

PROGRAMS & EVENTS

UFCW Local 227 is about more than just your paycheck! Get involved in our many programs and events.

It Pays to Belong! Member Discounts: Local 227 members with at least six months of service receive discounts at local and online merchants, on travel, amusement parks, sporting events and theater, plus tools to help you with your finances, and with college and retirement planning.

UFCW Local 227 Family Welfare Plan: An accidental death and dismemberment benefit for our members. This plan is fully paid for by Local 227 at no cost to members or their employers. In the event that a Local 227 member is killed or injured—at work or play—a check for up to \$5,000 will be issued to their beneficiaries.

UFCW Local 227's Active Ballot Club: Our union's Political Action Committee, that helps to elect candidates who will support working families and not corporate CEO's – Democrat, Republican or Independent.

Danny Dettlinger Memorial Scholarship Program: Five \$2,000 scholarships distributed each year. Members, their spouses and dependents of members are eligible to apply.

Member Services: UFCW 227 members support each other inside and outside of work! When there is a fellow union member in need we organize special benefits at your work place so everyone has a chance to support that person. We also plan family friendly and budget friendly social events to enjoy entertainment together all year round.

Labor Day at the Zoo: Local 227 members, their families and friends can buy tickets to the Louisville Zoo for \$7 on Labor Day. Tickets include access to the zoo, lunch, a car show, music and more.

Bowling Night Out: UFCW Local 227 members get together once a year to raise money for the Danny Dettlinger Scholarship Fund.

James "Jay" Looney Memorial Golf Tournament: Annually at The Crossings Golf Club in Brooks, KY help us raise money for the Leukemia and Lymphoma Society.

Lobby Day: Travel with us to your state capitol and visit your State Representative and State Senator. We meet regularly with elected officials all over the state, regardless of party, to educate them about the concerns of working families.

WHO WE ARE

Who is Local 227?

The middle class is shrinking rapidly and workers, acting through their union, are the last best defense to stop the destruction of the middle class. Our members are what make UFCW Local 227 a strong, vibrant and growing organization that ensures fairness at our jobs. Local 227 represents a diverse group of over 22,000 workers in Kentucky and Southern Indiana. You can find Local 227 members in the following industries:

- Retail Grocery
- Meatpacking
- Food Processing
- Poultry
- Dairy
- Garment Manufacturing
- Trucking
- Health Care
- Distilled Spirits
- Chemical Manufacturing
- Printing
- Barbers
- Auto Manufacturing

President Marv Russow

An elected union official since 1977, Marv Russow has dedicated his life to improving the standard of living for members of the United Food and Commercial Workers. At the request of the UFCW International Union, Russow relocated to Louisville, KY in 1992 to oversee the reorganization of UFCW Local 227. In August of 1993, the members of Local 227 elected Russow President.

In 2004, Marv Russow left Local 227 to serve the UFCW International and in 2006 relocated to Grand Rapids, MI to reorganize UFCW Local 951. Russow returned home to Local 227 in 2012 and continues to focus on developing strong community involvement to build our union.

WHO WE ARE

Secretary-Treasurer Bob Blair

Bob Blair has spent his career improving the lives of fellow union members and their families. Bob's expertise in grievance handling and negotiations enables UFCW 227 to settle thousands of grievances each year resulting in hundreds of thousands of dollars for our members.

Bob first joined UFCW 227 in 1977 when he went to work for The Kroger Company. Within his first 90 days on the job, Bob got his first opportunity to become a union activist when UFCW 227 members went on strike. For twenty-six years following the strike, Bob served fellow union members as a Chief Steward and was hired by UFCW 227 in 2003. In 2013, he became Secretary Treasurer of UFCW 227.

