gasolina y todo lo demás, y la amenaza de COVID sigue con nosotros, aunque parece que la mayoría se ha vacunado y ha aprendido a vivir con nuestra **nueva normalidad**. Pero ¿se imaginan lo difícil que podría haber sido si no hubiéramos negociado buenos contratos con considerables aumentos salariales en los últimos años que han ayudado a todos los miembros de Local 2008? La inflación habría tenido un impacto mucho mayor del que tiene ahora. No estoy diciendo que todo sea estupendo, porque no lo es. Lo que digo es que estoy agradecido de que no sea peor.

También deberíamos agradecer que las elecciones de mitad de mandato hayan terminado. Por mi parte, agradezco no tener que ver más anuncios políticos con sus medias verdades y mentiras descaradas, pero agradezco que la democracia haya prevalecido. Si la gente realmente se toma el tiempo de analizar los temas y los candidatos, tomará buenas decisiones. En la mayor parte del país eso fue cierto, no tan seguro de Arkansas, pero el tiempo lo dirá. También estoy agradecido por TODOS USTEDES. El apoyo que nuestros miembros mostraron durante el calvario de Kroger, y que han mostrado para este Local me hace muy orgulloso de ser su Presidente. Espero trabajar con todos ustedes en el futuro para hacer de nuestro Sindicato Local uno de los mejores del país, y sé que juntos podemos lograrlo.

Aunque estoy muy agradecido por todo lo que tenemos y todo lo que hemos logrado, el trabajo no ha terminado. Nuestros contratos pueden ser mejores si todos nos unimos para conseguirlo. Hemos experimentado una sorprendente cooperación por parte de la mayoría de los empleadores, sobre todo porque necesitan la ayuda del sindicato para atraer y retener a los trabajadores, por lo que la negociación ha sido menos estresante que en años anteriores, (a excepción de Kroger) pero por favor, sepan que no espero que esa cooperación dure. Creo que Kroger vendrá a por gran parte de nuestro contrato que no han podido cambiar, y por eso estamos construyendo un Fondo de Huelga y Defensa mucho mayor. Si tenemos que enfrentarnos a un empleador, a cualquier empleador, tendremos los recursos, además de los fondos de huelga que proporciona la Internacional, para asegurarnos de que nuestros miembros puedan capear cualquier tormenta y tengan los recursos para aguantar si es necesaria una huelga – durante el tiempo que sea necesario para que nuestros empleadores se

*continúa en la página 3*







**UFCW Local 2008 wishes all of our members  
the happiest of holidays and  
a fabulous New Year!**

**NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES  
TO THE UFCW NINTH REGULAR CONVENTION**

In accordance with the International Constitution, Articles 14 and 15:

Nominations for delegates to the UFCW International Convention to be held April 24, 2023, through April 28, 2023, in Las Vegas, Nevada, will be the order of business at the Special Membership Meetings to be held on Wednesday, January 11, 2023, at 9:00 A.M. and 7:00 P.M. at the following locations:

**Wednesday, January 11, 2023 – 9:00 A.M. and 7:00 P.M.**

- Comfort Suites**, 1227 N. St. Louis St., Batesville, Arkansas
- Holiday Inn Express & Suites**, 2205 S.E. Walton Blvd., Bentonville, Arkansas
- American Inn**, 3439 Highway 65 North, Dermott, Arkansas
- UFCW Local Union Office**, 7924 Interstate 30, Little Rock, Arkansas
- Holiday Inn Express & Suites**, 7111 Phoenix Ave., Fort Smith, Arkansas
- Hampton Inn & Suites**, 2700 N. Hervey St., Hope, Arkansas
- Comfort Inn & Suites**, 2714 E. Parkway Dr., Russellville, Arkansas

At the above meetings, there will be a vote on the Executive Board’s recommendation to send two (2) delegates, the President and Secretary-Treasurer, rather than the six (6) delegates allocated to our Local based on the total membership as of July 2022.

