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UNITED *¡Sí Se Puede!* LATINOS

UNITED FOOD AND COMMERCIAL WORKERS

Message from President Maturino
El Super Update
Save the Date - UL Conference
Renew Your Membership



ENEWSLETTER
FEBRUARY 2017





President Pete Maturino

Year in Review

Remember nothing changes if we do nothing

Looking back at 2016, the United Latinos had a very eventful year. Starting with the UFCW International Union appointments of our sisters and UL board members Esther Lopez becoming International Secretary Treasurer and Leticia "Tish" Ramirez to International Vice President and Director of Region 6. Both Sister Lopez and Ramirez join another sister and United Latino board member Kim Cordova who recently had been appointed International Vice President and was elected President of UFCW Local 7 out of Colorado. These individuals were chosen not because they are Latinas or women, but because over the years they have proven that they have the ability and expertise to perform these jobs and because of this they have laid the ground work for other women to advance to positions of decision making within our Union.

Because of the financial support we receive from the UFCW International, Regions and locals we were able to offer financial assistance to our sisters and brothers who were devastated by the fires in Canada and to other organizations such as the National Guest Worker Alliance and LCLAA so that they can continue their fight against worker injustices throughout the United States and assist the UFCW in their fight against Wal-Mart.

We were able to assist UFCW Local 99 in Arizona with El Super Campaign action in support of workers trying to obtain a decent contract as well as workers from El Super in Southern California who are also fighting to obtain a decent contract. Both of these campaigns have built momentum and strength through a partnership with other non profits and community organizations that are vital

We will continue to assist those organizations such as LUCHA and CASE in Arizona and CAUSE in California and National Alliance in New Orleans in organizing the unorganized through our UFCW locals around the country. Making it imperative that we have a partnership with non profits, community and faith based organizations that have risen in these past years because of worker injustice such as in Wisconsin. Issues such as, the broken immigration system in the US and the continued threat of deportation from like minded individuals such as Arpaio in Arizona to our new President Donald Trump.

I'm glad to inform you, that the United Latinos has surpassed the 100 mark in the amount of new citizen scholarships issued to members in different locals throughout the US. We will continue to assist our members in the UFCW who have become new citizens as well as continuing to provide information and access citizenship training through UCAN. We also need to get involved in our political fights from the school board to state and local elections if we want to make a change for the better. Remember nothing changes if we do nothing.

I also wanted to remind everyone to visit our web site at ufcwunitedlatinos.org where you can download applications for membership, American citizenship scholarship and the John Rene educational scholarship and get updates on what is going on around the country.

Lastly I wanted to ask you to Save the Date. We will be holding our Education Conference in Las Vegas on September 14 through the 17, 2017. We will conduct work shops that will provide you with valuable information that I hope will assist you in servicing your membership as well as becoming a better organizer.

Pete

Pete Maturio, President



Presidente Pete Maturino

Año en Revisión

Recuerde que nada cambia si no hacemos nada

Echando un vistazo en retrospectiva al 2016, Latinos Unidos tuvo un año lleno de acontecimientos. Empezando con los nombramientos en la sección Internacional del Sindicato de Trabajadores de la Industria de Alimentos y el Comercio (UFCW), de nuestras hermanas e integrantes de la Junta Directiva de Latinos Unidos, Esther López, quien se convirtió en Secretaria Tesorera Internacional y Leticia "Tish" Ramírez, quien fue nombrada Vice presidenta Internacional y Directora de la Región 6. Ambas compañeras López y Ramírez se unen a otra hermana, miembro de la Junta Directiva de Latinos Unidos, Kim Córdova, quien recientemente había sido nombrada Vicepresidenta Internacional y fue electa como Presidenta del Local 7 UFCW de Colorado. Estas compañeras fueron elegidas no por el hecho de ser Latinas o mujeres sino porque en el transcurso de los años, ellas han demostrado que tienen la capacidad y experiencia para desempeñar estos trabajos y gracias a esto, ellas han establecido el trabajo de base para que otras mujeres avancen y logren cargos de toma de decisiones dentro de nuestra Unión.

