

And the survey says...

By **DAVID COOK**
President



It's a simple truth of negotiations between labor and management that strength is in numbers.

Without fail, negotiations that include significant involvement from our working partners always result in better contracts.

I've said it so many times before, but I'll say it again: The single biggest factor that determines the quality of a contract is the involvement of our partners.

That's why we've worked so hard over the last two months, and will continue to work in the coming months to communicate with our partners about how they need to be involved in the negotiations process.

More than 90 percent of our partners are covered by contracts we will be renegotiating next year. We cannot continue to provide the best wages and benefits to hard-working families if those folks don't get involved.

Part of your involvement means telling us what we can do for you. What's the most important part of your contract to you? Is it pension? Raises? Starting salary? Schedule policies? Seniority?

With these questions in mind, I've di-

rected our UFCW Local 655 staff to build a survey online so you, our partners, can provide us with the kind of direct feedback that is critical in this process.

BREAK THE SILENCE

This survey won't take more than five minutes of your time, but will help us build a wealth of information that is key in determining our priorities when we negotiate with management.

A company is not inclined to give more to an employee who remains silent.

Silence is complacency. Silence tells your employer that you are satisfied with the status quo. Silence won't get you the better life for which you've worked so hard.

Partners, please take a few minutes to complete our survey. You can take it on your computer, laptop, tablet or phone at: surveymonkey.com/r/655Contract or UFCW655.org

We'll keep this survey up for a while and through the holidays. You'll be seeing flyers at work reminding you to take the survey, and your shop steward will be asking if you've added your voice to the process. This is our best way of hearing directly from you, our partners, in the fight for a better life.

Take our survey. Tell us what you want and what you need. Tell your company what you need, and show them that you won't remain silent.

**AN EXCLUSIVE
TWICE MONTHLY
REPORT FOR**

**UFCW 655
MEMBERS &
THEIR FAMILIES**

www.ufcw655.com

Two 655 members muster support for "Holiday for Heroes" program

Each holiday season the American Red Cross invites the public to send cards of thanks, encouragement and holiday cheer to members of our U.S. Armed Forces, veterans and military families, many of whom will be far away from home this holiday season.

When Local 655 members Raylene Barton and Lori Giannini learned about the program, they jumped into action.

"We heard about the program, got some Christmas cards together and decided it was the least we could do for our soldiers serving overseas," Barton said.

The two set up signing tables at Local 655 Union meetings, shop steward meetings and at the annual retirees holiday gathering, and overall collected more than 200 greetings.



PARTNERS Raylene Barton, left and Lori Giannini signed on to solicit "soldier greetings" for those military personnel and family overseas. To send your card, drop it at any American Red Cross facility.

UFCW Local 655 spreads the word about Walmart atrocities

As part of our long effort to pressure the nation's largest employer to treat employees with respect and pay good wages, UFCW Local 655 was at the Shrewsbury Walmart earlier this week handing out literature and informing the public about the company's underhanded tactics.

Walmart's employees have a laundry list of complaints against the company, ranging from wage and seniority issues to basic decency and respect from management while at work.

The company has repeatedly made it clear that they simply do not care about their workers. The entire UFCW family is committed to securing a better deal for all hard-working people, and will continue to publicly pressure Walmart to respect their workers.

Walmart's long history of anti-union actions are well documented, and it's no surprise that retail giant would continue to use intimidation and lies to keep employees from organizing and negotiating a better life.

But like all other companies in the free market, Walmart is most subject to the will of the people, which is why UFCW is turning its attention toward educating the public on the conditions of Walmart workers and what we can do to make them better.

Our Walmart demonstration on Wednesday comes on the heels of our national #GiveBack-Friday, where UFCW locals around the nation pledged to feed at least 100,000 Walmart workers and their families who rely on food banks & food stamps.

A company like Walmart, one of the most profitable retail businesses on the planet, can afford to do better. Paying poverty wages is never acceptable, but it's especially irresponsible from a company raking in huge profits.

Follow the campaigns on Facebook at [Facebook.com/UFCW655](https://www.facebook.com/UFCW655) and on Twitter at @ChangeWalmart.

Local 655 Retirees share holiday cheer



THIS YEAR'S ANNUAL RETIREES HOLIDAY PARTY was once again a rousing success, with a full house enjoying lunch served by Union officials and entertainment featuring a Frank Sinatra crooner. President David Cook (center) swears in new Retiree Club officers. From left: President Craig Stankovich, Second Vice President Mike Fischer, First Vice President Bernard Garvels, 'Cook', Treasurer Nancy Bippen and Assistant Treasurer Sharon Hite.



Happy Holiday's to you and your families!

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