Eligibility requirements for delegates and alternates: Must be an active member of Local 2008, who has been an active member of the UFCW, or who had been a member of another organization merged with or chartered by the UFCW or merged into a UFCW Local Union, for a continuous aggregate since September 2021. To remain eligible, delegates and alternates must maintain continuous active membership through April 24, 2023. Delegates and alternates will be required to take time off from their workplace, and the Local Union **will not** reimburse delegates or alternates for their lost time.

**AVISO DE NOMBRAMIENTOS Y ELECCIÓN DE DELEGADOS  
A LA NOVENA CONVENCION DE LA UFCW**

*En acuerdo con la Constitución Internacional (International Constitution),  
Artículos 14 y 15:*

*Nombramientos para los delegados a la Convención Internacional de la UFCW que será el 24 de Abril, 2023, hasta el 28 de Abril, 2023, en Las Vegas, Nevada, será la orden de negocio en la Juntas Especiales de la Membresía que será el Miércoles, 11 de Enero, 2023 a las 9:00 A.M. y 7:00 P.M. en las siguientes localidades:*

**Miércoles, 11 de Enero, 2023 – 9:00 A.M. y 7:00 P.M.**

- Comfort Suites**, 1227 N. St. Louis St., Batesville, Arkansas
- Holiday Inn Express & Suites**, 2205 S.E. Walton Blvd., Bentonville, Arkansas
- American Inn**, 3439 Highway 65 North, Dermott, Arkansas
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- Comfort Inn & Suites**, 2714 E. Parkway Dr., Russellville, Arkansas

*En las reuniones mencionadas, se votará la recomendación de la Junta Ejecutiva de enviar dos (2) delegados, el Presidente y el Secretario Tesorero, en lugar de los seis (6) delegados asignados a nuestro Local sobre la base del total de miembros a partir de Julio de 2022.*

*Requisitos de elegibilidad para los delegados y alternos: Debe ser un miembro activo de la Local 2008, que ha sido un miembro activo de la UFCW, o que ha sido miembro de otra organización combinada con o constituida por la UFCW o combinada a la UFCW Local Unión, para un agregado continuo desde Septiembre 2021. Para quedarse elegible los delegados y alternos deben mantenerse en la membresía activa continua hasta el 24 de Abril, 2023. Delegados y alternos serán requeridos de tomar tiempo libre de su lugar de trabajo, y la Local Unión **no les reembolsara** a los delegados o alternos por su tiempo perdido.*



**President's Report** *continued from page 1*

2008 will always have your back and best interests at heart, and will work diligently to make your life at work better in all respects: wages, benefits, and working conditions.

Again, thank you for all you do, I for one am extremely grateful for **all of you**, and I look forward to working with you in the future.

**Happy Holidays**

**Have a very Merry Christmas and a Happy New Year!**

— President Steve T. Gelios

**Reporte del Presidente** *continúa de la página 1*

den cuenta de que ustedes, **¡SUS EMPLEADOS, SON EL MAYOR RECURSO QUE TIENE UN EMPLEADOR!** Sin ustedes, ellos no venden comestibles, procesan pollo, hacen cenas congeladas o hacen todas las cosas que ustedes hacen para sus empleadores.

No importa lo que ocurra en el futuro, por favor, sabed que el Local 2008 siempre os cubrirá la espalda y los mejores intereses en el corazón, y trabajará diligentemente para hacer que vuestra vida en el trabajo sea mejor en todos los aspectos: salarios, beneficios y condiciones de trabajo.

De nuevo, gracias por todo lo que hacéis, yo por mi parte estoy muy agradecido por todos vosotros, y espero trabajar con vosotros en el futuro.

