

**One Union
One Voice**

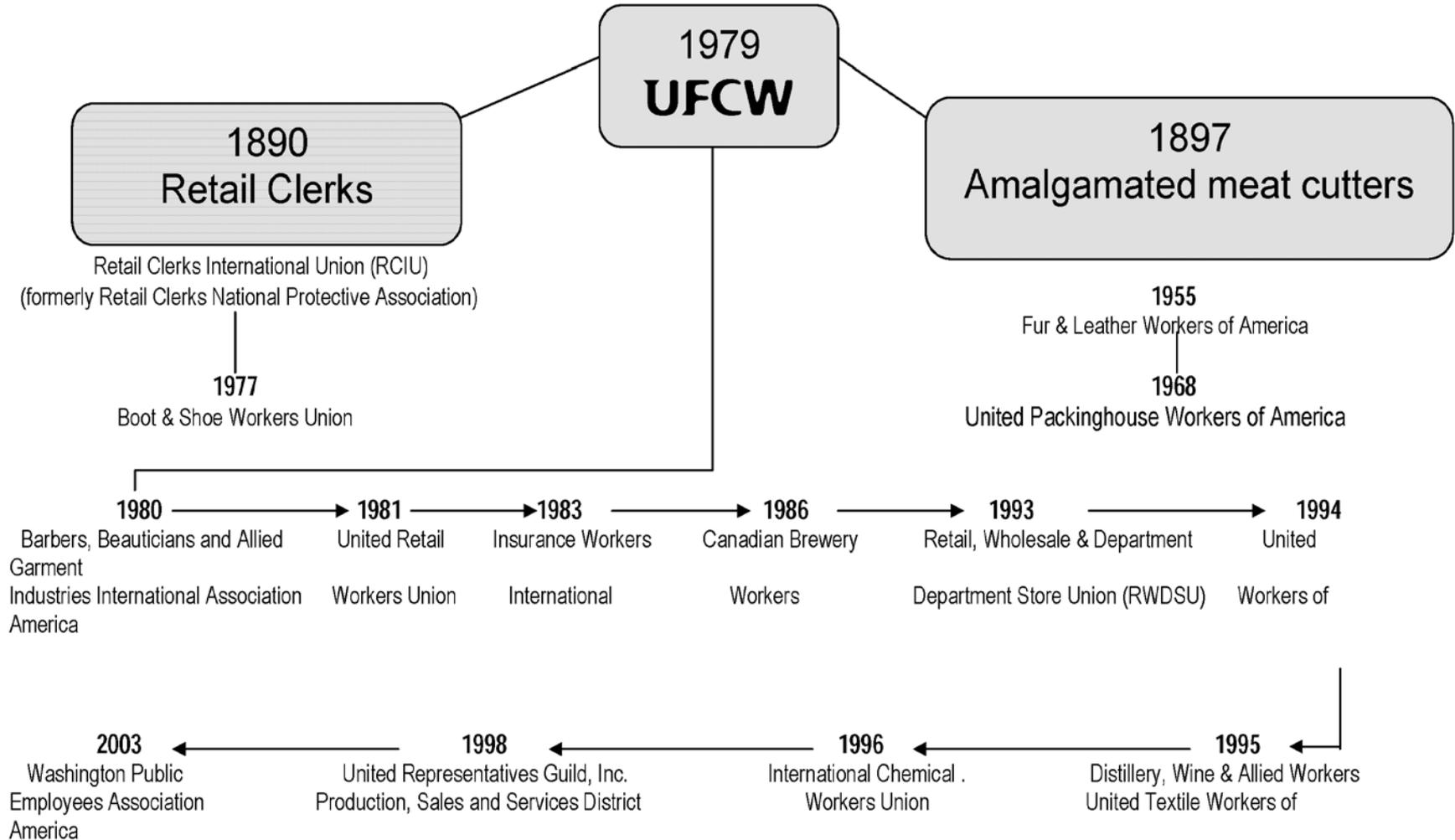


UFCW International Union Constitution

“This International Union is created in order to elevate the social and economic status of workers and, further, to advance the principles and practice of freedom and democracy for all.”

