



ASSOCIATED FOOD DEALERS OF MICHIGAN
and its affiliate:
PACKAGE LIQUOR DEALERS ASSOCIATION

FOOD & BEVERAGE REPORT

BULK RATE
U.S. Postage
PAID
Permit No. 36
Detroit, MI

VOL 4, NO. 6

An official publication of the Associated Food Dealers of Michigan
and its affiliate, Package Liquor Dealers Association

JUNE 1993

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State-of-the-Art Dairy Farming

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Dairy foods fit naturally into ethnic menus

Spanish priests brought cows to America as early as 1525. English colonists tended cows in Jamestown in 1611, nearly a century later. Dutch farmers who settled in New Amsterdam pursued their Old World interest in agriculture and dairying. Cheese makers from Switzerland, Germany, Italy and other European countries brought their skills to the New World.

In June, foods from the cuisines of many countries are appropriate as the dairy industry observes its fifty-sixth Dairy Month celebration. The event was first called National Milk Month sponsored by the National Association of Chain Drug Stores, and later, National

Milk Week in November sponsored by Olsen Publishing Company, publisher of trade magazines for segments of the dairy industry. The next year a thirty-day National Milk Month was sponsored by the institute of distribution, the National Association of Chain



Drug Stores, food chains and restaurant chains. National Dairy Council provided materials for "official use" in each of the 6,300 stores which participated in the campaign.

The celebration now recognizes dairy farm families and their importance to the health and

See Dairy Foods Page 18

Happy Anniversary, Pointe Dairy!

This month, Pointe Dairy Services, Inc. is celebrating its 25th year in business.

Located at 550 Stevenson Highway in Troy, the dairy company services restaurants and other institutions throughout southeast Michigan. Owned and operated by three brothers, Tony, Joe and Alex Selvaggio, the company supplies dairy products from leading manufacturers including Borden, Stroh's, Dannon and Tropicana.

The AFD would like to congratulate Pointe Dairy Services, Inc. on 25 successful years of business.

Michigan's shared house leadership appears to be working *AFD's Legislative Report*

Last January after Republicans and Democrats in the House determined that neither side had a Judas in their caucus, they began talking. Deadlocked at 55 members each, Democratic Speaker Curtis Hertel (D-Detroit) and Republican Speaker Paul Hillegonds (R-Holland) devised an operating agreement for the House.

The result has been one of the more productive six-month sessions in recent history.

With shared leadership and joint committee chairs, the Michigan Legislature has seen dramatic movement on such issues as medical malpractice, auto insurance reform and property tax relief. Much of the credit for the new atmosphere of productivity has to be assigned to Hillegonds and Hertel.

During the first six months of 1993, the AFD legislative program has generated an unusual amount of activity.

Balancing the budget

Two separate proposals, both addressing Governor Engler's need to balance the state budget, impacted AFD members.

The first involved raising the liquor tax. While AFD strenuously

opposed the Liquor Control Commission's decision to increase the liquor markup from 51 percent to 65 percent, little could be done to stop it. Commission members, reflecting the administration's directive, voted the largest tax increase in Michigan history.

While the liquor tax increase was implemented within the confines of Michigan statute, a number of legislators from both parties and from both houses reacted bitterly, urging the Governor to delay the tax

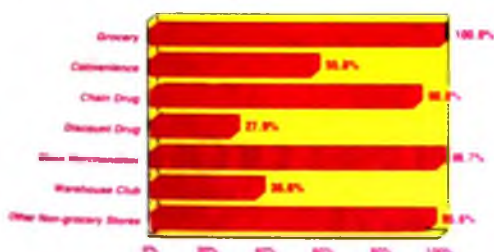
so the issue could be properly examined by the Legislature. They argued unsuccessfully that taxation was a province of the Legislature and they should be given a voice in such matters.

While the tax took effect on May 1, the Legislature introduced HB 4730, a bill to roll back the tax increase and vest authority in the Legislature to decide such measures. Introduced by Representative Dianne Byrum (D-Holt), 33 House members from both parties supported the concept and signed on as co-sponsors. Assigned to the House Liquor Control Committee,

See Shared House Page 19

Where we shop.

Nielsen Marketing Research illustrates the percentage of households shopping at various retail outlets. In addition, NACS' recent Public Opinion Survey found that 96% of all Americans shop at convenience stores as opposed to the "household" measure used by Nielsen.



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CHAIRMAN'S REPORT

Help WIC help others

By Frank Arcori, AFD Chairman

With all the advances in modern medicine and education, ten other countries have lower death rates for children under one year than the U.S. It's true!



Our country ranks 11th in infant mortality rate. The number of deaths per capita is particularly high for urban minorities. This is due, in part, to a lack of health and nutrition education and medical care.

The Michigan Department of Public Health has initiated an outreach campaign to enroll more eligible families in the Woman, Infants, Children (WIC) program. The overall outreach goal is to provide accurate information to all potentially eligible WIC participants, especially high-risk and special populations such as adolescents, pregnant women and adolescent parents; minority women and children; infants and children with special health care

needs; and migrant farm workers.

The information that the Department of Public Health provides will describe eligibility, how to access services, available nutrition benefits as well as education on the issues of breast feeding, immunization and prenatal care.

The AFD is working with the Michigan Department of Health to help reach those who could use the WIC Program services the most and we are asking store owners to help. Cut out the poster on page 22 and post it in a prominent place in your store. If you would like additional posters, contact the Michigan Department of Health at (517) 335-8937 or call the AFD at (313) 557-9600. We will be happy to mail them to you, free of charge.

WIC Program seeks comments

WIC Program federal regulations require that state agencies establish procedures to ensure that the public has an opportunity to provide comment on the development of the WIC Program State Plan of Operations.