**Felices Fiestas**

**¡Que tengan una muy feliz Navidad y un próspero año nuevo!**

— Presidente Steve T. Gelios

**CONGRATULATIONS On Your Retirement!**

**Diana Hernandez** of ConAgra Foods in Fayetteville retired September 9, 2022, with 23 years of service.

**Joseph Styles** of Kroger Store 636 in Little Rock retired September 24, 2022, with 12 years of service.

**Thomas Bass** of Kroger Store 582 in Little Rock retired October 1, 2022, with 31 years of service.

**Cecilia James** of Tyson Foods in Dardanelle retired October 14, 2022, with 28 years of service.

**Phyllis Bradford** of Kroger Store 639 in North Little Rock retired October 30, 2022, with 8 years of service.

**Elvis Johnson** of The Bionetics Corporation in Jefferson retired November 9, 2022, with 46 years of service.

**Janice Moragne** of Kroger Store 642 in North Little Rock retired November 17, 2022, with 26 years of service.

**UNION-MADE HOLIDAY GIFTS**

**Games**

- Barrel of Monkeys
- Candy Land
- Chutes and Ladders
- Clue
- The Game of Life
- Monopoly
- Pictionary
- Risk
- Scrabble
- Sorry
- Taboo
- Twister

**Candies**

- Allan Candy peppermint candy canes
- Jelly Belly
- Laffy Taffy
- Tootsie Roll Pops
- Hershey's chocolates

**Beauty Products**

- Avon
- Caress skin care
- ChapStick
- Dove
- Old Spice
- Revlon

**Sports Products**

- Bare wetsuits
- Callaway Golf
- Louisville Slugger
- Standard Golf
- Top-Flite Golf
- Wilson NBA basketballs and NFL footballs

**AFL-CIO**

**AFLCIO.ORG/HOLIDAYGIFTS**

**WHAT DIFFERENCE DOES A UNION MAKE?**

**Union**

1. Wages, benefits and working conditions are protected by a legal contract.
2. A contract spells out how much each worker earns.
3. Unions negotiate raises for every one. Members vote on it, and if they feel it's unfair, they can vote it down.
4. If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.
5. If you don't like something at work you can work together with your union to change it.

**Non-Union**

1. Management can change wages, benefits and working conditions unilaterally.
2. No one knows how much anyone else earns. Disparate treatment/favoritism exists.
3. If you want a raise you must plead your case to a supervisor or manager.
4. If you are unfairly disciplined, you are on your own (at-will employee). You're subject solely to policy.
5. If you don't like something at work, you are at the mercy of management.

**HAPPY HOLIDAYS**

**MAY ALL YOUR GIFTS BE UNION MADE**

## Stewards' Corner

**UFCW**  
a **VOICE** for working America

# Off Duty Conduct & Social Media

**G**rievance books are filled with examples of disputes away from the workplace — a boss and a worker who may have had too much to drink at a local watering hole, for example, get into a dispute and the boss demands that the worker be fired “in the interest of workplace safety.” An employee is allegedly heard in public, trashing the company he works for, or one worker may have threatened another one off the job.

These cases, and many others like them, have a common thread: some incident took place — or *may* have taken place — away from the workplace but the boss is punishing the employee, even though nothing happened directly in the workplace.

In the past, off-duty conduct was usually physical but the conflicts a steward confronts today are often based on social media. The huge expansion of social media sites during the COVID pandemic, combined with more intense political and cultural disagreements,

have created a whole new area of headache for union stewards.

In an ideal world, the U.S. Constitution protects “free speech,” so members should be able to express themselves openly and on any topic without worrying about retribution or discipline, or even discharge.

But what about a member who posts, as an Illinois police officer did in April 2022, statements that are racially offensive or that demean certain individuals or groups?



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a **VOICE** for working America