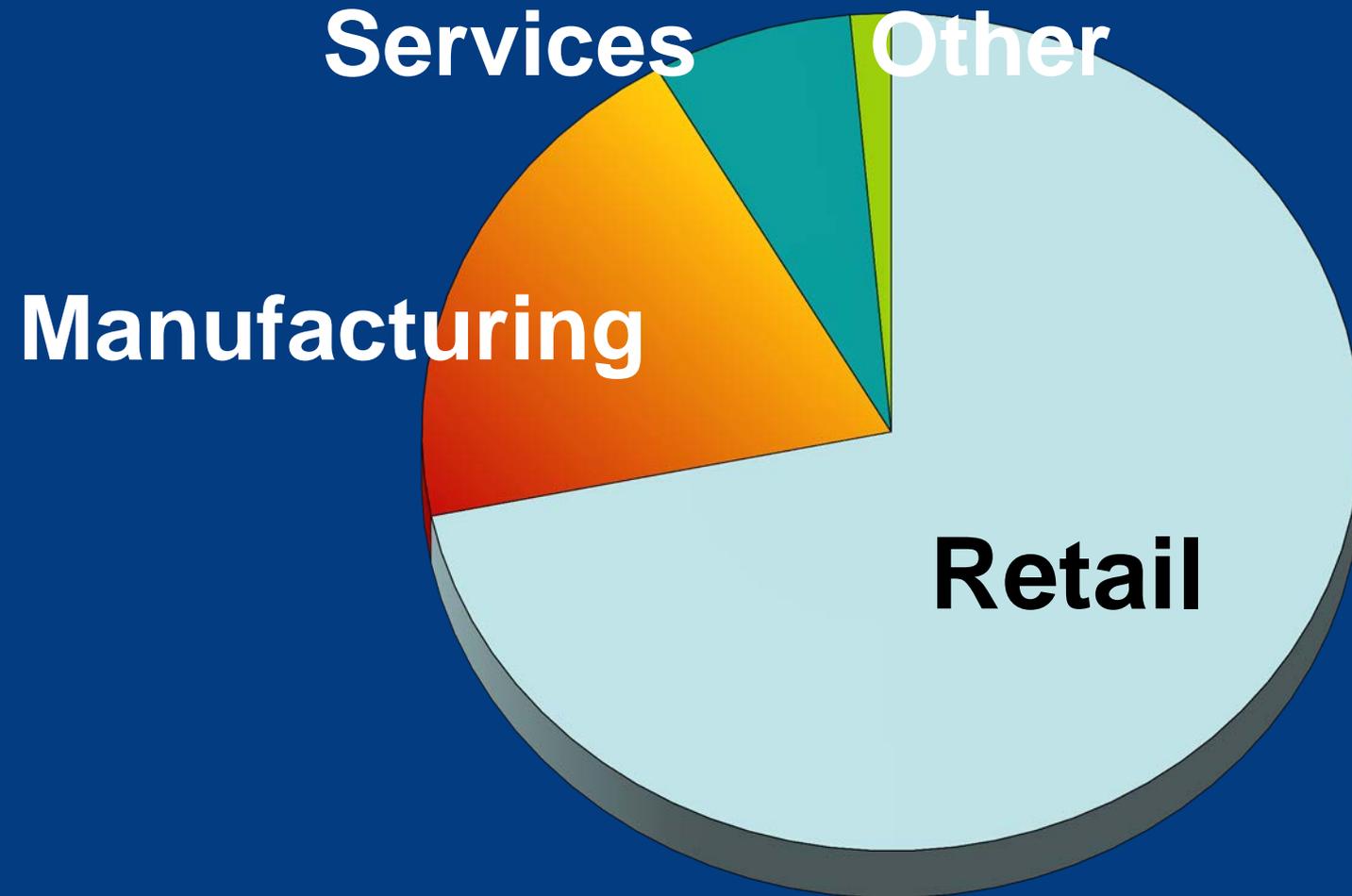
Part of our Preamble

UFCW Growth Through Mergers

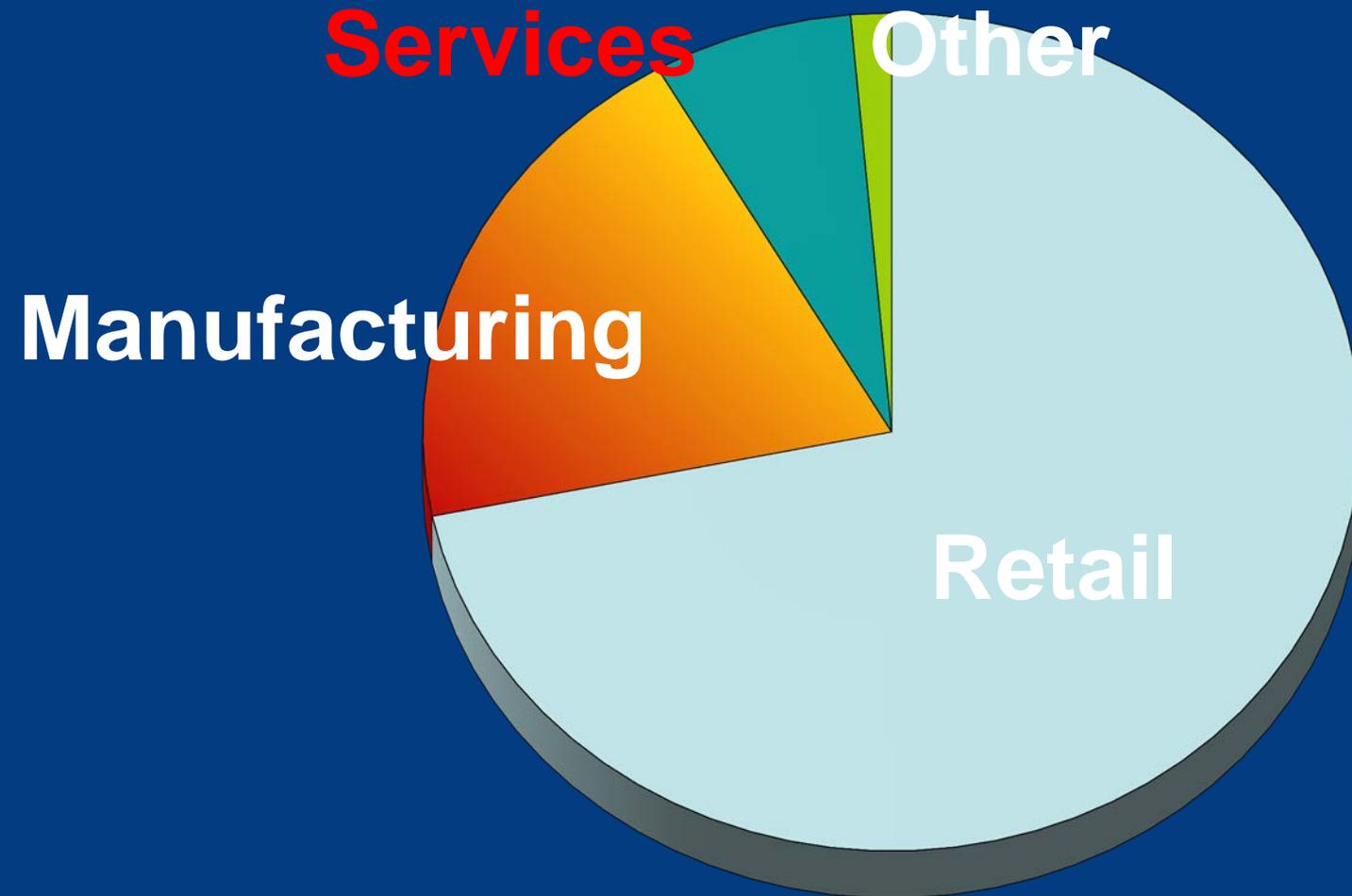


This is the UFCW

Membership Breakdown by Major Industry



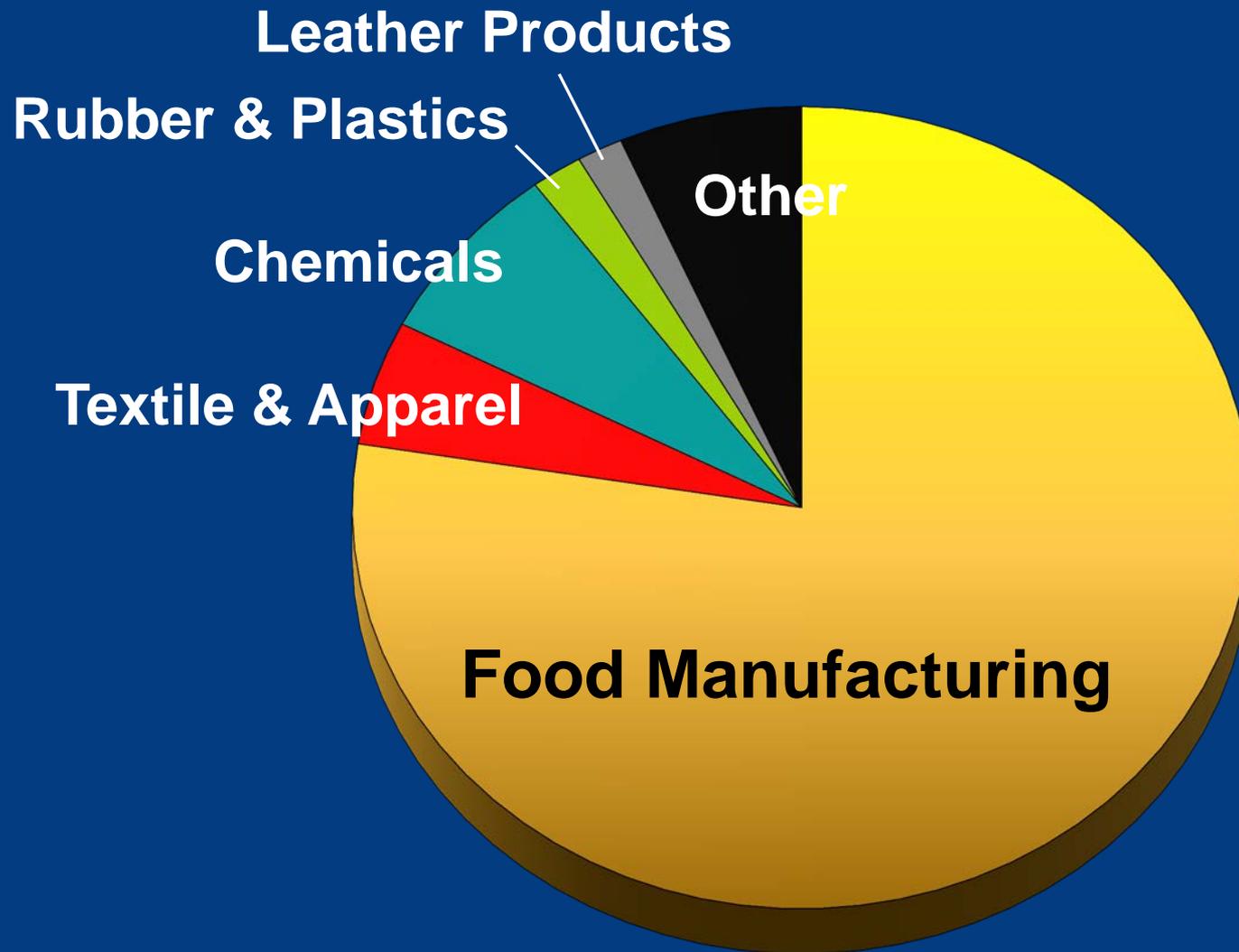
Approximately 1 of 10 UFCW Members are in Services



Nine Out of Ten UFCW Retail Members Work in Food Stores