Gracias al apoyo financiero que nosotros recibimos de la UFCW Internacional, las Regiones y secciones sindicales pudieron ofrecer asistencia financiera a nuestras hermanas y hermanos que fueron devastados por los incendios en Canadá, así como a otras organizaciones como la Alianza Nacional de Trabajadores Huéspedes y la LCLAA para que éstas puedan continuar su lucha en contra de las injusticias hacia los trabajadores en todo Estados Unidos y también apoyar al UFCW en su lucha en contra de Wal-Mart.

Nosotros pudimos asistir al Local 99 UFCW en Arizona con la acción de la Campaña en El Super, en apoyo a los trabajadores que están tratando de lograr un contrato digno, así como a trabajadores de El Super en el Sur de California que también están luchando por conseguir un contrato justo. Ambas campañas han construido momentum y fuerza a través de una alianza con otras organizaciones no lucrativas y de la comunidad que son vitales no solamente en este tipo de luchas sino también en el escenario político en todo el país.

Nosotros continuaremos asistiendo a organizaciones como LUCHA y CASE en Arizona y CAUSE en California, así como a la Alianza Nacional en Nueva Orleans, para organizar donde no hay organización a través de los locales de nuestro sindicato UFCW en el país. Es imperativo que tengamos una alianza con organizaciones no lucrativas, de la comunidad y de grupos de fe, que se han levantado en años recientes debido a las injusticias contra los trabajadores como en el caso de Wisconsin. Enfrentar problemas como el sistema migratorio que no funciona en Estados Unidos y la continua amenaza de deportación de parte de individuos que comparten las mismas ideas desde Joe Arpaio en Arizona hasta el nuevo Presidente Donald Trump.

Tengo el placer de informar que Latinos Unidos ha sobrepasado la cantidad de 100 nuevas becas para nuevos ciudadanos otorgadas a miembros en diferentes locales en todo Estados Unidos. Nosotros continuaremos ayudando a nuestros miembros del UFCW que se han hecho nuevos ciudadanos y seguiremos dando información y entrenamientos para nuevos ciudadanos a través de la Red de Acción para la Ciudadanía de la Unión (UCAN). También necesitamos involucrarnos en nuestras luchas políticas, desde las juntas escolares hasta las elecciones locales y estatales si es que queremos lograr un cambio para bien. Recordemos que nada cambia si no hacemos algo para lograrlo.

También quiero recordarles visitar nuestro sitio web en ufcwunitedlatinos.org en el que puedes bajar solicitudes para obtener la membresía, para la beca de ciudadanía estadounidense y la beca educativa John Rene, así como para ver actualizaciones de lo que ocurre en el país.

Finalmente, quiero pedirte que Apartes la Fecha. Vamos a llevar a cabo nuestra Conferencia sobre Educación en Las Vegas, del 14 al 17 de septiembre del 2017. Impartiremos talleres que te darán valiosa información que espero te ayude a asistir a tus miembros así como para que puedas ser un mejor organizador (a).

Pete

Pete Maturino, Presidente

Save the Date

United Latinos Educational Conference

Golden Nugget Las Vegas

September 14 - 17



El Super Union Members' Campaign for Respect and a Fair Union Contract



By Rigo Valdez.

Contract Enters New Phase as Trump Administration Assumes Power in Washington

For over three years, El Super grocery workers represented by United Food and Commercial Workers (UFCW) local unions have tenaciously battled their multinational employer in an effort to win dignity, respect and a fair union contract. The El Super workforce is predominantly comprised of immigrants from Mexico and Central America. El Super has violated federal labor law and aggressively opposed its workers' efforts to win more guaranteed full-time hours, adequate paid sick leave, fair wages, stronger seniority protections, and a more dignified, respectful workplace.

For over three years, El Super grocery workers represented by United Food and Commercial Workers (UFCW) local unions have tenaciously battled their multinational employer in an effort to win dignity, respect and a fair union contract. The El Super workforce is predominantly comprised of immigrants from Mexico and Central America. El Super has violated federal labor law and aggressively opposed its workers' efforts to win more guaranteed full-time hours, adequate paid sick leave, fair wages, stronger seniority protections, and a more dignified, respectful workplace.

