

UFCW LOCAL 655 QUESTIONNAIRE FOR MISSOURI STATE CANDIDATES

MEMO TO CANDIDATES: This survey's questions are representative of issues and concerns important to members of United Food & Commercial Workers Union Local 655. As important as your "yes/no" answer, **the reasoning behind your response is critical to the decision making process for our support.**

Thank you for your responses. Initial the bottom of each page and complete the last page. Please feel free to add additional comments on separate sheets. Should you have questions or need additional information, please contact UFCW Local 655's Legislative & Political representatives at 636-394-6500 or 1-800-882-6560.

RIGHT TO ORGANIZE

1. The right to collectively organize is enshrined in federal law. However, working people can no longer count on the fundamental freedom they were guaranteed in 1935 by the National Labor Relations Act. The rights of workers to organize a Union did more than build a labor movement – it promoted the growth of the American Middle Class and became an essential underpinning of our democracy.

1a. Will you publicly support the right of Missouri workers to organize a Union, in the private sector?

YES _____ NO _____

Explanation required _____

1b. Will you publicly support the right of Missouri workers to organize a Union, in the public sector?

YES _____ NO _____

Explanation required _____

1c. Are you willing to speak out to help build public support for improving our nation's labor laws?

YES _____

NO _____

Explanation required _____

2. Often, when a Union is attempting to organize a company, it requests the company sign a Neutrality Agreement. This agreement asks a company to take a neutral position regarding its employees wanting to join a Union, thus allowing employees to make a free choice of joining or not joining with intimidation from the source of their jobs. This legislation would apply only to companies receiving tax subsidies.

Would you support legislation that requires a corporation receiving tax subsidies to enter into a Neutrality Agreement with a Union?

YES _____

NO _____

Explanation required _____

3. Federal labor law allows companies to voluntarily recognize a Union as the collective bargaining representative of its employees if the Union can produce signed cards from a majority of the employees requesting that representation. This legislation would apply only to companies receiving tax subsidies.

Would you support legislation that requires a corporation receiving tax subsidies to recognize a Union if it were able to produce a majority of signed cards from its employees?

YES _____

NO _____

Explanation required _____

COLLECTIVE BARGAINING

4. Collective Bargaining enables Union members to negotiate with their employers to determine their terms of employment: pay, benefits, hours, job health and safety policies, as well as ways to balance work and family. This is important because (a) it gives working people a voice at their workplace, and (b) ensures America maintains a Middle Class that is critical to a vibrant American economy.

1a. Do you support private sector workers' rights to collectively bargain with their employer?

YES _____ NO _____

Explanation required _____

1b. Do you support public sector workers' rights to collectively bargain with their employer?

YES _____ NO _____

Explanation required _____

"RIGHT TO WORK (FOR LESS)" LAWS

5. The National Labor Relations Act was created in 1935 to govern private sector labor/management relations related to Union organizing and collective bargaining. A vital part of that Act includes the right for a Union and employer to freely negotiate a Union security clause as part of any contract; this clause requires all workers covered by the contract and who receive all the negotiated benefits of that contract, to share in the costs of Union representation. As federal law requires the Union to represent everyone in a bargaining unit Congress felt it was only fair that everyone financially support the Union. **Special note:** it's important to point out that this clause DOES NOT require a person to join the Union; should they decide not to be a member (a legal right), they then pay the equivalent of a member's dues to support the cost of collective bargaining.

"Right to Work" laws don't create a single job or grant entitlement to employment. The facts show that a "right to work" law quickly translates into lower wages and benefits, a diminished standard of living, and weaker protections for workers. All of this has been documented in states with such laws.

5a. Would you vote against so-called "right to work" legislation in Missouri?

YES _____ NO _____

Explanation required _____

5b. Would you be willing to publicly speak out against this phony law that does little to help workers or create jobs?

YES _____ NO _____

Explanation required _____

ENDORSEMENT

6. Political candidates consistently seek the endorsement, financial assistance and manpower for grassroots campaigning from Unions. Unfortunately in recent years, once elected to office some officials have not spoken publicly about the benefits of Unions.

When elected are you willing to speak positively and publicly about the benefits of Unions?