UFCW Local 227 Executive Board

Debbie Wilson – Recorder (Kroger 352)
Ronald Fleming – District 1 V.P. (JBS Swift)
Doris Morrow – District 2 V.P. (Tyson Robards)
Greg Boren – District 3 V.P. (Saputo Foods)
Juan Rios Gonzalez – District 4 V.P. (Equity)
Rick Davis – District 5 V.P. (JCIM)
John Gatton – District 6 V.P. (Kroger 780)
Steve Kennedy – District 7 V.P. (Kroger 764)
Helen Simpson – District 8 V.P. (Kroger 408)
Cindy Drake – District 9 V.P. (Meijer 162)
Kevin Riggs – District 10 V.P. (Kroger 396)
Travis Dean – District 11 V.P. (Kroger 720)
Sharon Bartleson – District 12 V.P. (Kroger 913)
Maurice Longest – V.P. At Large (Kroger 758)
Ava Johnson – V.P. At Large (UFCW 227)
Blaine Purcell – V.P. At Large (Southern Belle Dairy)
Bob Laughead – V.P. At Large (UFCW 227)
Phil Lewis – V.P. At Large (Kroger 389)

Your co-workers and the over 20,000 members of UFCW Local 227 welcome you to your unionized work site, where working conditions, wages, benefits, and other job guarantees are protected by a labor agreement between your employer and your union.

You should also be aware that you have the right not to become a member of Local 227. Non-members may satisfy their financial obligations by the payment of an amount equivalent to the union's regular fees and dues. You should be aware, however, that by becoming a non-member you will lose the right to vote, to accept or reject any contract proposals, to participate in the development of contract proposals and to vote in local union elections. You will also lose other benefits of union membership. We urge you to consider your decision carefully and hope that you do not give away your rights of membership so cheaply. Instead, Local 227 hopes that you will choose to become an active member and strengthen the union's ability to represent you and your co-workers, rather than weakening the union and making it more difficult to represent you. In our democratic union, the decision is yours.

Non-members may also object in writing to the payment of an amount equivalent to the union's regular fees and dues. In that case, the union's regular fees and dues will be reduced only slightly, reflecting those expenses germane to the union's role in collective bargaining, grievance adjustments and contract administration. This request must be made in writing to the Louisville Union Hall.

Your membership entitles you to many advantages that non-union employees do not enjoy. You should talk to your Union Steward or Union Representative about receiving a copy of the labor contract and other union benefits.

You have options to pay your financial obligations. Upon receipt of the enclosed authorization form, your employer will automatically begin deductions. Because dues and fees are deducted a month in advance, many prefer to spread out the initial payments as soon as they start employment by signing the enclosed authorization form. We have found that spreading payment of dues and the initiation fee over your weekly checks as soon as you start is better for you than one large deduction from your first check after the 30-day period. If you do not remain employed through your probationary period, any money deducted will be refunded back to you. In order to receive the refund, please call 1-800-443-5191, and ask for the dues office to request your refund within 30 days of termination. However, many people come and go from the membership and choose to leave a dues credit for use at future employment in the Union's jurisdiction.

Again, we want to welcome you to Local 227. Please feel free to contact your officers, your Union Representative, or the union office at any time if we can be of any assistance or help in any matter.

WITHDRAWAL CARD

If you choose to leave your job please fill out this withdrawal card request form. Complete the withdrawal card and return it to Local 227. Filling out this card will ensure that if you ever get a job with another employer represented by a local affiliate of the UFCW you will not pay a reinstatement fee. Upon termination of employment with your company, this form may be used for obtaining a withdrawal card. Make certain that you complete the form in its entirety and return to your local union office.

UFCW Local 227 Withdrawal Card Request Form

Name _____

Social Security No. _____

Address _____

City _____ State _____ Zip Code _____

Home Phone Number _____

Cell Phone Number _____

Company _____ Store Number _____

Last Day Worked _____

Please mail to: Local 227, UFCW
3330 Pineroft Dr.
Louisville, Kentucky 40219

BENEFITS

What are the benefits of being a Local 227 member?

As members of Local 227 we enjoy the power of our strength in numbers. We use this strength to bargain with the company for better wages, benefits and job security. Your collective bargaining agreement, the union contract, is the document produced as a result of bargaining with the company.