## Off Duty Conduct & Social Media

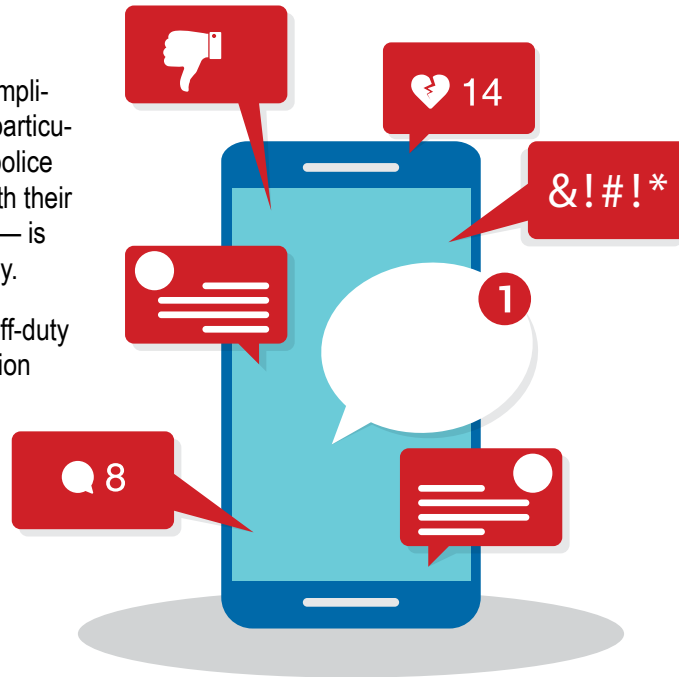
▼ continued

The issue is especially complicated for public workers, particularly schoolteachers and police officers, whose contact with their “employers” — the public — is part of their work every day.

In the discussions about off-duty conduct, the value of a union contract has never been more powerful. A non-union worker can simply be fired — for a good reason, a bad reason or no reason at all. The Just Cause of our union contract blocks this discretion, but puts the steward into a complicated and rapidly changing world of decisions, when the alleged violation occurs on social media.

One step for a steward that is common when dealing with discipline for off-duty activities is proof. When the boss claims a member violated acceptable norms, the steward should demand proof but, with social media, Facebook posts or texts or Twitter are there for all to see and can be recovered when deleted. There is also legal precedent that an employer can access private communications as a basis for discipline. As an example, one worker threatens or insults a co-worker privately, and the attacked employee goes to the boss — or maybe to the steward — for protection. The “private” message can be displayed as part of the discipline process.

There is a developing law on social media posts. Currently, five states (California, Colorado, New York, Louisiana, and North Dakota) protect employees from retaliation for engaging in lawful



off-duty conduct and political activities, no matter how disgusting their commentary or behavior. As a general rule, however, employees typically can be terminated for hate speech — any disparaging comments about protected categories like race, religion, and gender and our members may support the discharge.

One complicated issue is whether a steward is obligated, under The Duty of Fair Representation, to defend the members’ rights to express themselves when their opinions are harmful or threatening. In general, the local union — by a procedure defined in its bylaws — can refuse to carry through a grievance if the behavior of the member is contrary to workplace norms. Once again, the whole complicated issue of “free speech” becomes the focus of discussion but there are clearly limits, both legally and among our members.

If a case comes up, negotiate with your employer some general standards that you can then pass along to all of your members as a preventive measure. Do

“If in doubt, leave it out. If you feel unsure about posting something — listen to the warning bells. You could be fired over breaking confidentiality, bashing your employer, pornographic images, flaunting drug and alcohol use, racist, sexist and homophobic rants or misrepresentation of position.”

– The International Association of Fire Fighters (IAFF)

NOT let your boss unilaterally set limits on what your members can post off-duty.

In every case, a steward should be proactive and preventive in warning members that private social media messages, even sent on non-work networks during non-work time, can lead to discipline.

One union took a proactive step to avoid discipline cases. The International Association of Fire Fighters (IAFF) posted this warning to the members in its Social Media Legal Issues and Guidelines: “If in doubt, leave it out. If you feel unsure about posting something — listen to the warning bells. You could be fired over breaking confidentiality, bashing your employer, pornographic images, flaunting drug and alcohol use, racist, sexist and homophobic rants or misrepresentation of position.” ■

– Bill Barry is a retired organizer and labor educator and the author of *I Just Got Elected — Now What? A New Union Officer’s Handbook* — 4th edition, 2022 ([www.laborsbookstore.com](http://www.laborsbookstore.com).)

Para español, haga clic aquí

WORKPLACE LEADER

## Notice to Workers Whose Contracts Contain Union Security Clauses

Union security clauses require workers, as a condition of keeping their jobs, to: (1) join the Union and pay Union membership dues; or (2) pay an amount equal to membership dues if they do not join the Union. The dues or equivalent amount you pay supports the costs of negotiating your contract and the broad range of activities your Union engages in to support you, your family and your coworkers.