The Michigan Department of Public Health will accept written comments regarding the operation of the WIC Program in Michigan between May 1, 1993 and June 30, 1993. Comments may be related to any aspect of the operation of the WIC Program in Michigan. These comments will assist the department to constructively review WIC operations and make improvements in the operation of the WIC Program in Michigan. Comments should be mailed to: WIC Division
Bureau of Child and Family Services
Michigan Department of Public Health
2150 Apollo Drive
P.O. Box 30195
Lansing, MI 48909

Calendar

July 31 - Aug. 2	66th National Food Distributors Association (NFDA) Annual Convention and Trade Show
Aug. 2	AFD's Annual Scholarship Golf Outing Links of Novi Golf Course
Sept. 26-28, or Jan. 23-25	Seafood Splash Course for Supermarkets Boston and Gloucester, Massachusetts. A practical, hands-on seafood training program
Oct. 3-6	1993 National Frozen Food Convention Opryland Hotel, Nashville, TN

Statement of Ownership

The Food & Beverage Report (USPS 082-970; ISSN 0894-3567) is published monthly by the Associated Food Dealers at 18470 W. 10 Mile, Southfield, MI 48075. Subscription price for one year is \$3 for members, \$6 for non-members. Material contained within *The Food & Beverage Report* may not be reproduced without written permission from the AFD.

POSTMASTER: Send address changes to Food & Beverage Report, 18470 W. 10 Mile, Southfield, MI 48075.

ADVERTISERS: For information on advertising rates and data, call AFD, Ray Amyot, 18470 W. 10 Mile, Southfield, MI 48075, (313) 557-9600 or (517) 386-9666.

AFD works closely with the following associations.



The Grocery Zone

By David Coverly

A FEW OF THE 'CLEAR' PRODUCTS THAT DIDN'T QUITE CATCH ON...



Slip and Fall—The store as a victim

by James V. Bellanca, Jr.

For the last several years our members have been plagued by slip and fall cases. Unfortunately, many insurance companies pay these claims without much of a defense, because the cost of defense of the claim is sometimes greater than its settlement value. In addition, due to skyrocketing insurance costs, many have "self-insured" by going without insurance protection.

In most instances, to this writer's knowledge, these claims are nominal, but still difficult to defend. This difficulty leads defense lawyers to recommend settlements and the acceptance of mediation amounts of \$5,000 or less as standard practice. Many store owners believe that they are the victims of unscrupulous lawyers and fraudulent claims. Unfortunately, stores do become victims more often than they should.

As a store owner, however, you are not helpless. In order to protect yourself from both the fraudulent claim and the nominal claim, it is important to set up procedures to document instances of slip and falls or any other claims which are made by "customers" during the business day. This would include "false arrest claims" in connection with shoplifting, so-called "employee assaults" against customers and alleged "food poisoning."

All clerks, and particularly store managers, should follow the following minimum procedures, whether they believe a claim to be real or fictitious.

1. Keep a record of the occurrence which gives rise to the claim. In other words, create a permanent file maintained by your store manager with your records, listing the name, address and phone number of any customer who claims to have been injured in your store. Also include any so-called witnesses brought to your attention and other customers or employees who may have some knowledge of the claim. It is important to get their names, phone numbers and addresses.
2. A brief description should be included of the nature of the claim. "The customer claims to have slipped on ice in the parking lot or water in the produce department, etc." If possible, take a picture of the area where the claim occurred and/or a picture of the individual who claims to have been hurt. The investment in a Polaroid camera for this purpose may literally save you thousands of dollars in the future in attorney fees and/or costs.
3. If an employee is involved in an accident, ask the employee in his/her writing to describe exactly what happened and sign a statement. If the so-

called injured person is willing, ask them to sign a written statement giving their version. The same is true of customers or other witnesses who observe the incident. Ask them to prepare a short statement in their own words, sign it and date it.

4. If the individual claims an injury, get a description of the injury. If there is any bruising or blood, make note of it. If a person claims to have been injured, insist that EMS or some other ambulance service be called so that the injury can be documented immediately.
5. If the customer is taken to a hospital, make a note of the time and date and hospital that the customer is taken to. If police are called, make a note of the policeman's name and/or the ambulance or EMS attendants' names.
6. If you have insurance coverage, report all of this information to your insurance carrier immediately. If people are really hurt, sometimes lawsuits can be avoided if they are given proper attention immediately upon their injury, before they talk to a lawyer.
7. It is not a good idea to offer individuals anything in exchange for their not making a claim. If someone visits your store after an alleged incident and seeks some sort of payment (a nominal amount of cash, free food or something like that) make a record of the demand. The matter should be referred to your insurance carrier, if you have one, or your attorney who can prepare appropriate releases before any compensation is exchanged.
8. These records should be maintained for at least five (5) years from the date of the incident.
9. Rules such as this should be posted, so that if an individual claims that he/she fell and reported the incident, you can attempt to disprove that by indicating that you have no record and your standard procedure is to maintain such a record.

Following of these simple procedures will not guarantee you success in the defense of slip and falls or other claims brought by customers or visitors to your stores. However, the maintenance of such records will significantly reduce false claims and/or provide either the insurance company or your own attorney, if you are self-insured, with a defense to the claim. Very often when faced with this kind of a record or this kind of questioning, a potential claimant will simply avoid the prosecution of a claim because he/she knows that the store is well prepared to defend it.

