



# Happy Holidays!

From your UFCW Local 888 Family



## Shop Steward Spotlight Corner

**20 Years of Service**

*James Terzini*

*Gina Smith-Davis*

*Warren Sherr*

*Narine Dasrat*



Congratulations are in order to the Shop Stewards above who have celebrated 20 years of Stewardship to our Local 888 Family! . We cannot thank them enough for their hard work and dedication to not only our members but our local.



## A Message from President Max Bruny



It is amazing how quickly 2023 went by. With the blink of an eye, we are already welcoming 2024. Time is going by at a warp speed and we better be quick and agile to keep up. At Local 888 we are ready for the challenge. We had a very productive and successful 2023. First Let me thank all of you for the confidence you have bestowed on our team by reelecting your leadership for another term of office. It means a lot to us and we promise you that we will continue to work as hard as we can to be worthy of your trust.

In early 2023 we consummated the merger with Local 1718 and officially welcomed the 1718 members to the 888 family. So far so good; we have negotiated some of the best contracts they've ever had and they are amazed by the level of care and expertise we have demonstrated in handling their needs and grievances.

Midspring marks a tremendous milestone event, the reopening of our beloved Century 21 Department store. The downtown store reopened on May 16 and we were all there to welcome our members back to work. We are proud that more than half of the employees hired are ex-888 members. We hope this is the beginning of better days for Century 21.

Summer 2023 started with the return of our Annual Member Appreciation Picnic. Because of Covid our last Picnic was in 2019. It was such a joy for all of our members to get together again and have a great time with family and friends. Over 1000 members, family, and friends attended and we are so grateful it was a success, as it always has been. Along with the return of our annual picnic, our Annual Charity Walkathon made a return as well. As you know the walkathon is a fundraising event for our Membership Scholarship Fund, Sickle Cell Disease and Leukemia research. Since we started our walkathon you have helped raise over \$100,000.00 for these worthy causes. Thank you for your contributions and support.

This November we welcomed our shop stewards to our annual shop steward seminar. The shop steward seminar is an opportunity for us to thank our stewards for the job that they do every day in representing our members. Over 100 stewards attended a day of training that will help them in their important role of representing you.

As you can see from this brief report Local 888 has been busy. I want to thank the staff and members for going above and beyond to make sure we have a strong and vibrant union. On the eve of 2024, we feel hopeful, confident, and blessed to lead such a great organization and strong family, as we like to describe Local 888.

**On behalf of our Executive Board and staff,  
I wish you all a Merry Christmas and a Happy and Healthy New Year.**

# The Return of Local 888 Annual Events!



This year we brought back our Annual Membership Appreciation Picnic & Annual Walkathon. We are looking forward to bringing back our Annual Day Trip to Atlantic City in 2024 and have our regular calendar of events as we did pre-pandemic!

## Organizing Corner: SPUR Program

In 2023, not only did we successfully RE-organize Century 21 but our efforts to overcome anti-union retailers like Bob's Discount Furniture were many. Despite their campaign against unions, we have successfully organized 24 Nesconset Guest Experience specialists. This work could not have been done without the members of our Bob's Furniture Union locations and our Local Union SPUR program.

The importance and effectiveness of our Special Project Union Representative (SPUR) program is a great one. As you know, SPURs are instrumental in our organizing campaigns, as they conduct home calls, engage in rallies, hand billing, labor walks, and educate workers about the benefits of being in a union.

This upcoming year, we aim to further strengthen our organizing efforts by training our SPURs to develop their worker engagement and follow up on leads at non-union stores, warehouses, and farms.

As we move forward into the 2024. If you or any member in your shop would like to get involved and learn more information about our SPUR Program, We urge that you get in contact with your union representative. Our International Union conducts Member Organizing Training that provide members opportunities to assist our local with organizing internally and externally which will help continue to grow our membership, strengthen our bargaining power, and create a union that truly empowers workers.

## Union Members: Know Your Rights



U.S. Department of Labor  
Washington, D.C. 20210

Office of Labor-Management Standards

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers to ensure union democracy, financial integrity and transparency. The Office of Labor-Management Standards (OLMS) is the Federal agency with primary authority to enforce many LMRDA provisions. If you suspect a violation of these rights or responsibilities please contact the Department of Labor at 1-866-4-USA-DOL.

### Union Member Rights

**Bill of Rights** - Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

**Copies of Collective Bargaining Agreements** -

Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports** - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

**Officer Elections** - Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

**Officer Removal** - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships** - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Protection for Exercising LMRDA Rights** - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence** - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

### Union Officer Responsibilities

**Financial Safeguards** - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

**Bonding** - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

**Labor Organization Reports** - Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

**Officer Reports** - Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

**Officer Elections** - Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's request to distribute campaign material.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.
- allow candidates to inspect the union's membership list once within 30 days prior to the election.

**Restrictions on Holding Office** - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

**Loans** - A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

**Fines** - A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

<http://www.olms.dol.gov>

OLMS-Public@dol.gov

1-866-4-USA-DOL

475 Market st Elmwood Park, NJ 07407

O: 914.668.8881 | F: 914.668.8480

Follow Us on Social Media