Workers who decide not to join the Union or who resign their Union membership may choose to submit objections by writing to the Union saying that they only want to pay for Union activities that relate to negotiating and servicing the Union contract, representing workers in the workplace, and administering the Union. These are "chargeable" activities which all workers covered by Union security clauses contribute towards. Some additional examples of chargeable activities include: meetings between your Union Representatives and representatives of your company; enforcing workers' rights under the procedure in the contract for filing and processing grievances; and attorneys' fees to enforce contract rights.

Some examples of activities that are not chargeable include: support for political candidates; lobbying local, state, and federal governments; community service; members-only benefits; charitable contributions; the costs of the Union affiliating with other labor organizations; and organizing outside the UFCW's core industries. You will not be required to contribute towards non-chargeable activities if you submit objections.

However, you should know that if you choose not to join or you quit your membership, you will not be able to participate in some important activities that directly affect you and your family.

- You will give up your right to receive discounts available to members only,
- You will give up your right to actively participate in developing the bargaining proposals and demands for the contract covering you,
- You will give up your right to vote on your contract that guarantees your wages,
- You will give up your right to vote on your contract that guarantees you and your family benefits, like health insurance, vacation and pension,
- You will give up your right to vote to strike,
- You will give up your right to nominate and vote for officers of the Local Union,
- You will give up your right to attend the International Convention as a delegate,
- You will give up other rights and privileges that come with membership.

Should you decide to give up all these rights and benefits of membership and submit objections, you must follow the procedures described below. The reduced amount you will pay if you submit objections will be based on the International Union's expenditures for chargeable activities. Last year, approximately seventy-six percent of the International Union's expenditures went towards these activities. (The percentage of your Local Union's expenditures that has gone towards chargeable activities has been higher.) As you consider whether to object, you should remember that the most important right you have at work is the right to be represented by a union. When workers negotiate together through the Union and speak with one voice, they win higher wages and better benefits and achieve greater respect and dignity on the job than workers who do not have workplace representation. There is strength in numbers. The stronger your Union is, the better your contract will be.

### PROCEDURES

**If you choose to submit objections, you must follow these procedures:**

- 1 You may submit objections by requesting in writing that the Union reduce the amount you pay so that you are only paying for chargeable activities. Currently this reduced amount is seventy-six percent of the regular Union dues.
- 2 Your request must include your name, address, job title, and the name of the company you work for.
- 3 The Union will treat your objection as an ongoing or "continuing" objection. If you submit a continuing objection, the Union will charge you the reduced amount for as long as you work for the company or until you withdraw your objection, whichever occurs sooner.
- 4 After you object, the Union will give you an explanation of the reduced amount.
- 5 If you are not satisfied with the response to your challenge, you may appeal to an impartial arbitrator in accordance with the American Arbitration Association's Rules for Impartial Determination of Union Fees. While your appeal is pending, the Union will deposit the disputed portion of the amounts into an escrow account. The Union will pay the arbitrator's fee and related administrative costs.

## Aviso a Trabajadores Cual sus Contratos Contiene Clausula de Seguridad de Unión

Cláusulas de Seguridad de Unión requiere que los trabajadores, como una condición para mantener sus trabajos, para: (1) unirse con la Unión y pagar cuotas de membresía de Unión; o (2) pagar un aumento igual para cuotas de membresía si no se unen con la Unión. Las cuotas o aumento equivalente que usted paga apoyan los gastos para negociar su contrato y amplia gama de actividades que su Unión participa para apoyarlo, su familia y sus compañeros de trabajo.

Trabajadores que deciden en no unirse con la Unión o renuncian su membresía pueden elegir en presentar objeciones por escrito a la Unión indicando que ellos solamente quieren pagar por las actividades de Unión relacionadas en las negociaciones y sirviendo el contrato de Unión, representando trabajadores en el lugar de trabajo, y administrando le Unión. Estos son actividades "por pago" cual todos los trabajadores cubiertos por las cláusulas de seguridad de Unión cual contribuyen a ello. Algunos ejemplos adicionales de actividades de pago incluyen: reuniones entre sus Representantes de Unión y representantes de su compañía; exigiendo derechos de trabajadores bajo el procedimiento en el contrato para archivar y procesar quejas, y gastos de abogados para exigir derechos de contrato.