In addition to wages and benefits, your contract outlines workplace rules and a fair process for you to address concerns with your supervisor called a grievance procedure. UFCW Local 227 Stewards and Union Representatives receive special training to make sure the company follows the rules and enforces them fairly among all employees.

Each union contract is negotiated with the specific needs of the members involved. For this reason, contracts vary from work site to work site.

Introduce yourself to your Union Steward and Union Representative if you haven't already met them. They are there to answer any questions you have about your contract and other union benefits. Ask them for a copy of your contract.

Your right to representation on the job.

If you have a meeting with your manager or supervisor request your Steward. Stewards are specifically trained to advise you of your rights in the event you are disciplined or terminated. Management will not offer to call a Steward for you, you must ask for representation. If management denies your request for a Steward to be present during questioning, they have violated the law.

If you are refused representation, stay in the room, but remain silent—do not answer questions or explain your actions. Refusal to attend the meeting can be viewed as insubordination.

Do not make any written or verbal statement of guilt or innocence. The company must prove they have a good reason to discipline or terminate you. Do not help them collect proof by making a statement. No statement is the appropriate response.

GRIEVANCES

What is a grievance? When and how do I file one?

When you have a problem at work or feel like you have been treated unfairly contact your Steward. Your Steward will be your guide through the grievance procedure, which is a series of steps to resolve differences between you and your employer. Some examples of a grievance include, wrong wage rates paid to a member, disagreements about disciplinary warnings, denial of requested time off or unfair work hour scheduling.

Many grievances are the result of an apparent violation of the contract, but it is also possible for a grievance to be based on a violation of the law, the company's own policies being enforced unfairly or unreasonably, or discrimination. If a situation appears to be unfair to you, talk to your Steward, it's possible that you have a grievance.

In many cases your Steward will be able to resolve your problem immediately with your supervisor. Sometimes contract rules are unknowingly broken or your supervisor is unaware that a problem exists. If your problem cannot be solved immediately, your Steward will put your concern in writing. Your Steward or Union Representative will gather all the facts related to your concern, review your perspective on the situation and most likely meet with management again to resolve your problem.

Many of us will never have to use the grievance procedure. It is your responsibility to follow the rules, show up on time and do the best job you can. Many non-union workers are fired by their employers for no reason, but Local 227 members will always enjoy access to a grievance procedure that protects them from being unfairly fired or disciplined.

Exercise your rights! Get involved with Local 227!

UFCW Local 227 holds quarterly membership meetings all across Kentucky and Southern Indiana. Attend a membership meeting to find out what's going on at Local 227, other UFCW Locals across the country and the UFCW International Union. Check your Union Bulletin Board for specific times and locations.

If you're interested in helping your co-workers stand up for their rights at work, talk to your Union Representative about becoming a Steward.

DUES POLICY

UFCW Local 227 Dues Policy for Military/Education/ Sick Leave/Layoff/LOA/Job Suspension Revised 8/5/11

Any member who is not actively working for one of the above reasons shall have the right to request to be placed in Withdrawal/Leave Status by notifying the Local Union Membership Records and Dues Department (Extension 101, 107, 109, 125 or 126).

This notice must be given by the member both at the time of leaving active payroll and when returning to active payroll.

Members who request withdrawal status will not be charged dues for any calendar month they are on approved Withdrawal/Leave status.

Any current or arrears dues/fees owed prior to leave must be paid in full in order to be eligible for a Withdrawal/Leave status.

Acceptance of a Withdrawal/Leave status does not affect your employment or seniority.

Upon return to work from military, education, sick leave, layoff, LOA, or job suspension, you must notify the Union immediately.

If the member wishes to pay their dues while off, they may do so by check, money order or payroll deduction upon returning to work.

Members on educational leave that return and work two weeks or less during holiday break will not be charged dues for that month.

Members on military leave will have their dues waived for all periods of military service.

Any questions, please notify your area representative or your Shop Steward.