Three Out of Four UFCW Industrial Members Work in Food Manufacturing



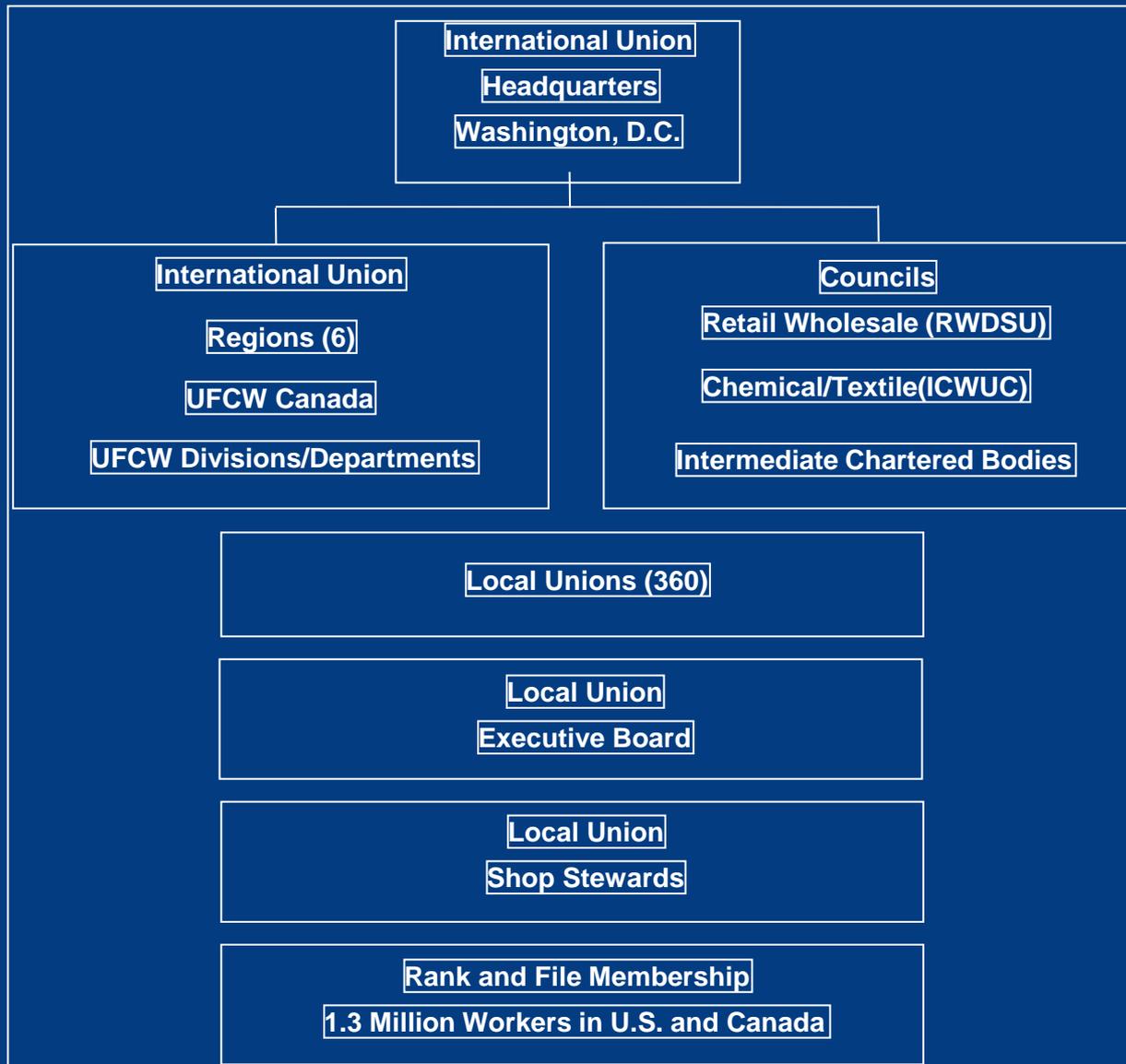
UFCW Membership

- Membership: 1.3 million
- 1 out of 10 union members in the United States is represented by the UFCW
- More than 50% of UFCW members are women
- Over 30% of UFCW members are under the age of 30