Algunos ejemplos de actividades que no son de pago incluyen: apoyo para candidatos políticos, presionar a los gobiernos locales, estatales y federales, servicio de comunidad, beneficios de miembros solamente, contribuciones caritativas; los costos de la Unión con otras organizaciones laborales; y organizando fuera las industrias principales del UFCW. Usted no será requerido de contribuir a actividades sin-pago si usted presenta objeciones.

Aunque, usted debe saber que si usted elige en no unirse o si usted renuncia su membresía, usted no podrá participar en algunas actividades importantes que directamente le afecte a usted y a su familia.

- Usted renunciara su derecho de recibir descuentos disponibles para miembros solamente,
- Usted renunciara su derecho participar activamente en desarrollar los por supuestos de negociación y demandas para el contrato que te está cubriendo,
- Usted renunciara para votar en tu contrato que garantiza tus sueldos,
- Usted renunciara de votar en tu contrato que garantiza los beneficios de ti y tu familia, como seguro de salud, vacaciones y pensión,
- Usted renunciara el derecho de votar para huelga,
- Usted renunciara el derecho de nombrar y votar para oficiales de la Unión Local,
- Usted renunciara el derecho de asistir la Convención Internacional como un delegado,
- Usted renunciara otros derechos y privilegios que son parte de la membresía.

Si usted decide en renunciar todos estos derechos y beneficios de membresía y presenta objeciones, usted debe seguir los procedimientos descritos abajo. El aumento reducido que usted pagara si usted presenta objeciones será basado en los gastos de la Unión Internacional para actividades de pago. El año pasado, aproximadamente setenta y seis por ciento de los gastos de la Unión Internacional fueron para estas actividades. (El porcentaje de los gastos de tu Unión Local que han ido a las actividades de pago has sido más altos.) Mientras que usted considera en objetar, usted debe recordar que el derecho más importante que usted tiene en el trabajo es el derecho de ser representado por una Unión. Cuando los trabajadores negocian juntos a través la Unión y hablan con uno voz, ganan con sueldos altos y mejores beneficios y lograr mayor respeto y dignidad en el trabajo que los trabajadores que no tienen representación en el lugar de trabajo. Hay fuerza en números. La más fuerte esta su Unión, mejor será su contrato.

### PROCEDIMIENTOS

**Si usted elige en presentar objeciones, usted debe seguir estos procedimientos:**

- 1 Usted puede presentar objeciones por pedir en escrito que la Unión rebaje el aumento que usted paga para que usted solamente este pagando por las actividades de pago. Corrientemente este aumento reducido es setenta y seis por ciento de las cuotas de Unión regulares.
- 2 Su petición debe incluir su nombre, domicilio, titulo de trabajo, y el nombre de la compañía con que usted trabaja.
- 3 La Unión tratara su objeción como una objeción en curso o "continua". Si usted presenta una objeción continua, la Unión te cobrara el aumento reducido por mientras que usted trabaje por la compañía o hasta que usted retire su objeción, cualquier ocurra pronto.
- 4 Después que usted se oponga, la Unión le dará una explicación del aumento reducido.
- 5 Si usted no está satisfecho con la respuesta a su desafío, usted puede apelar a un árbitro imparcial en acuerdo con el American Arbitration Association's Rules for Impartial Determination of Union Fees. Mientras que su apelación está pendiente, la Unión depositará la parte disputada de los aumentos en una cuenta de depósito en garantía. La Unión pagara el gasto del árbitro y gastos administrativos.