It is also interesting to note that the Michigan Court of Appeals recently

decided a case entitled Novotnev v. Burger King (1993). The Novotnev case further defined the decision of the Michigan Supreme Court in Riddle v. McLouth Steel Products Corp., 440 Mich 85 (1992). The two cases stand for the proposition that where there is an "open and dangerous defect," the person bringing the claim has a greater burden to avoid injury and the defendant does not have as great a duty to warn the plaintiff of the obvious danger. If your store is currently being sued for a slip and fall, bring the Novotnev case to the attention of the lawyer defending

the case. If your facts are similar, you may be able to win your case on a motion for summary judgment before trial or at the conclusion of the plaintiff's proofs.

In conclusion, you can protect yourself from becoming the real victim of a fraudulent slip and fall. While the procedures set forth herein will not guarantee success, they will arm your lawyers with some of the weapons necessary to defend the fraudulent claim and to put the nominal claim in proper perspective for the mediators or ultimately the judge and jury.

How To Reduce Slips and Falls in Stores

Nearly 60 percent of accident claims in the grocery industry arise from slips and falls by customers or employees. Many of these accidents can be easily prevented.

The equipment on your safety checklist should include "Wet Floor" signs, a mop, a broom and dust pan, warning paint for curbs and ramps, and properly functioning temperature control for your coolers. Below are the most common causes of slips and falls and their preventive action.

Exterior

- ❑ When you discover a pothole, fill it in until it can be professionally smoothed and repaired.
- ❑ Convenience stores with gas pumps should check the gas island daily for oil spills on cement. Absorb with cat litter or commercial absorbent and sweep when dry.
- ❑ Sweep parking lot and sidewalks daily, and repair any large cracks that can cause tripping.
- ❑ Paint curb stops and handicap ramps bright yellow. Check to make sure supporting rods and bars are not exposed.
- ❑ Check the lot area for standing water, debris, high grass and weeds and any unused equipment which are not only dangerous to customers and cars but also breed insects and rodents.
- ❑ Regularly empty and drain refuse containers.
- ❑ Remove snow promptly and place it well away from traffic around the store. Salt or sand icy spots.

Interior

- ❑ Place "Caution: Wet Floor" signs at the front door in wet weather.
- ❑ Mop up spills immediately and place "Wet Floor" signs on all approaches to the wet area.
- ❑ Check the fast food area regularly for spills, leaking or dripping equipment, and food on the floor that can cause slips.
- ❑ Check the temperature control on your coolers to prevent them from "sweating."
- ❑ On stock day, remove clutter as soon as possible. Break down empty boxes and remove them from the floor.
- ❑ Clean the bathroom floor and area regularly.
- ❑ Watch the water dripping during ice deliveries. Post "Caution" signs if necessary and mop immediately.
- ❑ Check floor for broken or damaged tiles. Check for loose rugs, mats or turned-up edges of rugs.

While all slips and falls are not preventable, following these tips should help make your store a safe place for both employees and customers.

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1968-1993

25

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Campbell names new president

Campbell Soup Company announced that **C. Winston Taylor** has been named president - Campbell Sales Company, Campbell's North American sales force. Taylor most recently served as general manager of Campbell's U.S. sales operation, capping a 28-year rise in the company's sales operations with responsibilities for all products and geographic areas.

Taylor succeeds Charles V. McCarthy, who has been promoted to president of Campbell's Pepperidge Farm North America subsidiary.

Taylor is a native of Waterford, N.Y. and received a B.A. degree from Siena College in Loudonville, N.Y. He attended Albany Law School and Drexel University. He resides with his wife, Anne, and their three daughters in Broomall, PA.



C. Winston Taylor

Foodland Distributors appoints two new staff members



James W. Coyle

Gregory Gallus, president and chairman of the board of Foodland Distributors, recently announced the addition of

two new staff members.

James W. Coyle has been named director of advertising for the company. At his new position, he is responsible for coordinating advertising for affiliated Foodland Distributors supermarkets. He also oversees advertising design and placement, works with vendors and customers on co-op programs, and oversees public relations activities for Foodland Distributors. Coyle reports to David Barends, vice president of procurement and advertising.

Most recently, Coyle was a private consultant based in Alexandria, Va. Previously, Coyle was vice president of advertising for Peoples Drug Stores, also in Alexandria. He also

worked with Wakefern's Shop Rite stores in Elizabeth, N.J.

Coyle is a graduate of Widener University in Pennsylvania, with a degree in business administration.

John Krieger has been named director of meat procurement.

He is responsible for procurement of meat products for customers of Foodland Distributors, which include independent and chain supermarkets

in Michigan. He is also responsible for managing inventory and working with buyers and retailers on promotions and programs.



John Krieger

Krieger also reports to Barends.

Previously, Krieger was director of meat operations for the 100-store Piggly Wiggly chain in South Carolina, and assistant meat sales manager for Albertson's in Texas.

Krieger attended the University of Nebraska. He resides with his family in Northville.

Foodland Distributors is the largest voluntary food wholesaler in Michigan, serving more than 160 supermarkets.

In her new position Packwood will be responsible for selling Faygo's retail accounts and maintaining floor displays and product exposure.

Packwood is a graduate of Michigan State University. She resides in Troy, Michigan.

Faygo Beverages, Inc. produces 22-million cases annually of more than 30 different flavors of soft drinks, sparkling waters and mixers. Founded in 1907 by European emigres Ben and Perry Feigenson, Faygo is headquartered at its original production facility, located at 3579 Gratiot Avenue in Detroit.

Personnel changes at McMahon & McDonald

Following forty-three years of service in the food industry, including food distribution, food brokerage sales, food broker owner/operator, and finally the last six years as vice president secretary/treasurer of McMahon & McDonald, **Max Neher** is retiring to assume a part-time position as Auto Fleet manager for McMahon & McDonald. As a result Neher will no longer be maintaining his former principal or customer responsibilities.