Organizational Structure



ORGANIZATIONAL STRUCTURE



RANK AND FILE MEMBERSHIP

1.3 Million Members in the U.S. and Canada

LOCAL UNIONS (360)

Shop Stewards
Executive Boards

INTERNATIONAL UNION

- Regions (6)
- Canada

COUNCILS

- Chemical/Textile (ICWUC)
- Retail/Wholesale (RWDSU)
- Intermediate Chartered Bodies

UFCW HEADQUARTERS

Washington, DC
Departments/Offices



Local Unions

Local Structure

- Geographical or by employer - chartered by Int'l
- Officers/Executive Board elected directly by members every 3 years
- Shop stewards may be appointed or elected

Key Responsibilities

- Negotiate 7,119 contracts
- Provide legal representation/service to members at 27,629 units
- Organize new units
- Elect Local, State & Federal politicians that advance Labor's Agenda



Constitution & Conventions

- UFCW Constitution
 - Convention - every 5 years
 - Members elect delegates who elect all Int'l Officers & vote on any changes to Constitution
- Between Conventions
 - International Executive Committee - Top 5 Officers
 - International Executive Board - 50 Int'l Vice Presidents (2/3 are Local Union Officers)
 - Meet twice per year - minimum



UFCW Divisions/Departments

- Organizing
- Collective Bargaining
- Food Processing & Manufacturing
- Retail



Key Support Departments

Strategic Resources (Research)

Communications

Legislative and Political Action

Negotiated Benefits

Civil Rights and Community Action

Global Strategies

Legal



Principal Labor Affiliations

International

- United Network International - (UNI)
- International Union of Food and Allied Workers - (IUF)

United States

- AFL-CIO
- CTW Organizing Initiative



Principal Membership Rights

- Right to Vote at all regular & special called Local Union meetings
- Vote on our own contracts
- Elect delegates to Convention
- Active members eligible to run for elected positions



Our Challenge:

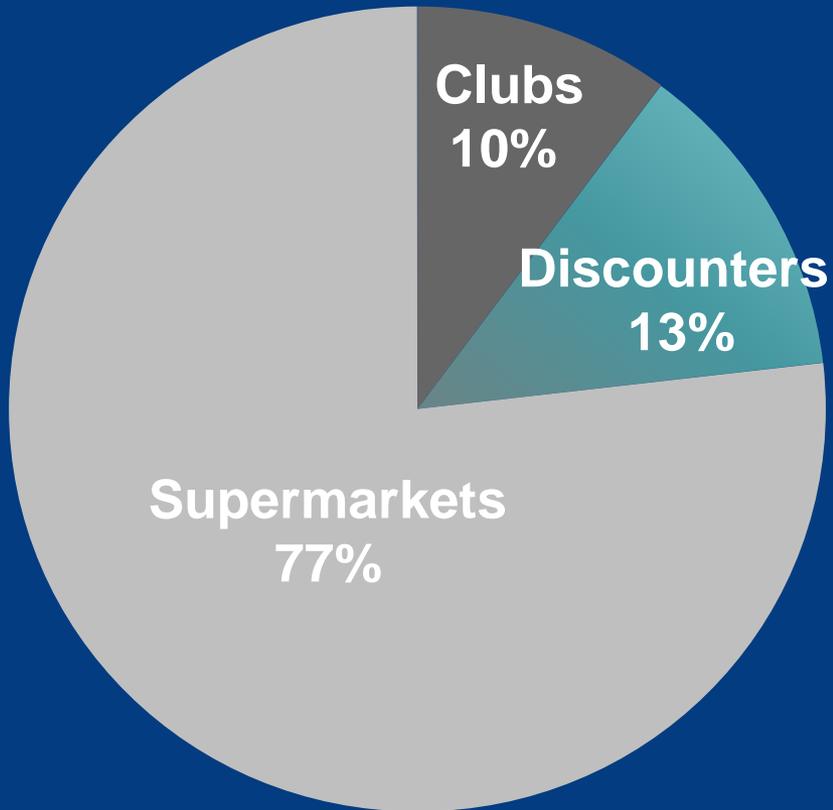
**Dramatic changes have taken place
in our core industries.**

