



## PRESIDENT'S CORNER

# On empathy ... and action



**DAN CLAY**  
President, Local 555

If your social media feed is like mine, you've been seeing a wave of #metoo that is simultaneously amazing, depressing, and not nearly as surprising as I wish it was. While educating myself further and considering how best to respond, I found (one of the many) stories about Tarana Burke, the woman who began the "me, too" movement about ten years ago. <http://www.cnn.com/2017/10/17/us/me-too-tarana-burke-origin-trnd/>

Her story was like a punch to the gut: the young girl who attempted to confide in her, the horrors they had both suffered, and the further pain that ensued from their conversation being cut short. I know we can all think of times when we tried to help someone, or wished we

could help someone, or failed to help someone. In her case, the most astounding thing is that she harnessed that feeling and chose to act on it. Reading about her made me realize the truth of #metoo, that it's not just a representation of the scale of this problem, or the empowerment in shining a light on what someone has done to you and yours, but additionally the truth of how we respond to each other.



Recognizing this gave me hope in a world that seems so very large and problematic. How we respond to each other on an individual level is something we each have control over. It's not just a question of empathy, right? Empathy creates a bond and strengthens our interactions but empathy without action just results in empty promises, in "thoughts and prayers."

Put another way, if empathy is the skeleton, the actions that follow are the flesh and blood. To become truly whole people, we need both.

I think the labor movement is pretty good at the empathy angle. What we need to improve is the ways in which we band together to take action. Our sheer strength in numbers is impressive. And I know we care for each other.

But let's imagine what would happen if we engaged in more action? If we spoke up when one of us was belittled or weakened? If we celebrated together when one of us had a success?

On the #metoo front, we can achieve action in at least three ways, and I challenge you (and myself) to take these actions.

1) Watch yourself. Ensure that you are doing nothing to possi-

bly become someone else's #me-too. When in doubt, ask if what you are doing is OK.

2) Advocate for yourself. You are not alone, no matter what it is that has happened to you, no matter how big or how small. If you are mistreated at work or in life, speak up. Speak for yourself. Speak to others to get help if you need it. Reach out.

3) Advocate for others. If you see someone being mistreated, go to that person to offer help. Make sure they know they're not alone. Document what you've seen and offer it to the person who is being mistreated so that he or she knows you're on their side. The documentation will also provide them with something they need when they are ready to take their own actions.

These are just a few ideas I have. I hope you have your own and if you would like to share them, I always welcome your feedback at [president@ufcw555.org](mailto:president@ufcw555.org).

In solidarity,

Dan Clay

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### Contacting UFCW

UFCW staff can be reached during business hours at **503-684-2822** or **800-452-8329**.

Please send any correspondence to our mailing address: **P.O. Box 23555 Tigard, OR 97281**.

The UFCW fax number is **503-620-3816**.

[www.ufcw555.org](http://www.ufcw555.org)



## MEMBER 2 MEMBER

UFCW Local 555's Member Assistance Program

### Holiday Food & Toy Drive

Nominations due November 15, 2017

#### TO NOMINATE yourself or someone else:

- Nominate at [ufcw555.org/m2m](http://ufcw555.org/m2m) or contact [m2m@ufcw555.org](mailto:m2m@ufcw555.org) if you need a paper copy of the nomination form.
- Please specify whether you need assistance with a holiday meal or with toys for children...or both.

#### TO DONATE:

- Donate via PayPal at [ufcw555.org/m2m](http://ufcw555.org/m2m) or
- Drop off new, unwrapped toys at the Tigard office (7095 SW Sandburg Street, Tigard, OR 97223).

Thank you to all who have helped us to provide assistance to our members in times of need.

# Open enrollment is approaching!

Changes to your health insurance will be due by **December 15, 2017.**

**WATCH YOUR MAIL FOR YOUR OPEN ENROLLMENT PACKET. MATERIALS MAY INCLUDE:**

November is here, and with it comes the annual Open Enrollment period. This is the time of year when you're able to make changes to your health insurance. *If you make no changes or miss the December 15th deadline, your health insurance coverage will remain as-is.*

**If you take no action, your insurance will remain unchanged.**



- **An announcement of enrollment eligibility** including important dates, eligibility questions, and an explanation of how 'opt-in' works. Be sure to read this letter very carefully and call 503-486-2102 if you have questions.
- **Your Election of Coverage application**, specific to your level of eligibility.
- **The Summary of Benefits and Coverage (or SBC) for your plan options for health insurance.** These are official documents from health insurance companies that describe details about each plan, including the deductible, out-of-pocket-maximum, details on referrals, copay charges, and much more. All SBCs are structured similarly (by law), making it easy for you to compare different plans.
- **Information on dental benefits** (if applicable)
- **A reference sheet** with phone numbers for each part of the program, so that you'll know where to call with questions.