UFCW Local 770 is one of four California local unions that represent 600 El Super workers, employed across seven stores that were owned and operated by Gigante USA. In August 2008, the holding company that operates the El Super chain, Paramount, CA-based Bodega Latina Corp, purchased the seven unionized grocery stores from Gigante USA and re-branded them as El Supers. Bodega Latina is a subsidiary of retail giant Grupo Comercial Chedraui, based in Xalapa, Veracruz in Mexico. Chedraui operates 224 retail stores in Mexico and Bodega Latina operates 58 El Super grocery stores across California, Nevada, Arizona, New Mexico and Texas.

El Super UFCW members have been actively campaigning to win a new collective bargaining agreement with this multi-billion dollar, transnational corporation since their last agreement expired in September 2013. El Super has grown and succeeded on the backs of immigrant workers while catering specifically to Latino shoppers, but this company doesn't respect any of them. El Super has waged an all-out campaign to break our union and deny our members the justice they deserve. But they have not succeeded.

El Super: A Multifaceted Strategic Campaign

The El Super campaign strategy combines grassroots, rank-and-file worker and community organizing with top-down tactics designed to put financial, political, legal, regulatory, and consumer pressure on both Chedraui and its Bodega Latina subsidiary.



El Super Union Members' Campaign for Respect and a Fair Union Contract Continues - Continued

The 2016 holiday season marked the two-year anniversary of the national El Super consumer boycott. Since the boycott was announced in December 2014, El Super has reported flat or negative "same store" sales in six of the previous eight reporting quarters. Before the boycott, El Super regularly reported positive, growing "same store" sales. With boycott lines established in front of 22 stores, on four of the busiest shopping days of the week, over 2.5 million consumers have been engaged and 270,000 El Super consumers have turned away and honored the union's boycott request.



Recent Victories

The Justice for El Super Workers campaign achieved significant victories during the third quarter of 2016.

First, after several months of actions outside Cinopolis USA theaters, Cinopolis CEO, Alejandro Ramirez Magaña - a Board member at El Super's parent company Group Commercial Chedraui - resigned his position on Chedraui's Board.

Second, the enduring impact of the ongoing El Super boycott resulted in yet another quarter of negative sales at El Super markets. Analysts had predicted a 2 percent increase in same stores sales, however the company reported a 0.4 percent sales decline last quarter.

Continued...

El Super Union Members' Campaign for Respect and a Fair Union Contract Continues - Continued

The boycott's impact was boosted by a public relations debacle for El Super during the month of August. First, a video captured by an El Super shopper of a rodent scampering across an El Super produce section was uploaded to YouTube and garnered over one million views. Print and television media outlets picked up on the incident and ran stories. Two weeks later, Los Angeles County health officials closed down an El Super store in South LA for 48 hours after they discovered mice droppings throughout the store. The store closure spurred another cycle of news coverage illuminating a hazardous vermin problem inside El Super stores.

During 2016, the Coalition for a Better El Super documented over 500 violations of environmental health regulations by El Super stores in Los Angeles, Orange and San Bernardino counties. Eighty-four of the violations were deemed "Major" or "Critical" by County health inspectors. The boycott lines distribute handbills alerting El Super shoppers to the ongoing threats to public health posed by El Super's irresponsible management of its stores.

International Solidarity

El Super workers have benefited greatly from the solidarity and support of many of the unions and organizations in the US, Mexico and Canada.

Thanks to the international solidarity from organizations like the Frente Auténtico del Trabajo (FAT), the Mexican Electrical Workers Union (SME) and the Project on Organizing, Development, Education and Research (PODER), we have been able to keep the pressure on El Super's parent company in Mexico, but we still have a long way to go.

Regulatory Pressure on Chedraui in Mexico

In August 2015, the Project on Organizing, Development, Education, and Research (PODER) released a report documenting expired products and unsanitary food labeling practices at Chedraui stores in Mexico. PODER presented 100 examples of expired products offered for sale at Chedraui stores in Mexico City to the Mexican Consumer Affairs Office, PROFECO. A PROFECO official confirmed that an investigation was ongoing and that the agency had found instances of expired products at Chedraui stores.