**This new landscape lies at the root
of our transformation to a growth-
driven union.**

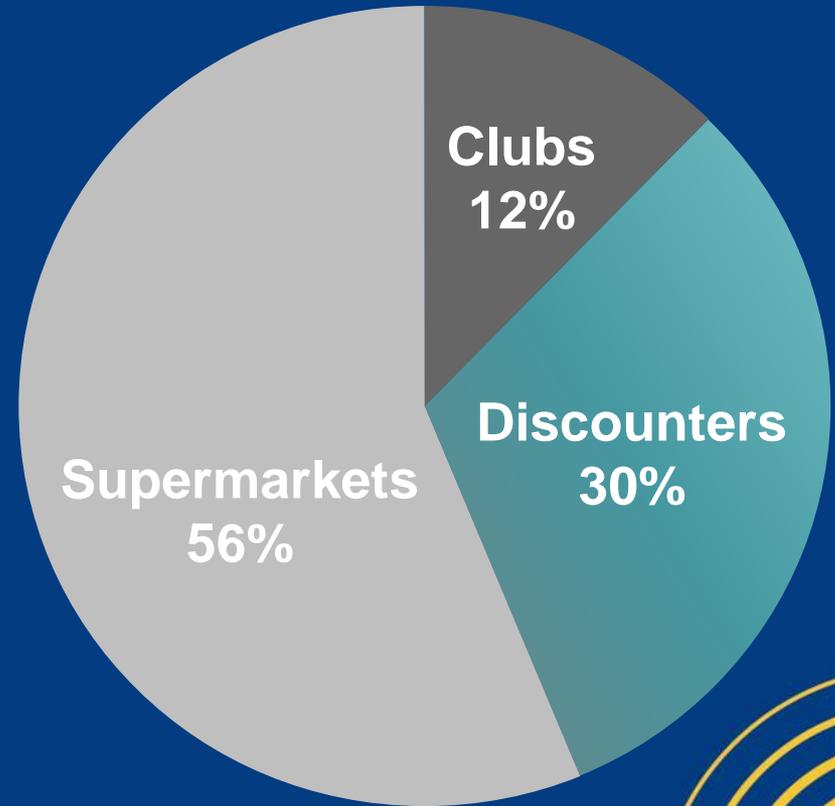


Supermarkets' Share of Top 50 Food Retailers' Sales is Declining

2000

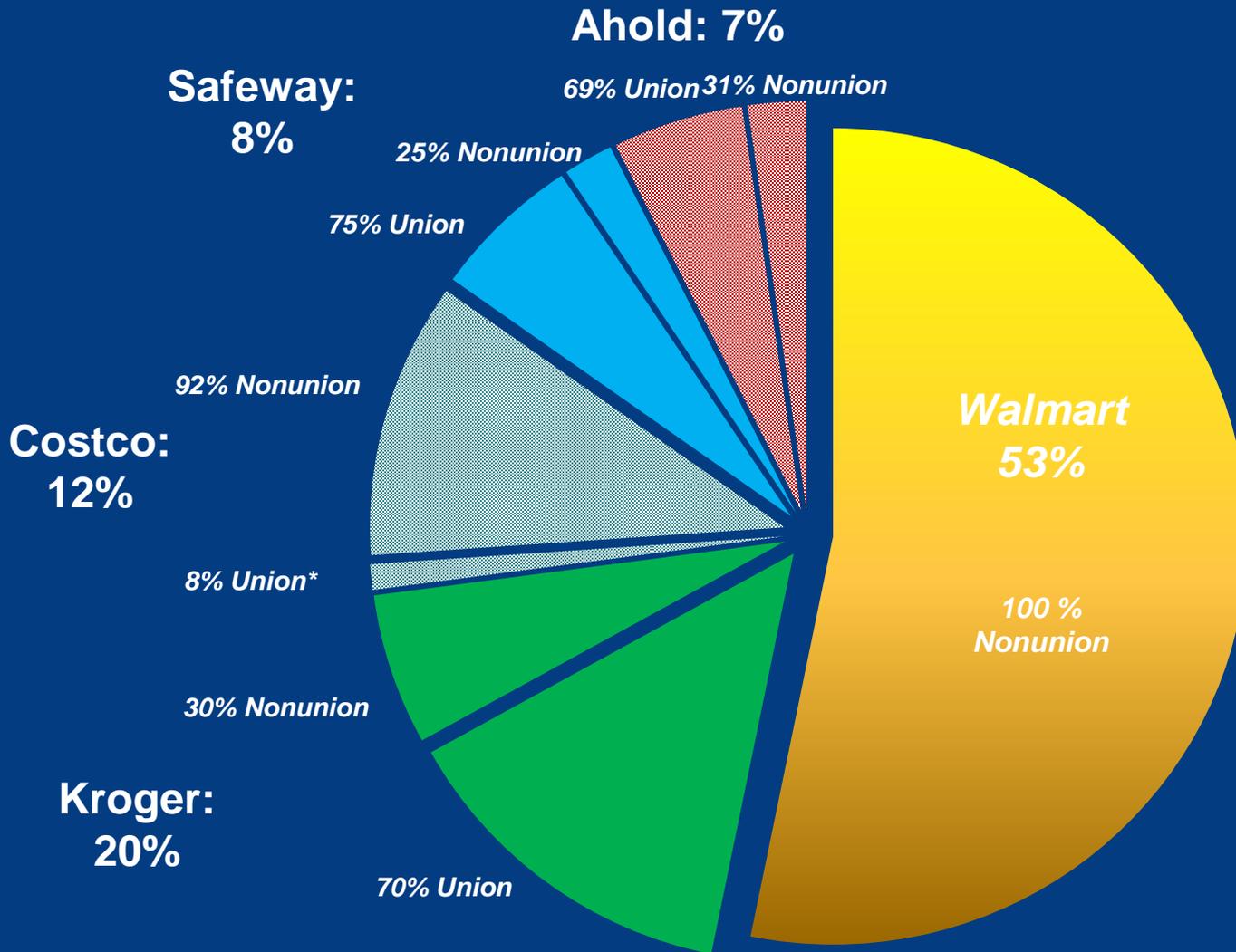


2011



Union Density at the Top 5 US Food Retailers (2013)

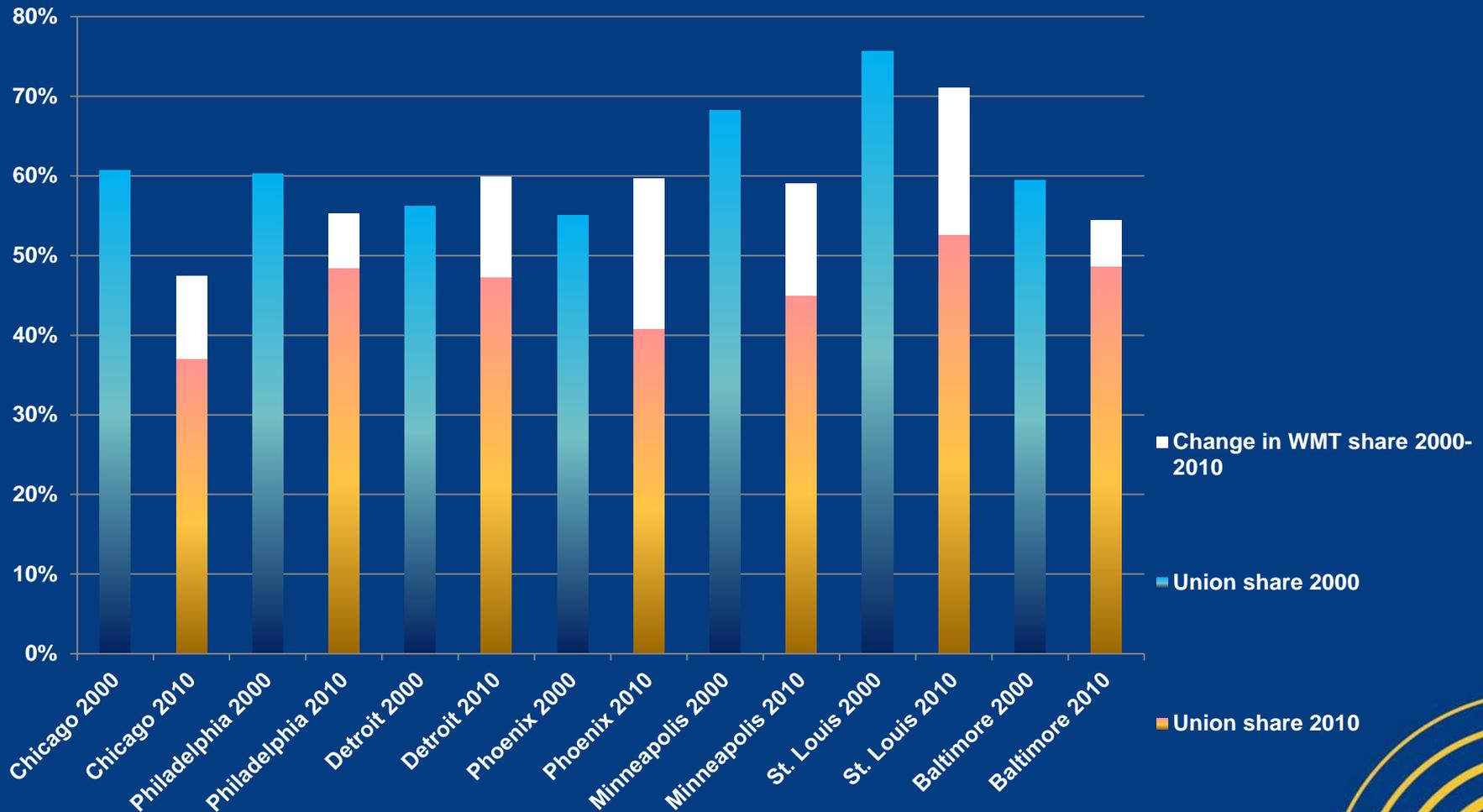
Calculations based off of grocery sales, employee counts, and union membership figures