**QUESTIONS? CALL ZENITH ADMINISTRATORS AT 503-486-2102**

## Notice of Nominations of Local 555 Delegates to UFCW International Convention

Nominations to be held during special membership meetings at varying locations, all on **Tuesday, November 21, 2017 at both 9 am and 6 pm.**

Central Valley	32969 OR-99E; Tangent, OR 97389
Central Oregon	155 NW Irving; Bend, OR 97701
NW Oregon	848 NE 28th Ave; Hillsboro, OR 97124
SW Washington	Merc Bldg; 1339 Commerce Ave #311A; Longview, WA 98632
Southern OR	Labor Temple; 4480 Rogue Valley Hwy; Central Pt, OR 97502
SW Valley	Labor Temple; 742 SE Roberts Ave, Roseburg, OR 97470

To be nominated: a total of 21 delegates & 5 alternates

Members may run for either Delegate or Alternate, but not both. To be eligible for either Delegate or Alternate status: you must be an active member of UFCW Local 555\* and have been so continuously from at least September of 2016 until now. Delegates and alternates will need to take vacation time, if elected.

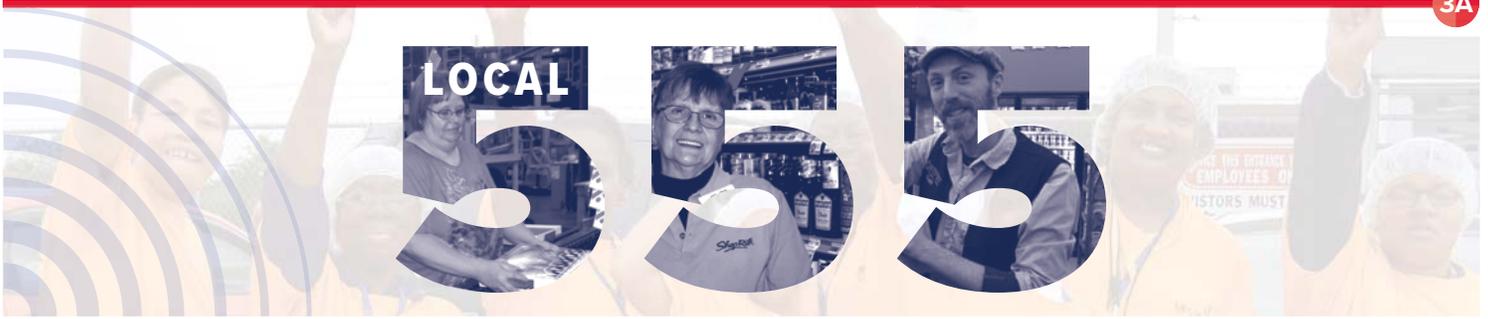
\*or have been, for that same period of time, a member of another organization eventually merged with or chartered by the UFCW or merged into a UFCW Local Union

## Remember...

Uniform Union Member-Approved

### Dues Increase

The uniform weekly/monthly dues increase of twenty-five cents (25c) per week, or one-dollar-and-eight cents (\$1.08) per month, shall go into effect January 2018, in accordance with the member-adopted dues schedule and structure at the April 2011 Quarterly Membership Meetings. The new structure passed with 89% approval, which in part provides for an annual twenty-five cents (25c) per week dues increase or a monthly equivalent amount.



# UFCW Local 555 Years of Service

OUR MEMBERS ARE OUR GREATEST STRENGTH. CONGRATULATIONS ON THESE MILESTONES!