In conjunction with Neher's retirement, McMahon & McDonald added **Mark Switala** to its Detroit Retail Business Unit. Switala's previous experience in the grocery industry includes two years with Georgia Pacific as a division manager, and previous to that, seven years with H.J. Heinz company as an area manager, with direct call responsibility for the major customers in southeastern Michigan.

Switala will be sharing grocery sales responsibility with Dan Neher and Jim Kokones at Foodland/Kroger and A&P/Farmer Jack respectively.

Effective April 5, 1993, McMahon & McDonald has been appointed the broker for Sky Box International for the Michigan marketing area.

Sky Box is the nation's leading and preferred producer of N.B.A. Basketball Cards. Sky Box International also produces other sports cards, as well as a complete line of entertainment cards.

As a result of the Sky Box appointment, McMahon & McDonald hired Denise Winarski in Detroit and Rich Graham in Grand Rapids to be the Sky Box business managers and to also make the key customer sales calls.

Both Winarski and Graham have previous sales experiences with Marks & Goergens selling various product lines including Sky Box International.

Three new Faygo posts announced

Mathew Morrow has joined Faygo Beverages, Inc., as sales representative for the Grand Rapids region.

Morrow previously served as assistant account executive for AT&T in Grand Rapids.

In his new position, Morrow will be responsible for managing independent warehouse customers and key headquarter calls.

Morrow is a graduate of Aquinas College. He resides in Spring Lake, Michigan.

Jennifer Wierowski has joined Faygo Beverages, Inc., as Detroit area manager.

Wierowski previously served as a sales representative for Quaker Oats Co.

In her new position, Wierowski will be responsible for selling Faygo's retail accounts and maintaining floor displays and product exposure.

Wierowski received her bachelor's degree from Central Michigan University, and obtained her master's degree from Wayne State University. She resides in Waterford, Michigan.

Heather Packwood has joined Faygo Beverages, Inc., as Detroit area manager.

Packwood previously served as account executive for the BECO Group, a Grand Rapids based executive search firm.

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Michigan's ground meat standards Non-criminal penalties

by E.C. Heffron, D.V.M.

Michigan Department of Agriculture

During the Great Depression Michigan enacted standards for ground meats. The voice for enacting the original bill came mostly from organized community groups in southeastern Michigan who desired to have sausages free of by-products, artificial coloring and other adulterants. The Michigan sausage market flourished and, with a reputation for producing high-quality sausages, Michigan became not only a leading maker and consumer but helped fill a nationwide demand by exporting these products to other states. In 1952, Michigan's law was updated, but continued the ban on extenders, artificial coloring and flavoring, and the use of slaughterhouse by-products, in its grade one comminuted meat products. ("Comminuted" means finely ground, flaked or chopped.)

As time went on and new varieties of meat products were introduced, it became clear that the existing 1952 "Comminuted Meat law" lacked legal definitions for those new products and in a few cases differed only slightly from similar, high-quality United States Department of Agriculture (USDA) defined products. But the law still provided quality products so competition could be based on something other than adding lower-cost, adulterating ingredients. Since 1939, violations of the prohibited portions of this law have been identified as **criminal acts**.

P.A. 231 of 1992 amended Michigan's Comminuted Meat Law effective October 19, 1992, to update numerous definitions including an effort to deter non-compliance by other than a criminal penalty to be charged against a violator. It was believed that a criminal penalty would generally be applied for a repeating violator or a blatant violation. The law now reads in Section 10(2), "The director, upon belief that a person or person's agent or employee, or as a servant or agent of another, is in violation of subsection (1) (a), (b), or (c) may enter into a

consent agreement for the assessment of a civil fine of not less than \$100 or more than \$500 plus actual costs of investigation for those violations instead of a criminal prosecution."

Although the consent agreement may result in an assessment approximating a fine levied by the courts, both the violator and the Michigan Department of Agriculture would avoid the expenses associated with a formal court case. The consent agreement is limited only to a civil assessment with no public record or consideration of imprisonment.

Consent agreements would relate to publicly advertising falsely with reference to the composition of products, manufacturing and offering for sale or having in possession with intent to sell a comminuted meat product that is improperly branded or mislabeled. In addition consent agreements would also be acceptable with the manufacturing or offering for sale or having in possession with intent to sell a comminuted meat product which contains excess water or fat.

A violator has the option to not enter into a written consent agreement, as provided in this law, but would then be subjected to a hearing or criminal prosecution similar to what has been the common practice prior to this 1992 amendment.

It should be noted that consent agreements cannot be used in those instances in which a product is intentionally adulterated with a substance either specifically prohibited or not specifically allowed.

Some manufacturers who violate the law do so unknowingly and therefore should not have to be subjected to the expense and heartache of criminal prosecution. We have adopted consent agreements for those cases and reserve tough criminal enforcement for manufacturers who knowingly and blatantly violate the law. Michigan is the first state in the nation to adopt a consent agreement provision for food standards.

Letters

Dear AFD:

Thank you for your letter regarding recent efforts to make changes in sales and use tax-collection policies.

The Senate passed a substantially amended version of these changes and has forwarded them to the Governor. The new version would apply the changes in the sales and use tax advance only to large retailers with over \$480,000 in tax liability. An amendment reducing the maximum collection allowance to \$40 was removed before the bill was presented to the Governor. I supported the final version as a prudent and fair step toward rectifying Michigan's ongoing fiscal crisis.

Thank you for writing, and please feel free to contact me again in the future on issues of mutual concern.

Sincerely,
Lana Pollack
State Senator

Dear AFD:

Much thanks for the 810 pounds of food received from your trade show on April 13 at the Hyatt Regency.

We appreciate the continued support of the Associated Food Dealers in our efforts in turning surplus into a plus for the hungry. We distributed the food and beverages from your show, at no cost, to our non-profit member agencies.