The director of the Mexican Federal Commission for the Protection against Sanitary Risk, COFEPRIS, also confirmed his agency was also conducting an investigation into Chedraui's operations.



Continue...

El Super Union Members' Campaign for Respect and a Fair Union Contract Continues - Continued

Recent Mobilizations

Our mobilizations on both sides of the border continued throughout 2016.

First, in April, El Super workers were joined by over 1,000 supporters and marched from South Los Angeles to Huntington Park. The march coincided Chedraui's annual meeting of its Board of Directors in Xalapa, Mexico.

In August, hundreds of trade union women from the Western US, Canada, and Mexico joined El Super workers at a protest outside its unionized, Inglewood, CA store.

Just prior to Thanksgiving, El Super workers were joined by legendary labor leader Dolores Huerta at a large protest outside Store 13 where Fermín Rodríguez works. Fermín Rodríguez is a union leader who was unlawfully fired by the company in 2015 and later reinstated after a federal judge granted a rare injunction against the company's unlawful labor relations practices.

In December, El Super workers and their union staged a protest outside an El Super store in South Los Angeles. The protest was organized after UFCW obtained documents showing that El Super Vice-President Sal Marcianti made four donations to Donald Trump's campaign for U.S. President. Trump's incendiary anti-immigrant campaign rhetoric included statements alleging that Mexican immigrants are "rapists" who are bringing drugs and "lots of problems" to the US while promising to construct a one-thousand mile border wall between the US and Mexico.

SIGN THE PLEDGE:

Boycott El Super!



My name is Lydia Flores. I am an immigrant grocery worker at El Super – a fast-growing ethnic grocery chain controlled by Mexico's third-largest retailer, Grupo Comercial Chedraui – where I have worked for thirteen years.

Visit the website, www.boycottsuper.org and **join the campaign for respect and a fair contract today**

Please tell Carlos Smith, Managing Director El Super, and Antonio Chedraui Eguia, CEO Grupo Comercial Chedraui:

I demand that El Super's owners and managers in Mexico and the United States respect workers' rights and urgently work to bring about a fair resolution to the labor dispute in the U.S.

I'm pledging my support for El Super grocery workers. I will continue to boycott all El Super locations until your workers win dignity, respect, and fairness guaranteed by a signed union contract.



To join the United Latinos of UFCW, complete the membership form and submit payment to:

United Latinos
c/o Rigo Valdez
630 Shatto Place
Los Angeles, CA 90005

Local Unions, providers and friends of the UFCW can also participate by becoming a Sponsor of United Latinos by making an annual contribution. These moneys enable us to work toward our goals of Latino Empowerment and Building Latino Pride.
We look forward to your membership and support!

UNITED LATINOS OF U.F.C.W.
Official Membership Application Form (Please Type or Print Clearly)

RETURN APPLICATION AND DUES MONIES TO: United Latinos
c/o Rigo Valdez
630 Shatto Pl.
Los Angeles, CA 90005

PLEASE CHECK ONE

NEW MEMBER: _____ (Affiliation Date _____)
RENEWAL: _____

I, _____ an (Active _____ or Retired _____) member in good standing of:
International Union _____ Region # _____ Local Union # _____

Union Position/UL Officer or Board Member Position (If Applicable) _____

OR (Local # & President's Name for Local Union Annual Sponsorship): Local _____ President _____
Hereby apply for or renew membership, as indicated above, in the United Latinos of the UFCW. I pledge to abide by the Constitution of the United Latinos of the UFCW, and to cooperate with the National Officer of the United Latinos in implementing the goals and objectives of this organization. I hereby authorize UFCW Local Union No. _____ or UFCW International Union to deduct from my wages, commencing with the next payroll period, the amount as indicated herein. I further request that the International Union and/or UFCW Local No. _____ remit said monies to the United Latinos of the UFCW. This authorization shall continue in effect from year to year thereafter or until such time as this authorization is revoked by me in writing. Deductions for all future years will be withheld the first pay period in January. *Dues paid under this voluntary check-off are not deductible as charitable contributions for federal tax purposes.*