## 30 YEARS

Rodney Hawk

## 25 YEARS

Patrick Daniels  
 Donna Freitag  
 Theresa Lunsford  
 Kelton Moir  
 Narman Navarro

## 20 YEARS

Dallas Bogert  
 Rick Cannon  
 Teresa Case  
 Sara Close  
 Carla Fagan  
 Anna Forderer  
 Justin Howlett  
 Linda Hutson  
 Brian James  
 Ester Johnson  
 Lori Nelson  
 Tracy Painter  
 Martin Pulliam  
 Lisa Ray  
 Sandra Salazar  
 Jean Schmitz

## 15 YEARS

Eduviges Bernal-Muro  
 William Chapin  
 Melissa Chase  
 Susan Day  
 Sara Gump  
 Heather Kuckelmann  
 Gayle Marler-Nelson  
 Felomena Quang  
 E Steve Restad  
 Ann Roeder  
 Jennifer Vallandigham  
 Susan Veldstra  
 Jesse Zamarripa

## 10 YEARS

Theresia Aylward  
 Joseph Babkes  
 Eleanor Beebe  
 Robert Beebe  
 April Brown  
 Scott Campbell  
 Luisa Ponce De Garcilazo  
 Robert Deaver  
 Nicole Dezurney  
 Alicia Dyer  
 Tabitha Ebert  
 Tracy Ewing  
 Sandra Ferrel  
 Karen Frank  
 Osvaldo Galvez  
 Melody Gramley  
 Cristina Iles  
 Tamara Khylichuk

Joanne Milmore  
 Courtney Mink  
 Casey Morrison  
 Linda Much  
 Ronald Mueller  
 Delevezza Newton  
 Kyle Osbon  
 Shana Payton  
 Teresa Pollock  
 Alice Pruet  
 Bobi Regensburger  
 Christine Royster  
 Antonia Sanchez  
 Nathan Smith  
 Aaron Soles  
 Brenda Varner  
 Riana White-Adkins  
 Lizbeth Wright  
 Yuxi Yang

## 5 YEARS

Melissa Abramson  
 Grace Allen  
 John Anderson  
 Paul Anderson  
 Brandon Bell  
 Trina Blair  
 Eric Brown  
 Leah Burcham  
 Karen Burger-Kimber  
 Teresa Campbell  
 Victoria Carlson  
 Kay Coffey  
 Connie Coop  
 Sherrie Couture  
 Nichelle Cox  
 Kala Deffenbaugh  
 Sylvia Dinh  
 James Duke  
 Donald Glenn  
 Laura Goodman

Graciela Gutierrez  
 Robert Gutkind  
 Muradija Hadrovic  
 Amanda Hampton  
 Nicholas Heil  
 Roseanne Hernandez  
 Rachel Huestis  
 Jane Ingram  
 Tamara Jacobs  
 J. L. Trevor Kinnett  
 Nermin Kuckovic  
 Oscar Macias  
 Steven Mayer  
 Austin Morales  
 Kelly Morse  
 Krysti Oskle  
 Tyrel Ozias  
 Hugh Peters  
 Darryl Pettaway  
 Tho Phan  
 Lynn Poetzman  
 Gina Quintana  
 Michael Ramey  
 Spencer Riggan  
 Glen Rose  
 Raul Ruiz  
 Jay Arthur Saavedra  
 Heather Sanders  
 Andrea Smalley  
 Charles Snell  
 Sara Soto  
 Hilary Turner  
 David Vanderpool  
 Amanda Weigel  
 Katherine West  
 Allyson Westin  
 Tristan Whitman  
 Jennifer Wilkinson



### Grievance update:

GRIEVANCES FILED YTD 2017

**109**

MONEY RECOVERED YTD 2017

**\$111,140**

# MEMBERS RETURNED TO WORK YTD 2017

**28**

# Leland Knotts

## 40+ years, Union-strong

Leland (Lee) Knotts is a warm, personable man with an easy smile and a way of making you feel as if you've known him for forever. We got together with him on the occasion of his 40th year with the Union to get a sense for what makes him tick and how things have changed since he first joined in 1977. He remembers being present at the grand opening of the Lake Chelan Safeway on May 3rd of that year; about six months later he found himself moved to Ritzville, where he was promoted to manager. He worked there until the store closed in 1983, at which point Safeway found him a spot in Battle Ground, where he started mere months after opening and stayed until 2013. (He's bounced around a bit in order to help open other stores...Kelso, Camas, all over...but always came back to Battle Ground.) Four years ago he moved to Hazel Dell (Store 4405), where he intends to stay until he retires.

Knotts finds a friend everywhere he goes, experiencing joy in his interactions with others, especially his customers. He's particularly enjoyed getting to know those he thinks of as second-generation shoppers: the grown children of customers he's known for decades. He acknowledges that his easy rapport with others may be slightly atypical; as his wife says of him, "nobody's ever a stranger!" A true people person with a knack for forging comfortable connections with others, he gets his "people fix" at work. That suits his wife just fine, being that she is the yin to his yang, the introvert to his extrovert. It's a classic case of opposites attracting.