Gleaners distributes food to over 180 member soup kitchens, church pantries, shelters, and other feeding agencies. Due in great part, to a soft local economy, more and more folks are turning to community based agencies for assistance. We are currently distributing over 1.1 million pounds of food a month to our agencies. This represents a 10 percent increase over last year.

Thank you again for helping Gleaners feed the hungry.

Sincerely,
John Kastler
Special Projects Coordinator
Gleaners Community Food Bank of Greater Detroit

Dear AFD:

I am happy to report that the Drug Free Youth in Detroit retreat to Camp Tamarack in Holly, Mich. was successful with over 80 students in attendance. I would like to especially thank the Associated Food Dealers for providing the hot dogs and buns for the students on such short notice. They were enjoyed at an outdoor campfire built by our staff and students.

Sincerely,
Rep. Alma G. Stallworth,
Administrator and Founder
Black Caucus Foundation of Michigan



Select the flexible
health care plan.



Meet Representative David Galloway

Last November Michigan voters approved term limitations for, among others, the State House of Representatives. The intent was to return the legislature to a philosophy of earlier years when "citizen legislators" inhabited the Capitol halls.

Citizen Legislators, unlike professional politicians, were individuals of broad experience who lent their accumulated wisdom to the legislative process.

In that same election, David Galloway, a good example of a citizen legislator, was elected to office, representing the citizens of White Lake and Waterford Townships, both in Oakland County.

A graduate of Eastern Michigan University, Galloway's resume is impressive. A former township trustee and township constable, he is a man who rests comfortably under the heading "rich in experience and varied in background."

As the owner of Master Clean Equipment Company, one of Michigan's largest laundry/dry cleaning equipment distributors, David Galloway enjoys a special kinship with AFD. He knows what it means to meet a payroll, to bear unnecessary burdens of government regulation and the necessity of fighting every day to make a business profitable.

Further, he also is a licensed real estate broker and owner of Realty Group, Inc.

David Galloway the businessperson is acutely aware that



Michigan's economy rests precariously on the backs of our small and independent businesses. In that regard, he is a strong proponent of the old axiom, "without employers we will have no employees."

For over 21

years, David Galloway served as a police officer in Pontiac. During that time, he received a number of meritorious citations, including the "Medal of Bravery." In 1983, he was named "Police Officer of the Year."

With a strong business background coupled with his years in law enforcement, a seat on the House Liquor Control Committee was logical. As a member of that committee, Galloway has expressed a strong concern for underage drinking. He supported in committee and on the floor, legislation to suspend the driving privileges of underage drinkers.

"The legislation represents a powerful incentive for kids to stay away from alcohol," Galloway said. "If the threat of a suspended drivers license saves one life, then our efforts will have been well worth it."

Representative Galloway also serves on the standing committees involving Judiciary, Corrections, Senior Citizens and Public Utilities, all assignments that draw on his experiences in business and law enforcement.

David Galloway has served on the Board of Directors for the Oakland County Chamber of Commerce and is involved with the Oakland County Development Committee. He is a former chair of the Oakland County Foster Care Board of Review and board member of the Hess-Hathaway Park Committee. In addition, he is a member of the Lions Club, Waterford/Pontiac Elks Club, Waterford Eagles, Fraternal Order of Police and the Waterford Optimist Club.

The Waterford Township High School graduate is also a United States Army veteran.

If you have any questions or concerns and would like to contact Representative Galloway, you can call his office at (517) 373-2616 or write him at: State Capitol, Lansing, MI 48909.

Monitor Sugar Company wins awards for outstanding advertising

Monitor Sugar Company, producer of Big Chief brand sugars headquartered in Bay City, Mich., recently won two Addy Citations of Excellence and a bronze Telly Award for outstanding marketing and advertising materials. The Addy Citations of Excellence were presented by the Advertising Federation of Saginaw Valley (AFSV), recognizing a series of four trade journal ads and the food photography featured in this series. The four-color ad is currently running in this publication.

Monitor Sugar Company also received a bronze Telly as a finalist in the national Telly Awards competition. The award recognizes the company's 30-second television commercial, which was developed, filmed and edited locally. The commercial can be seen on WNEM TV-5 Saginaw/Flint. The Telly Awards, a highly regarded national competition, was founded in 1980 to showcase and recognize outstanding non-network and cable TV commercials.

"We are especially proud that our efforts to reach and support our customers have gained local and national recognition," said Ed Zebrowski, consumer products sales manager.

The trade journal ads were created, written and designed by parsons & Maxson, Inc., located in Midland, Mich., with food photography by Meleski Productions of Freeland, Mich. The 30-second television commercial was developed, written and filmed by Parsons & Maxson, Inc. and Reel Sensations, an Auburn, Mich., video and film studio.

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Nestea®
Flavors!

Available in Raspberry,
Apple Spice, Lemon,
Diet Lemon,
Tropical and Peach!



Minute Maid®

16 oz. bottles now available

Products

Kraft introduces Healthy Favorites™ Cheese

Kraft Healthy Favorites Cheese is a line of reduced fat cheeses for people who have a strong interest in maintaining a healthful diet. They have 50 percent less fat and fewer calories than regular cheese. They are also low in cholesterol, except for cream cheese, which is low in sodium.

Consumers have an increasing

interest in foods that combine good taste and good nutrition. Though



regular cheese can be part of a healthful diet, different people want different levels of fat reduction in cheese so they can balance

their diet according to their personal needs. Kraft Healthy Favorites offers a substantial fat reduction for those people who want less fat, but still want cheese that tastes great.