* Union members in Costco are Teamsters.



Fall in Union Share Usually Correlates with Rising Wal-Mart Share...



Beef & Pork Slaughter Market Share & UFCW Density

Beef Slaughter:

Just four companies control 74% of the market

The UFCW represents 62% of workers

Pork Slaughter:

Just five companies control 72% of the market

The UFCW represents 72% of workers

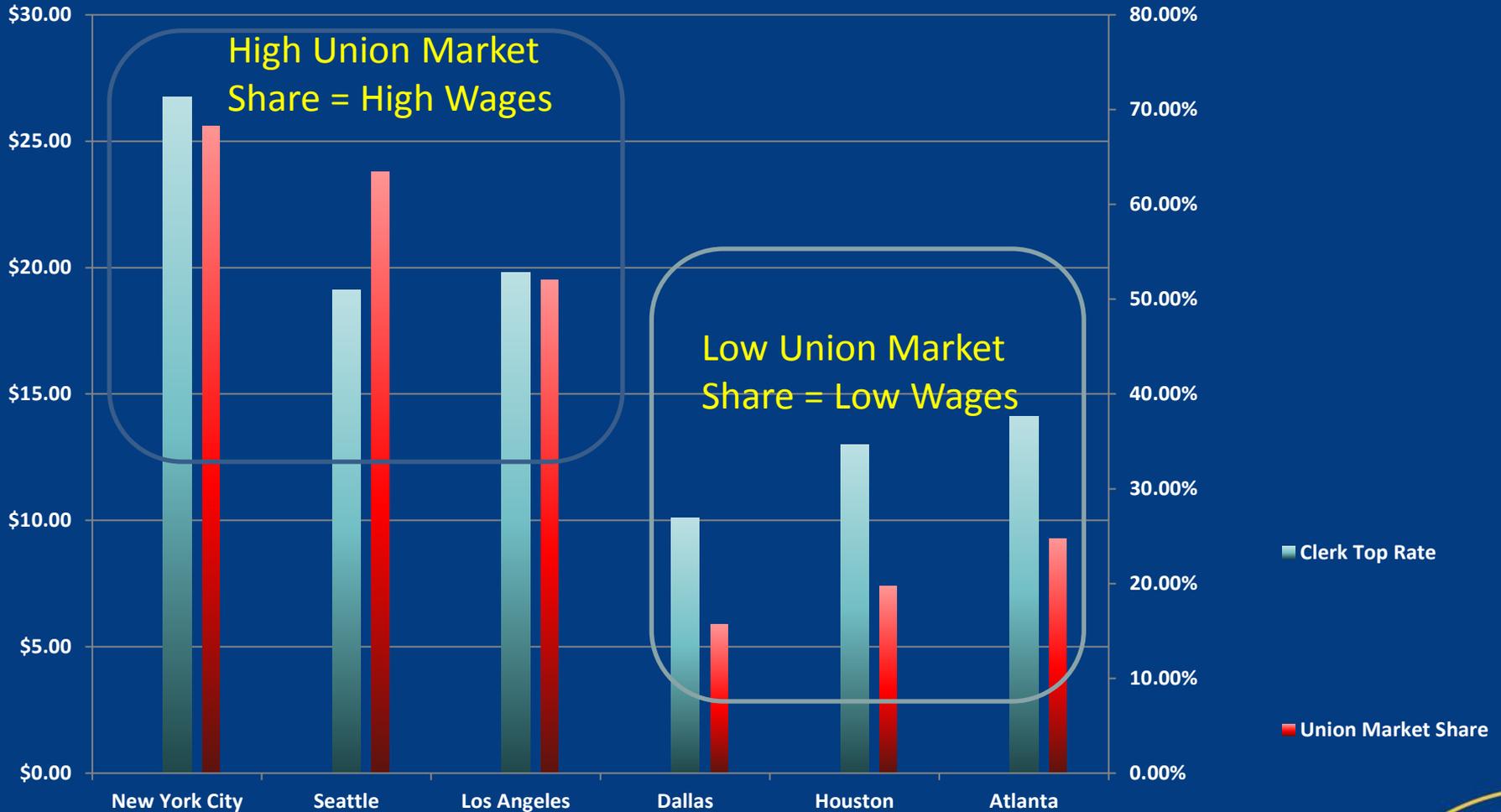