# MEMBER SPOTLIGHT

## SPOTLIGHTING HARD WORKING UFCW LOCAL 2008 MEMBERS!



**Kenny Johnson**  
Kroger Store 614  
**25 Year Member!**



**Kamri Wyrick**  
Tyson Foods in Hope



**Angela Cantor Garcia**  
Tyson Foods in Dardanelle



**Jose Aponte Rodriguez**  
Wayne Sanderson Farms



**William (Wade) Green**  
Kroger Store 613  
**25 Year Member!**



**Wyatt Oaks**  
Kroger Store 625



Clockwise from left - Shelly Carry, Dianna Hern, Cindy Day, Rhonda Brewer, and Christina Lemonds  
Tyson Foods in Dardanelle  
**106 COMBINED YEARS OF SERVICE!**



Left to right - Mark Pace, Carol McClelland, Karen Hill (Rep), Casey Crittenden, and Marco Barron  
ConAgra Brands in Fayetteville  
NEGOTIATING COMMITTEE

**DECK THE HALLS**

**30% OFF  
FOR UNION  
MEMBERS**



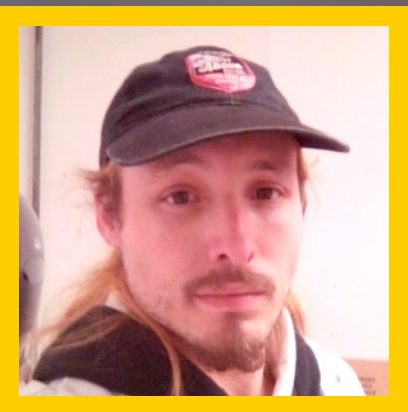
Union Plus | Teleflora

Shop now:  
<https://unionplus.click/8ak>

# \$ It PAYS to be UNION \$

ASK THESE MEMBERS!

Grievance/Back Pay year-to-date: \$48,116.45



**Christopher (Isaac) Neer**  
Kroger Store 614



**Maritza Steele**  
Kroger Store 625

*Our Deepest Sympathy  
to all family and loved ones.*



Rhonda Jean Withem  
of Kroger Store 637 in Benton  
passed away October 2, 2022.

Donald Lee Beeler  
of Kroger Store 629 in Benton  
passed away October 13, 2022.

**GIVE A GIFT THAT COUNTS:**



**TELL A FRIEND ABOUT THE UNION**

## DON'T BE NAUGHTY



### **BUY UNION, BUY AMERICAN!!!**

### **STAY INFORMED!**

Visit our website at [www.ufcw2008.org](http://www.ufcw2008.org) to find lots of information, forms, pictures, and helpful links - including a link to our Facebook page!

¡Puedes visitar nuestro sitio web en [www.ufcw2008.org](http://www.ufcw2008.org) para encontrar mucha información, formularios, fotos y enlaces útiles, incluyendo un enlace a nuestra página de Facebook!



**SECRETARY-TREASURER'S REPORT**

## Collective Bargaining Makes Your Voice Heard!

Almost everybody has at one time or another felt unheard or powerless at work. When you join the Union, this gives you and your coworkers a say by allowing you negotiate important elements of employment together. That could mean getting wage increases, better healthcare, better workplace safety, or more reasonable and predictable hours. Through collective bargaining, the Union also works with management to develop a grievance process for settling disputes that employees and companies are unable to settle themselves.

Americans have always joined together whether in parent teacher organizations or local community groups to solve problems and make changes that improve their lives and their communities. Through unions, citizens work together to get improvements at their workplace - where they spend a large portion of their lives!

The freedom of workers to join together in unions and negotiate with employers is widely known as a fundamental human right across the world. In America, this right is protected by the U.S. Constitution and laws and is supported by a majority of Americans.

If you or someone you know in your workplace would like to be more directly involved in negotiating a contract, accompanying other workers to disciplinary meetings, representing Union issues as equals with management, advocating respect and justice on the job and making sure we stick up for each other, PLEASE CONTACT THE LOCAL UNION OFFICE.