Kraft Healthy Favorites are available in a line of 25 forms and flavors, including natural chunk, slices and shreds in flavors such as Mild Cheddar, Swiss, Colby, Monterey Jack and Mozzarella. It also includes cream cheese, processed

slices and loaf.

Kraft has significantly reduced the fat in Healthy Favorites by using only lower fat dairy ingredients, and no fat substitutes. It can be used interchangeably with regular cheese in cooking, baking and microwaves.

Miller Brewing Company introduces Reserve Amber Ale

Miller Brewing Company recently added a new taste to its line of beers, Reserve Amber Ale.

Targeted toward the true beer connoisseur, the draft ale is made from English ale yeast, 100 percent barley malt and aromatic hops from the Pacific Northwest.

For more information, contact John Strong at Action Distributing Company, Inc. (313) 591-3232.

THE MONEY MACHINES.

EARN OUTSTANDING PROFITS ON ELECTRO FREEZE SOFT SERVE, YOGURT, SLUSH, SHAKES, AND FROZEN COCKTAILS.



■ Choose from a complete line of high production single flavor, twist flavor, floor model, or space-saving countertop units.

■ Electro Freeze machines take only a small amount of floor space and yet generate some of the highest margins in the foodservice industry: up to 80%!

■ We offer the finest quality freezers on the market with proven reliability, durability,

energy-efficiency, and ease of cleaning and maintenance.

■ We'll provide you with a customized cost and profit analysis to help you get started. What's more, we'll be happy to assist with merchandising and after-sale service.

■ Electro Freeze is one of the leading manufacturers in soft serve, yogurt and slush with over a half-century of experience.

FOR MORE INFORMATION, CONTACT YOUR LOCAL ELECTRO FREEZE DISTRIBUTOR.

DH FOOD EQUIPMENT INCORPORATED
5350 E. DAVISON - DETROIT, MI 48212 - (800) 899-9DC1

KENWORTH food equipment co.

1200 GODFREY SW - GRAND RAPIDS, MI 49503 - (616) 243-8863

Slim Jim Introduces Beef Steak Strips

Slim Jim's newest entry in the meat snack category is a marinated and grilled strip of rib steak. It's not a beef stick, it's Beef Steak.



The product requires no refrigeration; carries a six-month shelf life; and is made from strips of steak, not chopped and formed beef.

For more information, call Nikhlas Distributors (313) 571-CHIP (2447).

Coupon Tip of the Month

When submitting "free" coupons be sure to fill in your retail sale price. Manufacturers will pay only a predetermined nominal amount if this is left blank. So be alert and review all "free" coupons before you send them to your clearing-house.

Service the good old-fashioned way

by Cristina Cleveland

When he was 17, Sam Cipriano began his career working at his father's grocery store in East Detroit. Thirteen years later, he followed his father's lead. In September of 1976, along with his wife Josephine, Cipriano bought the Sterling Meat Market in Sterling Heights.

Located at the corner of 15 Mile Rd. and Dodge Park in the Dodge Pointe Center, the Sterling Meat Market offers service in the "good old-fashioned way." With the convenience of an in-store butcher during operating hours, all meat products are custom-cut as they are ordered, whether it's over the phone or at the service counter. Party trays and a wide variety of homemade items including manicotti, lasagna, shish kebabs, sausages and an assortment of pasta salads and other specialty items are favorites. If a home-cooked meal is what you have in mind, the market stocks all of the necessary products and is also a packaged liquor dealer.

Cipriano believes the key to success is "service with a smile" and quality products. Just as Detroit is called the motor city, Cipriano considers the West as the cattle country. Therefore, he supplies quality USDA choice and prime western beef only. Sold frozen or fresh, all sides and hinds of beef are also custom-cut and are double freezer wrapped and dated for customer convenience. According to Cipriano, "Our customers come to our store because they can get exactly what they want. We always do our best to satisfy their needs."

The store employs 14 full- and part-time people, including Sam and Josephine's son, Jim, and daughter, Josephine, when they are home from college. Cipriano stresses that the market and its employees are "oriented for personal service" and are on a first-name basis with many of their regular customers. Although the majority of their business comes from repeat shoppers, the Ciprianos are always looking forward to seeing new faces.



Sam & Josephine Cipriano, owners of the Sterling Meat Market

Cipriano is also a strong contributor to the community. He frequently donates store items to the Sterling Heights public school systems to help with various projects and events that the schools organize. Because he operates his business in the community, he enjoys helping in every way

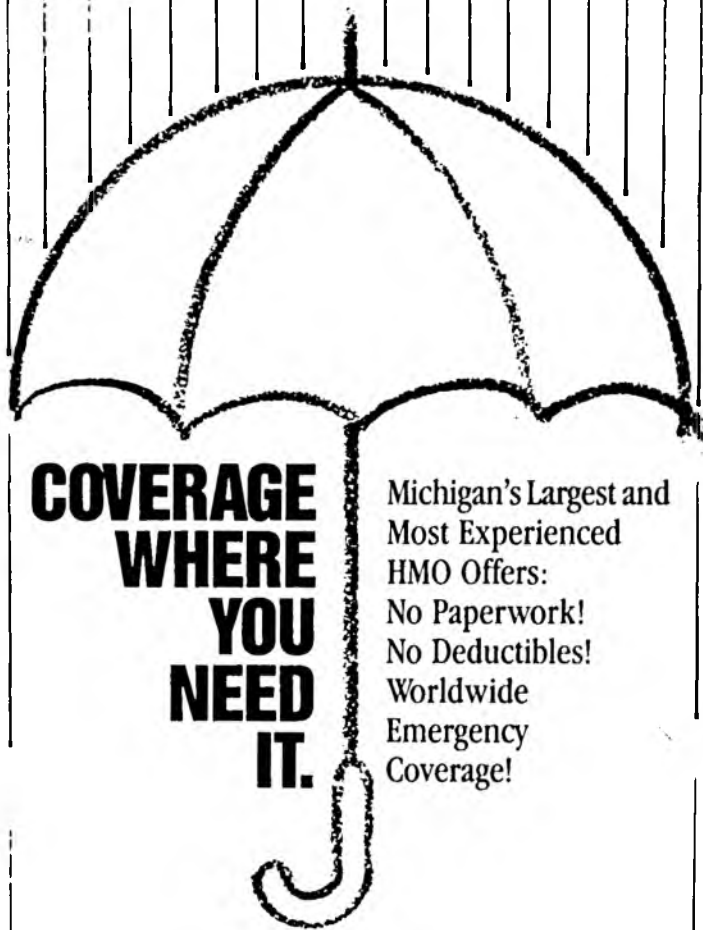
possible. He's received various awards, including the Community Appreciation Award from the Students Offering Services (SOS) Club at Stevenson High School.