UFCW Growth Strategies

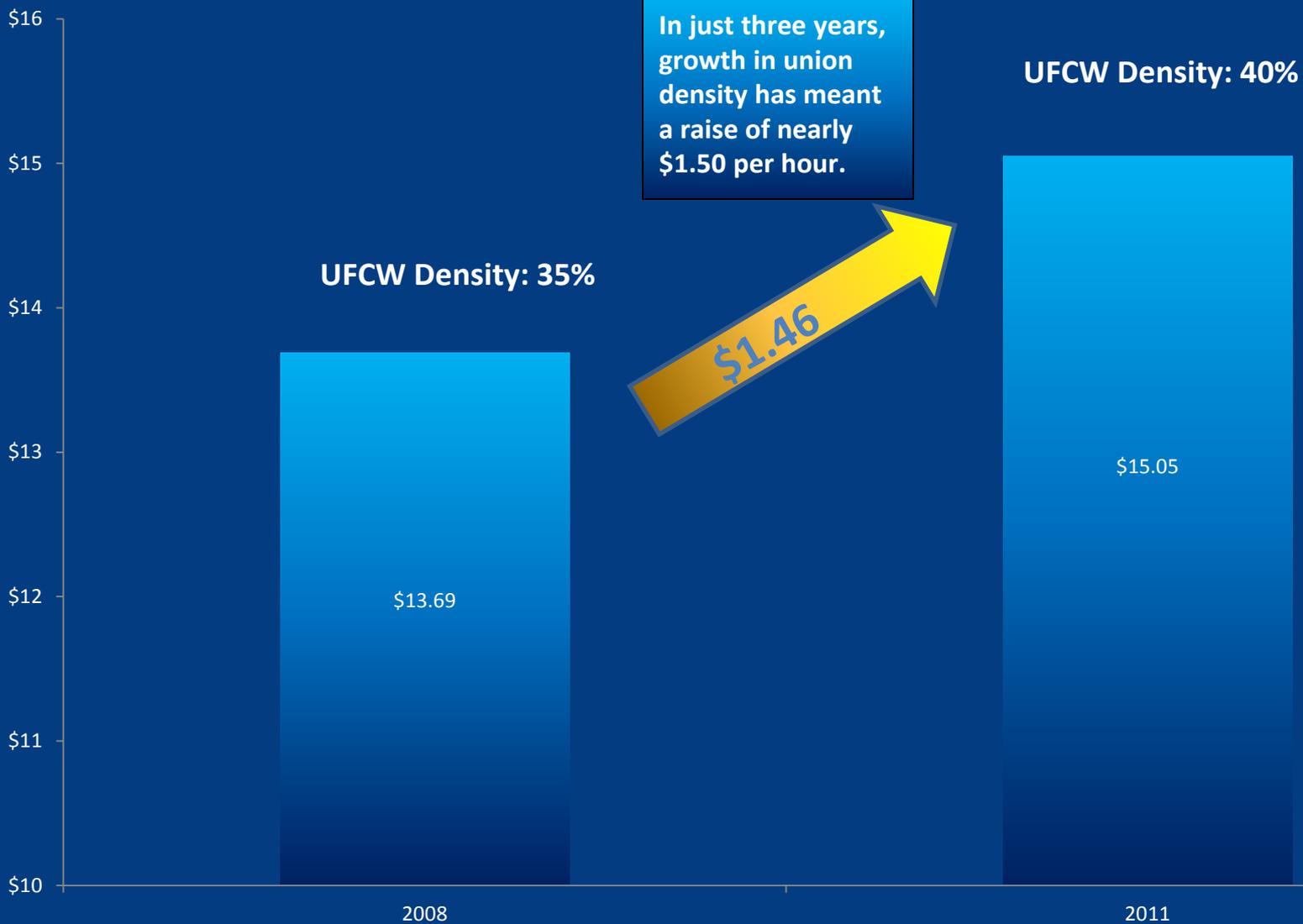
- Focus on organizing core industries/key companies
- Pool resources among local unions
- Develop strategic organizing plans/campaigns
- Expand diversity & involve young workers
- Build alliances with global labor groups



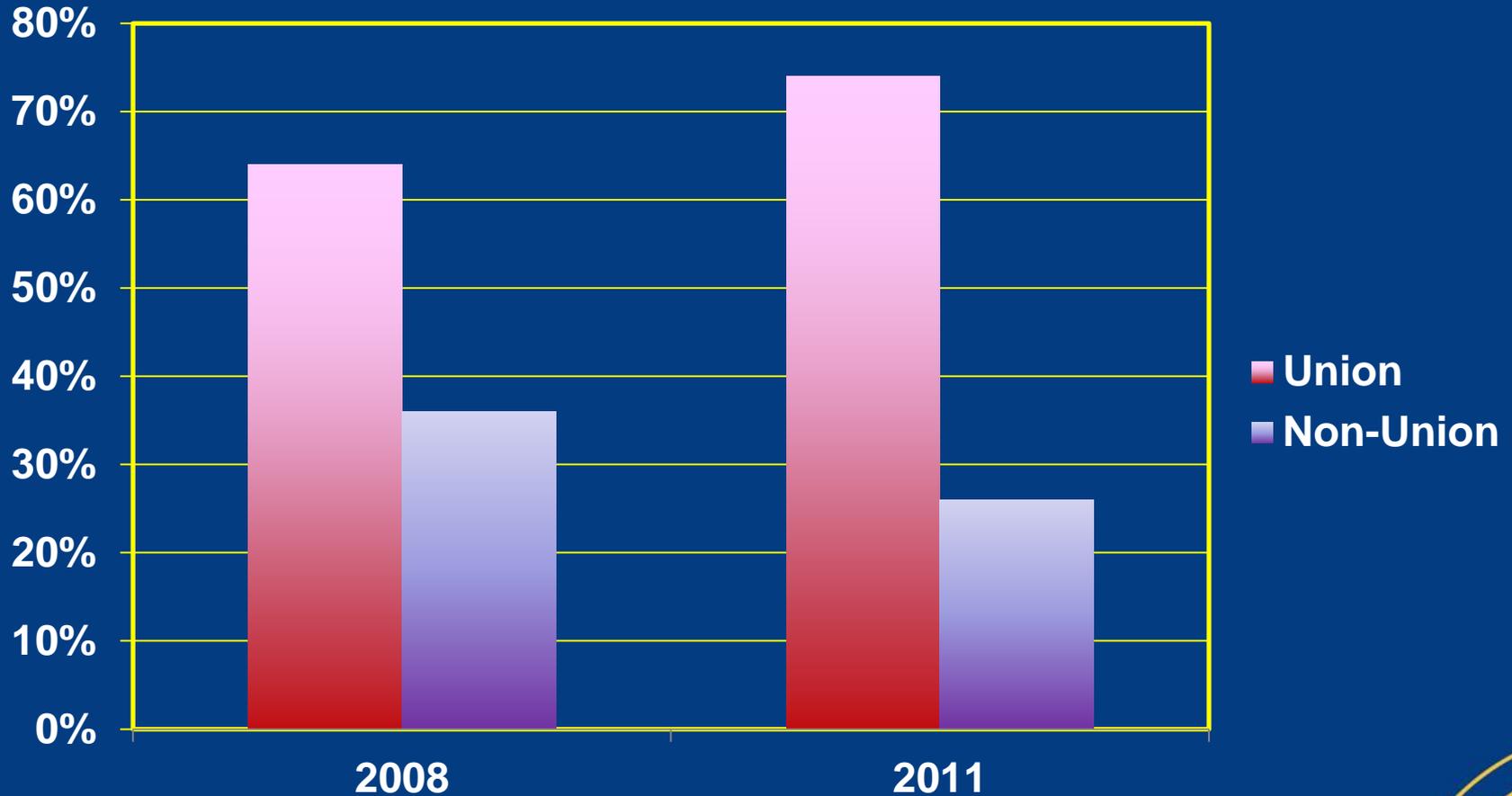
Higher Union Market Shares Correlates With Higher Wages