*Of his 40 years in the Union, 25 of those were as a shop steward. Knotts believes in giving back by being an active participant in the Union and paying attention to the issues that matter to his fellow Local 555 members.*

Lee mists up when talking about Evelyn (his love of 46 years), their three children and nine grandchildren, and their life's dream to spend more time together, garden in their oasis of a backyard, and travel, travel, travel. Evelyn is a lead teacher of early childhood education at Cornerstone Christian Academy and plans to retire within the next year or two. Lee will retire in the near future as well, and their plans immediately following are to spend as much time as possible in paradise. He has a penchant for both Hawaii (they've been to Maui together ten times already) and photography, which, of course, are a match just as well suited to one another as Evelyn is to Lee.

Lee grew up in a right-to-work state (Idaho), so his perception

of the union difference—as he says, that “the working man and woman are what made the union great”—is due to real-life experience. He's grateful to have been able to count on healthcare for his family and he emphasizes the importance in setting the wage scale because he has seen what a change it can make in people's lives. As far as recent changes go, he's excited about Washington State's shift to First Day Sick Pay, starting in January.

What has Lee noticed about the way that being Union Proud has changed over the last 40 years? He notes ruefully that there are many more anti-union folks about, but he wonders why, and where it comes from. He wonders if maybe it's as simple as more and more children growing up in non-union families. Such a shift, he theorizes, would mean that the younger generation would be less familiar with the concept of collective action and why a union might be useful to or necessary for them. Out of curiosity, when he encounters employees at non-union stores, he asks about their healthcare, or sometimes about how their retirement works, and is always surprised anew when employees have no idea of the answers.

And what has stayed the same during his 40 years? It has meant a lot to Lee to have set wages, set healthcare, set holidays, and a set retirement: something he's been planning and looking forward to for his entire career. He feels good knowing that the Union always had his back when it comes to hours and seniority. If you leave the union, as he says, “you no longer have that background, that safety, that consistency.” He still takes comfort in knowing that he has the force of his Union brethren behind him if there should ever be any issues or questions.

Back when Lee and Evelyn were first married, he was a produce manager for an independent grocery store. When he moved over to Safeway, he wasn't given a comparable position right away but, after a short while in a second slot, he was moved back up. As a district manager once told him, “it takes a certain individual to be a produce man.” He enjoyed being part of a trade where he could make a noticeable difference; in fact, he's had many a customer tell him that they come to his store specifically for the produce. A versatile employee, Knotts became a journeyman in the 1970s and was always willing to “do the job where there was a need.” As he has neared retirement he has gone part-time, where he notices that set union wages make a particular difference; he can make more working three days a week than someone non-union could make working five days at minimum wage.

One particular positive he's noticed in getting older is having more respect and knowledge, and being in a position where he can guide the younger folks and help others learn his trade. As a Union member he tries his best to support all issues relevant to Local 555 because he has been around long enough to know how much it matters. He urges all members to be involved, by going to quarterly meetings, voting, and considering being a workplace leader. He points out the inherent discrepancy in griping about anything one's not truly involved with and suggests that no member should complain without first talking to the Union to try to get help. As Knotts says, “we're only as strong as the members.”

And often those strongest members are our longest-term members, those who have spent a proud career working hard and making Local 555 what it is today. Thank you, Lee, and we wish you and yours all the best.



*Here's just one of Lee's stunning photographs, taken on a whalewatching raft trip off of the island of Maui.*



UFCW 555

**Member Spotlights at 2017 LEADERSHIP CONFERENCE UFCW 555**



On October 2-3, 2017, we held one of our largest ever annual Leadership Conferences (formerly known as the Steward Summit) in Salem, hosting approximately 170 workplace leaders and stewards. It was amazing to feel the energy of so many members in one place, all coming together with the same goal: to learn how to more effectively advocate for one another and to build the strength of our Local.



Recently re-elected President Dan Clay and Secretary-Treasurer Jeff Anderson both spoke. Dan opened the event with a view on the State of the Union since last year's conference and additionally spoke, on Tuesday, about the challenges facing future workers. Jeff provided an overview of work done by the Active Ballot Club (and how the ABC's wins provide a strong base for future negotiations with employers). He also presented Senate President Peter Courtney with the inaugural Gold Shirt Workers' Advocate award from our membership.