Cipriano's main goal for the store is to maintain a friendly atmosphere, quality service and products, and to always meet the needs of his patrons. As times change, the

Sterling Meat Market will continue to serve its customers in the "good old-fashioned" way.



The Sterling Meat Market



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HMO Offers:
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Effective May 1, 1993 - May 1, 1994 AFD Members can sign up for Health Alliance Plan, call AFD at 557-9600 for details.



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A fresh inventory turnover is important to you and to the success of your business. It's important to us at Monitor Sugar Company, too. That's why we make sure two ingredients are added to your business every time you stock Big Chief brand products:

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- **Service Specialists** who know sugar and care about your business. Our

company-trained service specialists are right there — in your store — helping you succeed. We make sure you get the complete attention and support you need to whip up a quick turnover. At Monitor Sugar Company, we'll work with you to help keep your Big Chief turnover piping hot.



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Monitor Sugar Company
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World Association of the Alcohol Beverage Industries forms Michigan Chapter

This spring AFD members, along with representatives of Michigan's alcohol beverage industry, met at R.M. Gilligan in Farmington Hills to form a Michigan chapter of the World Association of the Alcohol Beverage Industries (WAABI).

At the meeting, the group pinpointed issues relevant to this area including the recent Michigan alcohol beverage tax increase. The AFD feels that creating a Michigan WAABI chapter is an important step toward making the voice of the alcohol beverage industry heard.

The World Association of the Alcohol Beverage Industries is a national volunteer organization formed in 1944. Its members come from all segments of the alcohol beverage industry (beer, distilled spirits, wine, manufacturers, wholesalers, retailers, servers, suppliers to the industry and consumers). WAABI is a grassroots arm of the industry, ready to stand up and defend the industry from those who wish to unfairly condemn, increase taxes, place heavier regulation, link alcohol with illegal drug use, and group the majority of responsible consumers with those who abuse.

WAABI does not get involved or take positions on controversial issues

within the industry. A national board of directors is elected every two years—again, being made up of all segments of the industry to guide the chapters in their efforts.

WAABI offers a variety of programs for its members. Each WAABI member receives a subscription to *Industry World*—the national publication keeping members informed on

what is going on in the industry and with other chapters. Through the national board of directors and national committee chairmen, members are periodically kept informed of issues confronting the industry and are given information to help in writing letters to the editors, giving speeches, as well as discussing the issues and how they can affect the economy in their state with their local and national lawmakers. Seminars on leadership and

personal improvement are offered, a convention for all members featuring speakers from all segments of the industry is held each year along with many other services.

To become a member of the Detroit chapter of WAABI, fill in the following form and mail it to the AFD. We hope everyone that has an interest in the alcohol beverage industry will make a point to join this worthwhile group.

WAABI MEMBERSHIP APPLICATION

NOTE: WAABI encourages all members to become active in their local chapter. Once you complete this application, we will notify the nearest chapter to you so that they may provide you with additional information on their activities and invite your participation.

Name _____
 Home Address _____
 City _____ State _____ Zip _____
 Business Name _____
 Description (Brewer, Distiller, Wholesaler, etc.) _____
 Business Address _____
 City _____ State _____ Zip _____
 Home Phone _____ Business Phone _____
 Occupation/Title _____

TYPE OF MEMBERSHIP Individual _____ Corporate _____ Amount Enclosed (Make Check payable to: WAABI) \$ _____

Annual National Dues

Individual	\$25	Corporate			
Chapter Dues	<hr/>	Under 10 Employees	\$150	151 - 300 Employees	\$950
		11 - 50 Employees	\$350	Over 300 Employees	\$1,250
		51 - 150 Employees	\$650		

Mail to: AFD, 18470 W. 10 Mile Road, Southfield, MI 48075



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 Home delivered taste equals
 frozen freezer section

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 home delivered
 pizza pie.**



Since 1984 we've introduced over 16 new products... all backed by the most powerful merchandising machine in frozen foods today.

TONY'S PIZZA SERVICE
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FOR SALES & SERVICE CALL 1-800-247-1533

Mr. Pure, Florida Citrus Growers and Detroit Tigers



Announce Youth Baseball Clinic June 17th, 1993



Detroit Tigers vs. Cleveland Indians

- ② Youth Clinic: 11:55 a.m. to 12:50 p.m.
- ② Game Time: 1:30 p.m.
- ② Every child 14 and under, who attends the June 17th game may participate in the Youth Clinic. During the clinic, five stations will be set-up on the playing field. One Tiger player and coach will be positioned at each station and rotated to every station during the hour-long clinic.
- ② Each participating youngster will receive a Certificate of Participation.