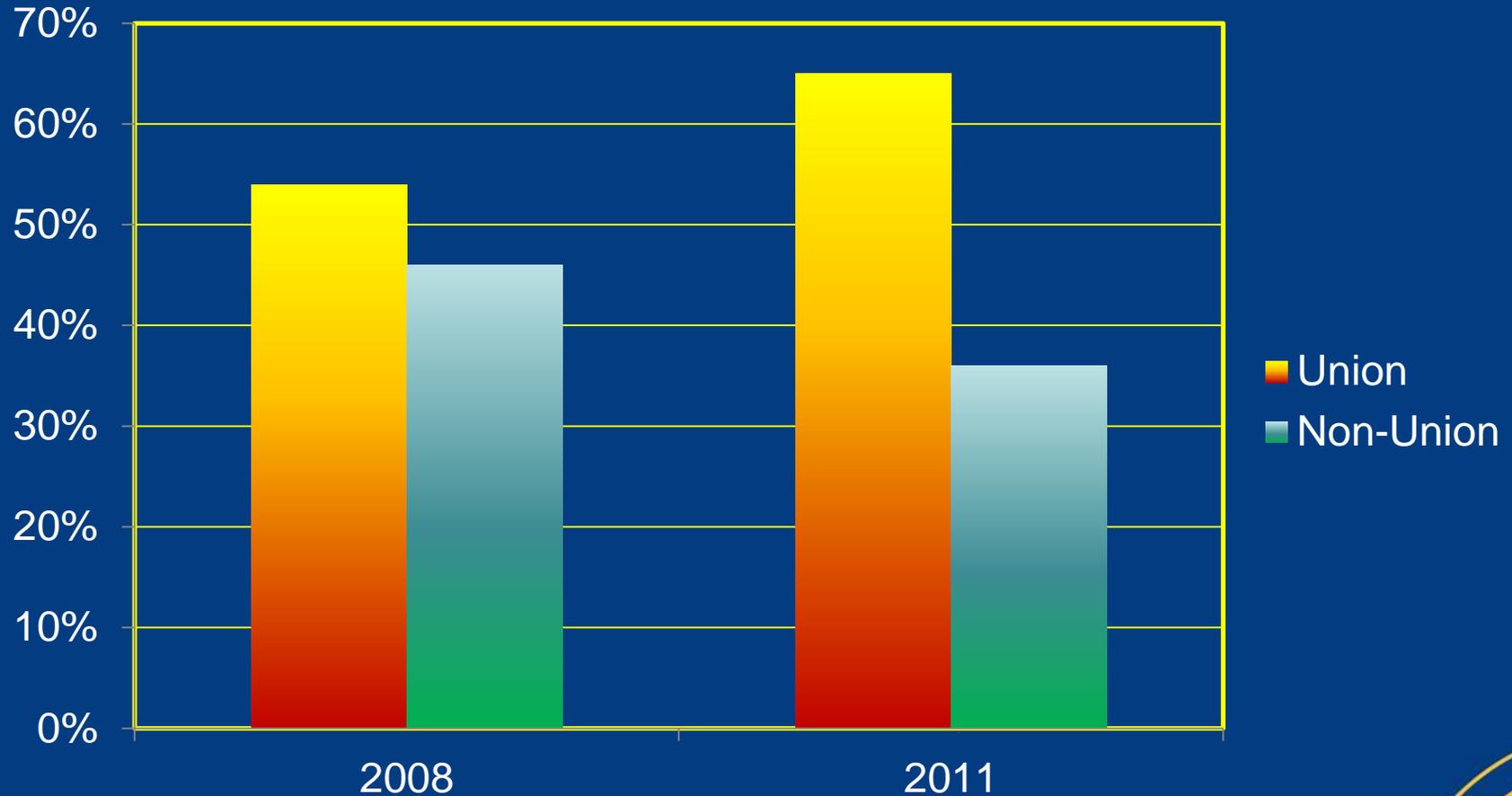
Wages: Animal Slaughtering and Processing



UFCW Density in Pork Jumps 10% in Just Four Years



UFCW Density in Beef Jumps over 10% in Just Four Years



World's Largest Retailer:

Walmart
Revenue: \$447.0 Billion

Walmart Easily Towers Over Other Retailers



Revenue:
\$69.9 Billion



Revenue:
\$90.4 Billion



Revenue:
\$41.6 Billion



Revenue:
\$70.4 Billion

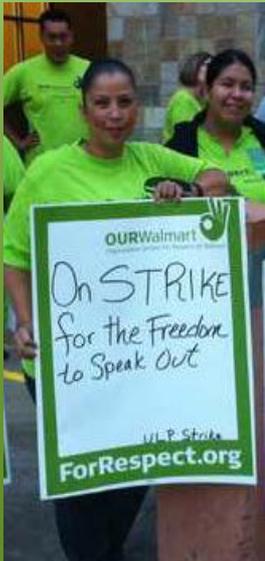


Revenue:
\$107.8 Billion



Revenue:
\$88.9 Billion





Winning at Walmart, Winning in Retail

The Washington Post PostTV Politics Opinions Local Sports

Under pressure, Wal-Mart upgrades its policy for helping pregnant workers

BY LYDIA DEPILLIS April 5 at 9:03 am



The Washington Post

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BY LYDIA DEPILLIS June 13 at 8:23 AM Follow @lydiadepillis



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BloombergBusinessweek Companies & Industries

Workplace

Wal-Mart Swears Its New Pregnancy Policy Has Nothing to Do With Outside Pressure

By Susan Berfield April 07, 2014



We Are UFCW Strong!

