

United Food & Commercial Workers

UFCW LOCALS 227 and 75 FACTS

The freedom of workers to join together and bargain collectively for better wages, benefits, and workplace conditions — a bedrock of American law for nearly 80 years — is under attack. Here are the facts:

What is “right to work”?

“Right to work” (RTW) provides no rights and no work. It’s a partisan political ploy used by extremist groups and corporate backers looking to undermine the basic rights of workers. RTW would lower the pay and benefits of workers everywhere and drop everyone in the state of Kentucky to a lower living standard.

Unions are member organizations.

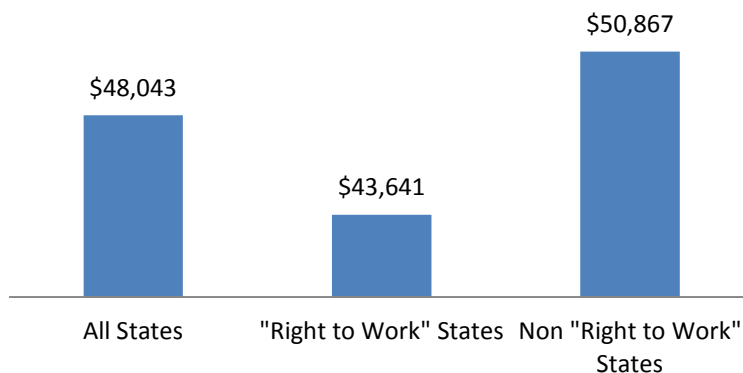
Proponents of RTW often speak of workers being “forced” to join a union as a condition of employment. Union membership is voluntary in Kentucky; it is against federal law to force an employee to join a union as a condition of employment. A union member has the freedom to resign his or her membership at any time. Unions are member organizations, like private clubs, member social organizations, and even the Chamber of Commerce. Elected officers and an elected Executive Board comprised of rank and file members govern many unions, including UFCW unions in Kentucky.

Union members must ratify their contracts.

Union members must vote to ratify the contractual agreements that govern their worksite. In addition to provisions for wages, health care, and retirement benefits, unions negotiate safety provisions, disciplinary (grievance) procedures, seniority rights, and scheduling rules. Dues deduction is also negotiated as part of a union contract. Automatic dues deduction is a contractual provision that must be bargained and ratified as part of a final agreement, and is often done so as a convenience for members.

Source: Congressional Research Service.

2011 Annual Wages in the U.S.



■ **No state that has passed “right to work” has been able to effectively prove that it has attracted jobs and businesses.**

“While you may argue that having a job is better than not having a job—no matter how low or unfair the wage paid for that job maybe—right-to-work laws are not designed to do anything to improve the lot of the American worker. At best, they may result in a few low-paying businesses moving into your state...

But, in the long run, it is a pretty reasonable bet that all working Americans will suffer as a result.”

—Rick Unger, *Forbes*, ‘Right-to-Work’ Laws Explained, Debunked And Demystified 12/12/12

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- United Food and Commercial Workers (UFCW) Locals 227 and 75 are 25,000 members strong and have members in almost every community in Kentucky.
- When you last went to the grocery store, chances are you were helped by a UFCW member or purchased products made in one of the plants we work in.
- UFCW Locals 227 and 75 work with employers such as Kroger, Meijer, Carhartt, Tyson, Jim Beam, Pilgrim's Pride, JBS, Wild Turkey, Sazerac and many others to provide thousands of Kentuckians with respectable wages and benefits.
- We negotiate with employers for good wages and benefits like pensions and health care for our members. Our contracts give our members a voice when it comes to getting the safety and dignity on the job that they deserve.



RESOURCES

UFCW Local 227: www.ufcw227.org

UFCW Local 75: www.ufcw75.org

United Food and Commercial Workers International Union: www.ufcw.org

U.S. Bureau of Labor Statistics: www.bls.gov

Report: "Does 'Right-to-Work' Create Jobs? Answers from Oklahoma": www.epi.org/publication/bp300/

Report: "The Compensation Penalty of 'Right-to-Work' Laws: www.epi.org/publication/bp299/

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