“The union summit was amazing! I felt much more informed about the information I needed to be more helpful to my coworkers in time of need. I enjoyed meeting people and hearing them speak about experiences and their lives in the union. I feel proud to be part of this Union.”

**DESIRAE HALL, BAYCREST VILLAGE**



“This is my first leadership conference with UFCW Local 555 and it is a great way for all UFCF members to hear what great accomplishments we have made for Working America.”

**JOSHUA CRUTCHFIELD, COOS BAY FRED MEYER**



“This is my first leadership conference. I found it very informative. The guest speakers were great and I enjoyed the different classes.”

**DEBBIE ANDERSON, LOWER UMPQUA HOSPITAL**

“My name is Keith Kicklighter and I work at The Coos Bay Safeway where I am the assistant Deli Manager. I have been with Local 555 for almost 4 years. I attended the annual leadership conference this year and it was very informative. I notice that a lot of the other union members had the same problems as us, and together I think we can fix all of the problems.”

**KEITH KICKLIGHTER, COOS BAY SAFEWAY**



“I learned a lot about policy at the UFCW Local 555 leadership conference. It was informative on how the union process works as well as sick pay, seniority, and the grievance process. I will now have the tools to help my fellow union members and communicate what I've learned.”

**DEREK HALL, MURRAY HILL**



**10/3/2017**

Peter Courtney receives his “Gold Shirt” award from President Dan Clay and Secretary-Treasurer Jeff Anderson.

UFCW 555

**Member Spotlights at 2017 LEADERSHIP CONFERENCE UFCW 555**



“The leadership conference has been a great source of ideas for solutions to many of our workplace situations. Sharing experiences and issues with other stewards from various types of jobs have been very, very helpful. The workshops have been excellent with great topics and trainings and will really increase our knowledge and effectiveness. This has been a fantastic and motivational learning experience.”

**RICHARD EVANS, FIRST STUDENT**

The conference provided a day and a half of group sessions and speakers (ranging from Mike Marshall on the status of the American Dream to Andrea Williams on ways to support our members who are DACA-recipients) as well as ten break-out sessions: five from the 100 level Steward Curriculum and five from the 200 level Curriculum.

Booths included our dental providers (Access Dental and Bright Now! Dental), the Working Families Party, Member 2 Member, and Zenith American Solutions, offering participants the chance to learn more and have conversations with each of those groups one-on-one. There was food, dancing, bingo, and many, many raffle prizes, including gift cards of \$500 each and a 50/50 Member 2 Member raffle with a winning pot of over \$600!



“My name is Rosanna Forderer. This is my first Summit meeting. I have really enjoyed getting to know all of the members and officers of 555.”

**ROSANNA FORDERER**



“Good time, good people. I learned a lot!”

**MARCUS MADDEN, JOHNSON CREEK FRED MEYER**

It was very informative; next year I hope the leadership conference will be longer!”

**LISA PARRISH, JOHNSON CREEK FRED MEYER**



“It was a privilege to be able to be a part of the leadership conference. I learned so much and met so many amazing new people. I'm very much looking forward to attending next year.”

**ALISA PALMER, BAYCREST VILLAGE**



“I am very proud of my union, they've helped myself and many associates over the last several years. I really enjoyed the leadership development conference; it was very educational and will benefit my coworkers as well as myself. I am really excited to see the progress we've accomplished and am enthusiastic about our future as a union. I feel confident with the direction and our continued success.”

**PATRYCE BRUNSON, CLACKAMAS FRED MEYER**



“This was my first leadership conference and it answered many questions I had. I now feel better equipped to perform my duties as shop steward. Thanks UFCW!”

**ERIC LUEBKE, FARR'S TRUE VALUE HARDWARE, COOS BAY**

“The leadership conference was enlightening and powerful with great information to share.”