YES _____ NO _____

Explanation required _____

WAGES

7. The Fair Labor Standards Act (FLSA) enacted in 1938 ensures that American workers receive a basic minimum wage and overtime pay. (It also prevents the

exploitation of workers by withholding their pay, making illegal deductions, or forcing them to work without compensation.)

7a. Will you support efforts to raise the Missouri minimum wage from its current rate?

YES _____ NO _____

Explanation required _____

7b. Will you support efforts to index the minimum wage to prevent diminishing its value?

YES _____ NO _____

Explanation required _____

7c. Will you oppose legislation that would reduce overtime protections for Missouri workers?

YES _____ NO _____

Explanation required _____

CORPORATE ACCOUNTABILITY

8. Corporations must accept their responsibilities in the workplace. Two prime examples of them NOT doing that: (1) Some corporations are shifting the cost burden to American taxpayers and small business owners when their workers are forced to receive healthcare coverage through state Medicaid programs because of the lack of health insurance at the workplace. (2) Some highly profitable corporations are further draining communities of desperately needed tax dollars by demanding public subsidies

for the construction of their stores or infrastructure improvements like roads coming to their stores, benefits local merchants never received; this gives these corporations an unfair cost advantage over local competitors.

8a. Will you support legislation that would require large employers to pay their fair share for employee healthcare?

YES _____ NO _____

Explanation required _____

8b. Will you oppose public subsidies to profitable corporations for facility construction and/or infrastructure improvements, costs they should bear themselves just like their local competitors?

YES _____ NO _____

Explanation required _____

8c. Will you support legislation that requires large corporations to publicly report what they are spending on healthcare costs for their employees?

YES _____ NO _____

Explanation required _____

8d. Will you oppose sweetheart deals between agencies and corporations that undermine workplace law enforcement, particularly child labor laws?

YES _____ NO _____

Explanation required _____

8e. Will you support smart growth policies that promote local retail diversity and community development over large national chain big box retailers?

YES _____ NO _____

Explanation required _____

8f. Would you support a requirement that a retail development receiving tax subsidies provide its workers with benefits and a median wage rate that's comparable to the other retail jobs in the geographic area?

YES _____ NO _____

Explanation required _____

8g. Will you support legislation that would require retail developments requesting tax subsidies to have an impartial third party economic impact study to justify such subsidies BEFORE authorizing any subsidies?

YES _____ NO _____

Explanation required _____

VOTER ID

9. In 2011, the Missouri Legislature passed, and Governor Nixon vetoed, SB3 that would have required an individual to present a government issued photo ID card before casting their ballot. Voter identification legislation like this disenfranchises, and places undue burdens, on many groups e.g. senior citizens and persons with disabilities to name only a few. These efforts are inconsistent with our democratic heritage that an individual's has the right to vote and have that vote counted.

9a. If elected, will you oppose such voter identification legislation?

YES _____ NO _____

Explanation required _____

9b. Will you publicly oppose any Constitutional Amendment requiring a state-issued photo ID as the only legitimate item for voter identification?

YES _____ NO _____

Explanation required _____

'PAYCHECK DECEPTION'

10. In 2011, the Missouri Legislature introduced a bill its sponsors termed "Paycheck Protection." In reality, it had little to do with protecting one's paycheck, but rather was designed to prevent Union members from allowing voluntary deductions from their paychecks for political educational efforts by their Union. This proposal created unnecessary red tape and burdensome fees for such payroll deductions as a way to stop them. Its true intent was made clear when the proposal exempted other voluntary deductions for charities, life insurance or cafeteria plans. It is more aptly termed "Paycheck Deception."

If elected will you oppose "Paycheck Deception" types of legislation?

YES _____ NO _____

Explanation required _____

THANK YOU FOR TAKING THE TIME TO FILL OUT THIS QUESTIONAIRE.

Candidate's Name (please print): _____

Signature: _____ Date: _____

House District #: _____ Senate District #: _____

Campaign Name: _____

E-mail: _____

Address: _____ City: _____ Zip: _____

Phone Number: office: (____) _____ Cell: (____) _____

Fax Number: (____) _____

Web site: _____

Staff Contact:

Name (please print) _____ Title: _____

E-mail: _____

Phone Number: office: (____) _____ Cell: (____) _____