

Local 700 Gains Over 700 New Members in Growth Program at Kroger-owned Scott's Stores

This is the last OnPoint issue of 2008. You'll find us in your inbox again on January 6, 2009. Happy Holidays from UFCW OnPoint!



Scott's employee Becky Witte was also pleased with her new union contract. "Joining the union was very good for me. The extra money from my raise will be great to see on my check every week."

Local 700 is continuing its efforts to educate members, and is confident they can sign up all of the remaining Fort Wayne Kroger-owned stores.

Meanwhile, those members already signed up are grateful for their new union benefits. "The UFCW contract will provide quality health care for me and my family at considerable savings," said Faith Ramirez, a Scott's worker and new UFCW member. "In these tough economic times, that's a great benefit."

Governor Tom Vilsack to Head Department of Agriculture

Longtime UFCW ally and former Iowa Governor Tom Vilsack has been chosen as the next Secretary of Agriculture by President-elect Obama. When the new administration put forward potential candidates, the UFCW quickly endorsed



Governor Vilsack as the most qualified individual for the position. Vilsack has been an advocate for working Americans and a strong supporter of the UFCW's efforts to push for meaningful immigration reform in the aftermath of the devastating Swift Raids. Vilsack was a member of the UFCW's National Commission that held hearings across the country on the negative impact of workplace immigration raids. He has demonstrated his commitment to policies that work for workers, and the UFCW looks forward to a continued and positive partnership.

"I like that the union will make sure that my schedule is based on my seniority," said Scott's employee and new UFCW Local 700 member Linda Dane.

UFCW Local 700 has signed up 700 new members at eight Kroger-owned Scott's stores in Fort Wayne, Indiana. The sign-ups come as part of a growth program launched by Local 700 after Kroger purchased the Scott's chain in Indiana last year. Over 700 Scott's members have joined the union thanks to an education campaign by Local 700, with the help of UFCW representatives from across the country. Kroger has also benefited, as the company's market share increased from 19 percent to 35 percent in the Fort Wayne area.

Many Scott's workers are thrilled about the benefits they'll receive as union members. Once the new contract goes into effect, members will save over \$200 dollars a month on health care, and the majority will see significant wage increases, as well as other benefits.

"My wife and I are really looking forward to the health insurance premiums going down," said Scott Moeller, a Scott's worker. "She is counting the days until we start saving a lot of money every month."



New Secretary of Labor Hilda Solis Will be Strong Advocate for Workers

President-elect Obama has selected a true labor ally and longtime UFCW partner to be the next Secretary of Labor. California Congresswoman Hilda L. Solis has been a loyal champion for working families, fighting for workers' rights and safety. She has been a tireless advocate for UFCW members. During the Southern California strike, she stood in solidarity on the picket line with UFCW members and their families. When OSHA refused to move quickly to stop food processing workers' exposure to diacetyl—a chemical used in flavorings and linked to bronchiolitis obliterans—Solis wrote to Labor Secretary Elaine Chao calling for an Emergency Temporary Standard to protect workers. She has applauded President Hansen and the UFCW for exposing the detrimental impacts of workplace immigration raids.

Solis sits on the board at American Rights at Work, has voted consistently on the side of workers, and co-sponsored the Employee Free Choice Act bill in the House. Her own background as the daughter of a union shop steward from Mexico and an assembly line worker from Nicaragua has led her to stand up and speak out for working families, even against powerful interest groups and big business.

Congresswoman Solis has proven, time and time again, that she puts the interests of working people first—and there is no doubt she will continue to do so as Secretary of Labor. As President-elect Obama said, "Under her leadership, I am confident that the Department of Labor will once again stand up for working families."

Obama Transition Team Announces Task Force on Working Families

The Obama transition team has announced the creation of a White House Task Force on Working Families to help the middle class achieve the American Dream. The UFCW and other CTW unions mobilized hundreds of thousands of workers during the election to expand the middle class and bring change to America's workers. Obama heard the call, and his team established a Task Force to focus on restoring labor standards, protecting the wages of working families, expanding education,

improving work and family balance and protecting retirement security—one that will be chaired by Vice President-elect Joe Biden, a longtime worker advocate.

Important Trustee Information for Multiemployer Plans

The Multiemployer Provisions that passed last week, with aggressive support from the UFCW, include the following provisions:

A. One-Year Freeze in Zone Status

For the 2009 plan year, trustees will have the option to freeze their zone status at the level determined for 2008. Plans with plan years beginning in the last quarter of 2008 that elect the freeze would be classified at the status they would have been assigned for the 2007 plan year. A plan that was in the red or yellow zone for 2008 that elects the freeze would not have to update its remediation plan or the contribution and benefit schedules in 2009. Even if a plan chooses to freeze its status for a year, its actuary must still certify its actual 2009 zone status. If it would be in the red zone but for the freeze, the employers get the red-zone protections from excise taxes and penalties for a minimum funding deficiency. The IRS will prescribe rules for making the election, which is to be filed with IRS, generally, when the actuary files the zone certification. Plans that elect the freeze will need to notify their participants, contributing employers and other stakeholders, about the election, subject to IRS rules. This notice will generally be due at the same time as they would otherwise be required to send out their 2009 zone notice, and it will take the place of that notice.

B. Longer Correction Period

A plan that is in the yellow or red zone for the 2008 or 2009 plan year can elect a 13-year funding improvement period, rather than a 10-year period. For a seriously endangered (deep yellow) plan, the 15-year period can be extended to 18 years.

C. Technical Corrections

I. Red Zone Payment Restrictions

The ban on payment of lump sums, partial lump sums and Social Security level income benefits from a plan in the red zone applies only to people who retire after being notified of the plan's status. Thus, red zone plans will not be forced to recalculate benefits for people who were already receiving benefits in that type of form.

II. Annual Funding Notice

The actuarial value and market value of the plan's assets are to be reported.

III. Disclosure of Financial Reports

When a plan discloses a financial report requested by a stakeholder, it does not have to delete individually identifiable information with respect to an investment manager or advisor, or any other person (other than plan employees) who prepared the report being disclosed.

Please contact your plan counsel or the Negotiated Benefits Department for more information.