Preferred Mailing Address (Home _____ Work _____): _____ City/State/Zip: _____

Home Telephone or Work #: (_____) _____ Email: _____

Members Signature: _____ Date: _____

ANNUAL DUES ARE AS FOLLOWS BELOW:

(Please check amount enclosed)

_____ \$30.00 per year for Full-time Representatives/Organizers & Executive Officers.

_____ \$10.00 per year for Rank and File and Associate Members.

_____ \$ Other amount for Supporting Member and/or Supporting Friend.

(Fill in Amount)

ANNUAL LOCAL UNION SPONSORSHIP:

Please check amount enclosed and list members based on membership level shown on page 2

_____ \$ 250 (1 to 1,000 Members) 1 Membership

_____ \$ 500 (1,001 to 5,000 Members) 2 Membership

_____ \$1,000 (5,001 to 10,000 Members) 4 Membership

_____ \$1,500 (10,001 to 20,000 Members) 6 Membership

_____ \$2,500 (Over 20,000 Members) 10 Membership



UNITED LATINOS OF U.F.C.W.

Official Application Form Page 2 - (Please Type or Print Names Clearly)

ANNUAL LOCAL UNION SPONSORSHIP:

Please check amount enclosed and list members based on membership level shown below

- _____ \$ 250 (1 to 1,000 Members) 1 Membership
- _____ \$ 500 (1,001 to 5,000 Members) 2 Memberships
- _____ \$1,000 (5,001 to 10,000 Members) 4 Memberships
- _____ \$1,500 (10,001 to 20,000 Members) 6 Memberships
- _____ \$2,500 (Over 20,000 Members) 10 Memberships

[To fill out application online, click here:](#)

Please list members names below based on Membership Sponsor listed above.

#1. _____	Email Address: _____	Cell # _____
#2. _____	Email Address: _____	Cell # _____
#3. _____	Email Address: _____	Cell # _____
#4. _____	Email Address: _____	Cell # _____
#5. _____	Email Address: _____	Cell # _____
#6. _____	Email Address: _____	Cell # _____
#7. _____	Email Address: _____	Cell # _____
#8. _____	Email Address: _____	Cell # _____
#9. _____	Email Address: _____	Cell # _____
#10. _____	Email Address: _____	Cell # _____

KNOW YOUR RIGHTS!

In the United States, every person—whether documented or undocumented—has the constitutional right to remain silent and to refuse to answer questions of the police, Federal Bureau of Investigation (FBI), or the Bureau of Immigration and Customs Enforcement (ICE), whether on the street, in a car, or at home.

Under the law, the ICE must have proof you are not from the United States to deport you. They can use the following information against you:

- If you run and the ICE catches you.
- If you tell the ICE where you were born or that you don't have papers.
- If you carry false documents.
- If you carry papers from your country.

If you are questioned by the ICE, you are **NOT** required to reveal any information, such as your name, address, or home country. If you are questioned or detained, however, it usually is a good idea to give your name so that friends, family, or your attorney can locate you.

IF IMMIGRATION ARRESTS YOU—YOU HAVE THE RIGHT:

1. **To remain silent** and refuse to answer questions. Anything you say may be used against you.
2. **To understand the charges against you.** If you need an interpreter, the ICE must provide one.
3. **To be represented by an attorney** (at your own expense) and to receive a list of agencies offering free legal services before answering questions.
4. **To refuse to sign documents**, such as for voluntary

departure. It is particularly important to consult with an attorney before signing for voluntary departure if:

- You are afraid to return to your home country;
 - You have lived in the U.S. for at least 10 years;
 - Your family members have amnesty or other papers;
 - You already have a pending ICE case; or
 - You are accused of using false documents.
5. **To make a telephone call** to an attorney, family member, consulate of your home nation, friend, or the union (memorize their telephone numbers).
 6. **To be released on bond** and to have a hearing to reduce your bond if you cannot afford it.
 7. **To have a hearing before an immigration judge and to appeal** any adverse decision by the judge. **You have the right to stay in the U.S. while you appeal.**

IF IMMIGRATION COMES TO YOUR HOME:

1. Ask the officers to show you the search or arrest warrant. If they do not have a warrant, you do not have to allow them to enter your home.
2. If the officers enter without a warrant, ask for their names and badge numbers. If they refuse, write down the identification numbers on their badges.
3. Get the names, addresses, and telephone numbers of witnesses.
4. Get a receipt for any property taken by the ICE.
5. A search warrant does **not** require you to answer questions.