– Karen D. Hill, Secretary-Treasurer



**REPORTE DEL SECRETARIO-TESORERO**

## ¡La Negociación Colectiva Hace Que Se Escuche Tu Voz!

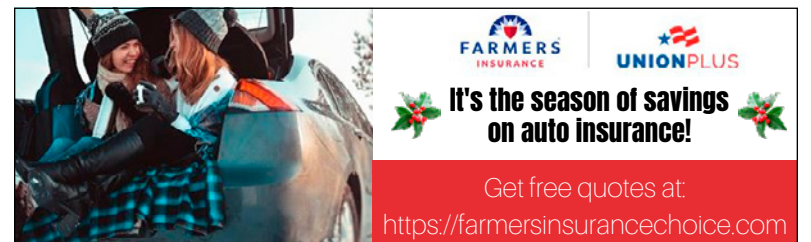
Casi todo el mundo se ha sentido alguna vez desoído o impotente en el trabajo. Cuando te afilias al Sindicato, esto te da a ti y a tus compañeros de trabajo la posibilidad de negociar juntos elementos importantes del empleo. Eso puede significar conseguir aumentos salariales, mejor atención sanitaria, mayor seguridad en el lugar de trabajo u horarios más razonables y predecibles. A través de la negociación colectiva, el sindicato también trabaja con la dirección para desarrollar un proceso de reclamación para resolver los conflictos que los empleados y las empresas no pueden resolver por sí mismos.

Los estadounidenses siempre se han unido, ya sea en organizaciones de padres y profesores o en grupos comunitarios locales, para resolver problemas y realizar cambios que mejoren sus vidas y sus comunidades. A través de los sindicatos, los ciudadanos trabajan juntos para conseguir mejoras en su lugar de trabajo, ¡donde pasan gran parte de sus vidas!

La libertad de los trabajadores para unirse en sindicatos y negociar con los empresarios es ampliamente conocida como un derecho humano fundamental en todo el mundo. En Estados Unidos, este derecho está protegido por la Constitución y las leyes de ese país y cuenta con el apoyo de la mayoría de los estadounidenses.

Si usted o alguien que conoce en su lugar de trabajo desea participar más directamente en la negociación de un contrato, acompañar a otros trabajadores a las reuniones disciplinarias, representar los asuntos del sindicato de igual a igual con la dirección, defender el respeto y la justicia en el trabajo y asegurarse de que nos defendemos unos a otros, PÓNGASE EN CONTACTO CON LA OFICINA SINDICAL LOCAL.

– Secretario-Tesorero Karen D. Hill



<p><b>JOIN US</b> for the annual <b>General Membership Christmas Meeting</b> (potluck) and <b>ABC drawing!</b></p> <p><b>There will be food, fun, and 10 drawings!!</b></p>	<p><b>General Membership Meeting</b></p> <p>December 18, 2022 <b>UFCW Local 2008 Meeting Hall</b> 2 P.M.</p>	<p><b>UFCW LOCAL 2008 OBSERVER</b> is published quarterly by UFCW Local 2008 7924 Interstate 30, Suite A, Little Rock, Arkansas 72209</p>												
	<p><b>Junta de Membresia</b></p> <p>18 Diciembre 2022 <b>UFCW Local 2008 Meeting Hall</b> 2 P.M.</p>	<p><b>UFCW LOCAL 2008 OBSERVER</b> es publicado cada trimestre por el 7924 Interstate 30, Suite A, Little Rock, Arkansas 72209</p>	<table border="1"> <tr> <td><b>President</b> Steve T. Gelios</td> <td><b>Vice Presidents</b> Walter Keener</td> </tr> <tr> <td><b>Secretary-Treasurer</b> Karen D. Hill</td> <td>Steven Hicks</td> </tr> <tr> <td><b>Recorder</b> Suzanne Garbacz</td> <td>Marco Barron</td> </tr> <tr> <td></td> <td>Mark Teakell</td> </tr> <tr> <td></td> <td>Eric Brown</td> </tr> <tr> <td></td> <td>LaShea Sapp</td> </tr> </table>	<b>President</b> Steve T. Gelios	<b>Vice Presidents</b> Walter Keener	<b>Secretary-Treasurer</b> Karen D. Hill	Steven Hicks	<b>Recorder</b> Suzanne Garbacz	Marco Barron		Mark Teakell		Eric Brown	
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