“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
This is the UFCW Membership Breakdown by Major Industry

- Retail
- Manufacturing
- Services
- Other
Approximately 1 of 10 UFCW Members are in Services

- Retail
- Manufacturing
- Services
- Other
Nine Out of Ten UFCW Retail Members Work in Food Stores

- Food Stores
- Drug Stores
- Misc. Retail
- Wholesale Trade
- General Merchandise
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

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

SHOP STEWARDS

EXECUTIVE BOARDS
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

- Supermarkets: 77%
- Discounters: 13%
- Clubs: 10%

2011

- Supermarkets: 56%
- Discounters: 30%
- Clubs: 12%
* Union members in Costco are Teamsters.

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

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

- **Walmart**: 53%
- **Kroger**: 20%
- **Costco**: 12%
- **Safeway**: 8%
- **Ahold**: 7%

*Union members in Costco are Teamsters.*
Fall in Union Share Usually Correlates with Rising Wal-Mart Share...
<table>
<thead>
<tr>
<th>Beef Slaughter:</th>
<th>Pork Slaughter:</th>
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<tbody>
<tr>
<td>Just four companies control 74% of the</td>
<td>Just five companies control 72% of the</td>
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<td>market</td>
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<tr>
<td>The UFCW represents 62% of workers</td>
<td>The UFCW represents 72% of workers</td>
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</table>
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
In just three years, growth in union density has meant a raise of nearly $1.50 per hour.
UFCW Density in Pork Jumps 10% in Just Four Years
UFCW Density in Beef Jumps over 10% in Just Four Years

2008 2011

Union Non-Union
World’s Largest Retailer:

Walmart
Revenue: $447.0 Billion

Target
Revenue: $69.9 Billion

Kroger
Revenue: $90.4 Billion

Sears
Revenue: $41.6 Billion

The Home Depot
Revenue: $70.4 Billion

CVS/Pharmacy
Revenue: $107.8 Billion

Costco Wholesale
Revenue: $88.9 Billion
On STRIKE for the Freedom to Speak Out

WAL-MART = POVERTY
Winning at Walmart, Winning in Retail

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

BY LYDIA DEPILIS | April 5 at 9:03 am

Rank-and-file workers have a lot more power over corporations than they think

BY LYDIA DEPILIS | June 13 at 8:23 AM

In Wake Of Protests, Walmart Workers Find More Hours Within Reach

Published: 04/07/2014 6:04 pm EDT | Updated: 04/09/2014 11:59 am EDT

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

By Susan Bedfield | April 07, 2014
We Are UFCW Strong!