Please note that this publication discusses general legal principles only. It is not intended to serve as legal advice with respect to any specific matter.

IMMIGRATION OFFICER:

I have learned my rights from my union. I am giving you this card because I am asserting my constitutional right to remain silent.

If you arrest me, I will give you my name but I will continue to assert my right to remain silent.

I demand my right to be represented by an attorney and my right to make a telephone call.



United Food and Commercial Workers
International Union
1775 K Street, NW, Washington, DC 20006
www.ufcw.org



¡CONOZCA SUS DERECHOS!

En los Estados Unidos, toda persona—documentada o no documentada—tiene el derecho a callar y a rehusarse a contestar preguntas de la policía, la Agencia Federal de Investigaciones (FBI), o de la migra, ya sea en la calle, en un carro, o en su casa.

Bajo la ley, la migra necesita tener pruebas de que usted no es de este país para deportarlo. Ellos pueden usar la siguiente información en su contra:

- Si usted corre y la migra lo agarra.
- Si usted le dice a la migra donde nació y que no tiene papeles.
- Si usted usa documentos falsos.
- Si usted usa documentos de su país.

Si es interrogado por la migra, usted **NO** está obligado a revelar ninguna información, como su nombre, dirección o el país de origen. Sin embargo, si es interrogado es buena idea dar su nombre para que su familia, amigos o abogado puedan localizarlo.

SI LA MIGRA LO ARRESTA— USTED TIENE EL DERECHO:

1. **A mantener silencio** y a rehusarse a contestar preguntas. Cualquier cosa que diga puede ser usada en contra suya.
2. **A entender los cargos en su contra.** Si necesita un intérprete, la migra tiene que proveerle uno.
3. **A ser representado por un abogado** (pagado por usted) y a recibir una lista de agencias que ofrecen servicios legales gratis antes de contestar cualquier pregunta.

4. **A rehusarse a firmar documentos**, como partida voluntaria. **Es muy importante que consulte con un abogado antes de firmar su salida voluntaria si:**

- Usted tiene miedo de volver a su país;
- Usted ha vivido en los Estados Unidos por más de diez años;
- Miembros de su familia tienen amnistía u otros papeles;
- Usted ya tiene un caso pendiente con la migra; o
- Usted está acusado de usar documentos falsos.

5. **A hablarle por teléfono** a un abogado, familiar, consulado de su país, amigo o a la unión (memorize los números telefónicos).

6. **A ser puesto en libertad bajo fianza** y a tener una audiencia para reducir su fianza si no puede pagarla.

7. **A tener una audiencia ante un juez de inmigración y a apelar** cualquier decisión adversa del juez. **Usted tiene el derecho a permanecer en este país mientras apela.**

SI LA MIGRA VIENE A SU CASA:

1. Pida que los oficiales le muestren la orden de registro o de arresto. Si no tienen una orden no tiene que permitirles acceso a su casa.
2. Si los oficiales entran sin una orden, pídale sus nombres y número de identificación. Si se niegan anote los números de sus placas.
3. Obtenga los nombres, direcciones y números de teléfono de testigos.
4. Obtenga un recibo por cualquier propiedad removida por la migra.
5. Una orden de registro **no** le obliga a contestar ninguna pregunta.

Por favor note que esta publicación solo discute de forma general principios legales. Su intención no es servir como consejo legal con respecto a algún asunto en específico.

OFICIAL DE INMIGRACIÓN:

Yo he aprendido mis derechos gracias a mi unión. Le estoy dando esta tarjeta porque estoy ejerciendo mi derecho constitucional a permanecer callado.

Si usted me arresta, le daré mi nombre pero continuaré ejerciendo mi derecho a permanecer callado.

Yo exijo mi derecho a ser representado por un abogado y mi derecho a hacer una llamada telefónica.



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