**CINDY SONGER, OAK GROVE FRED MEYER**



UFCW 555

**Member Spotlights at 2017 LEADERSHIP CONFERENCE UFCW 555**



“ I had no idea what to expect when I arrived and it was an amazing experience. The classes were great and everyone that I talked with was so helpful in teaching me more. I have a better understanding of the contract and our rights as union members and can now help my coworkers. I am already looking forward to next year’s conference and all the knowledge I will receive. I would like to thank my union for inviting me. ”

**BELINDA VOODRE, HAWTHORNE SAFEWAY**



“ The leadership conference was filled with education, camaraderie, and fun. This is my second year and it was nice to see faces from last year...loved it! ”

**JULIE DEANBAUGH, LOWER UMPQUA HOSPITAL**



“ I missed last year’s conference and I’m playing catch-up. The meetings are very helpful. It is always a great idea to talk with other shop stewards from different work sites and find out what problems they have to deal with and how they solve them. ”

**ANNA BJORKQUIST, COOS BAY FRED MEYER**



“ This is my second year as a steward attending the leadership conference. The experience has been very beneficial. I have learned loads of useful tips on ways to help and encourage members. I have made many new friends and contacts for additional help in being a steward. ”

**PAT PARKER, FIRST STUDENT**



“ The conference was good for thought and tons of fun! I learned that we all are union, not just our reps. We are stronger TOGETHER! ”

**LAURA MORROW, OAK GROVE FRED MEYER**



“ I enjoyed the Summit very much. ”

**SALLY TURVEY, HAPPY VALLEY FRED MEYER**

The conference was very informative and I learned a lot to help other members in my store.

**CECILIA BLEXRUDE, HAPPY VALLEY FRED MEYER**



“ I found several of the workshops to be helpful, engaging and informative, learning things to help me as a new steward. Several of the staff were helpful and pleasant and I enjoyed myself. My first leadership conference was definitely productive and a worthwhile experience. ”

**JOHNNIE KELLOGG, LONGVIEW SAFEWAY**

**Thank you, workplace leaders!**



SECRETARY-TREASURER'S NOTE

# How do political wins translate to a better union contract?



**JEFF ANDERSON**  
Secretary-Treasurer

The health of our Local can be measured in many ways: membership growth, financial security, effective policies...but very importantly, it can also be measured in our collective power. One critical element of success depends upon having our leaders develop strategies to grow and leverage that power from different angles.

Over the last several years Local 555 has had extraordinary successes in using our political power, as this timeline shows. Our position and political savvy have allowed us to influence worker-friendly policies that in many cases lead the nation. These policies are game-changers in and of themselves, but that's not all they do. They also position us for strength at the bargaining table.

Power during negotiations is accessed through many avenues, including:

- sheer membership size
- membership awareness and engagement
- solidarity of our members (both publicly and internally)
- the degree to which we (the Union) need something from employers with whom we negotiate.

When re-negotiating our 160+ contracts, our political wins give us power over our employers because we no longer need to bargain for those things which are now law. (And, a higher minimum wage raises the floor for all workers, which is the most effective way to raise the rest of the wage scales by comparison.)

I can't wait to see what we can achieve in collective bargaining within the next few years. Watch for bargaining surveys and other ways to get involved in being part of these teams who will take our demands to our employers.

In solidarity,

Jeff Anderson

## 2013



555 leads the win for Portland's First Day Sick Leave law

## 2015



555 builds on the momentum of two municipal laws to win First Day Sick Leave in Oregon and gains two pharmacy techs on the OR Board of Pharmacy

## 2017



555 leads, lobbies for, and wins the Fair Work Week in Oregon: first in the nation!

## 2014



555 lobbies for and wins decriminalization of the unintentional sale of alcohol to a minor in Oregon and also leads the win for Eugene's First Day Sick Leave law

## 2016



OR: 555 leads and lobbies for minimum wage increase  
WA: 555 lobbies to pass sick day and minimum wage laws

## 2018 and beyond



In 2018 we will see all our legislative hard work coming into focus at the bargaining table. We will no longer need to bargain for things like sick leave, higher minimum wages, and fair scheduling. That means we hold more of the cards in our negotiations, enabling us to push even harder for wage increases and more full-time employment.

### Correction!

Last month's Annual Notice and Notice of Nominations were both listed in the Table of Contents as appearing on pg 16, when in fact, they appeared on pg 9. Our apologies for the labeling error! If you wish to see the Notice of Nominations (it is also included in this month's paper) just turn to page 2A. Also, please note the change in location for NW Oregon within that notice.

Do we have your correct address?  
Phone number?  
Email address?

Make sure your Union has your contact information on file so you don't miss any mailings.

To update or confirm your contact information, call Local 555 staff at 503-684-2822 or visit us online at [ufcw555.org/addressupdate](http://ufcw555.org/addressupdate).

### Contacting



UFCW staff can be reached during business hours at 503-684-2822 or 800-452-8329.

Please send any correspondence to our mailing address: P.O. Box 23555 Tigard, OR 97281.

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