State-of-the-art dairy farming - Cows go high tech

People don't usually think high-tech when they think of dairy farming. But as we enter the '90s, more dairy farmers are looking to science and state-of-the-art technology to help give them an edge in producing more quality milk and milk by-products.

Take Choate's Belly Acres Dairy Farm south of Jackson for example. "In 1985, we began doing computer accounting and cost analysis between the dairy operation and the crops," said Choate. "We found the dairy operation to be our best return and began looking for ways to improve."

Back in 1991, Hank, Randy and Raymond Choate spent several months evaluating cutting-edge dairy parlor designs and equipment that would help suit their needs. One of the biggest improvements on Choate's Belly Acres was the redesigned dairy parlor. They went from a double-six herringbone design to a double-14 parallel parlor design. "We knew we needed a new parlor

system if we were going to expand," Choate explained. "We began looking at different designs and really liked what we saw with the parallel parlors."

With the implementation of the parallel parlor, the cows walk into milking stalls that are side by side, instead of at an angle. What Choate ends up with is the same number of cows in a smaller area. And instead of the udders of the cows being 40 to 46 inches apart from udder center to center, the udders are 20 to 29 inches apart. This means more cows being milked in a shorter amount of time.

Since the implementation of this new system, the Choates have almost doubled their milking herd from 100 cows to 170 cows. "It used to take three to three and a half hours to milk 100 cows," Choate said. "We can milk 28 cows at a time, which means now one person can do between 85 and 90 cows an hour. Two people can do approximately 125 cows an hour."

The Choates also invested in computer equipment that is capable of metering milking and feeding data. "All the cows have tags around their necks with built-in radio responders," Choate explained. "And as they walk into the parlor, they go under an arch with an antenna fastened to it. The antenna picks up the signal from the tag and send it to the computer. The computer then knows what number the cow is and positions that cow in the correct stall. Once a cow is in its particular stall, information regarding the cow's lactation, health and so on can be obtained by pressing a series of buttons at the stall side." The computerized milk meters are capable of giving daily reports from each cow concerning production, days in milk, breeding records, milk deviation, treatments, body temperature, and other important information used in the day-to-day operations of their farm.

What also helps the Choates with the milking is the automatic take-offs and rapid exits. The automatic take-off senses when the milk flow stops and then removes the milking unit from the udder automatically when the cow is finished milking. And with a push of a button, the rapid exit simultaneously opens the gates between the stalls and then the cows herd out, all in about six to seven seconds, making the parlor ready for the next round.

This new system also makes milking cows more enjoyable for farm employees because of the elimination of many milking injuries. The addition of a kickbar behind the cows' hocks prevents cows from nailing unsuspecting farm hands. And the pipes and hoses that hung on the front of the milker have been moved to prevent bruises on the arms of the farmers. For those who hate to clean up after the cows, there's a trough that hangs on the backside of the parlor, under the cow's tail, to collect manure.

Even though Choate's Belly Acres is one of the more progres-

sive dairy farms in the area, Hank Choate feels that his high-tech farm is slowly becoming outdated. "Two years ago, I would have said that we were state-of-the-art. But with the advancements and new technology being developed so quickly, it's hard to keep up," Choate said. "There is new technology such as robotics milkers, computerized nursing system for calves and other equipment that I've been approached about by manufacturers. I don't know whether or not I'll take advantage of this kind of technology, but the next generation of dairy farmers certainly will."



Dairy foods

From Page 1

economic welfare of the nation and encourages the use and enjoyment of milk, butter, cheese, ice cream, sour cream, yogurt, cottage cheese and cream.

Emphasis on regional American foods includes cheesy tacos and enchiladas from the Southwest; crab legs in clarified butter from the Northwest; Swiss fondue, hearty German fare and hot buttered corn from the Midwest; chess pie from the South; fresh strawberries and cream from Florida; Boston cream pie; New York-style cheesecake; and ice cream in flavors to fulfill everyone's dreams. The dairy industry, which gave early settlers flavor and nutrition for their diets, today includes the farmers who produce the milk, processors and manufacturers who provide all the services needed to turn out a variety of wholesome products. Salute them all during June Dairy Month, and enjoy the freshness and flavor of real dairy foods in recipes and ways appropriate to all national backgrounds that make up America's "melting pot" or "ethnic stew."

ADAM is the advertising, marketing and communications division of the United Dairy Industry of Michigan, a member-driven association which conducts a total promotion program for Michigan-produced milk and other REAL dairy foods.



SOMERSET Construction, Inc.

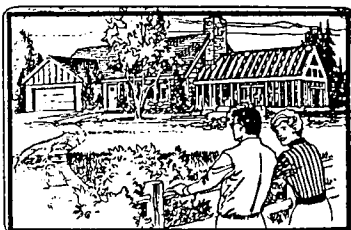
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- Store Expansions
- Remodelings
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- Apartment Buildings



Shared House

Continued From Page 1

the bill is currently under review by a special sub-committee of that panel.

The second budget balancing proposal took aim at the Sales Tax Collection Fee enjoyed by Michigan retailers. Unlike the liquor tax, though, eliminating the Sales Tax Collection Fee required legislative approval.

In a tense and often rancorous debate on the Senate floor, elimination of the collection fee barely passed the upper chamber. A letter from AFD Executive Director Joe Sarafa, was thought to be particularly influential to the Senators. That same letter was distributed to House Taxation Committee members with a similar positive effect.

When votes were counted in the House, it became apparent that the measure would not be supported. While the early collection provision of the legislation was enacted, elimination of the collection fee was defeated in a major victory for AFD.

Tobacco and Alcohol Tax

Symptomatic of a perspective that has engulfed Lansing for years, is the ongoing effort to solve problems at the retail level. The most recent example—although certainly not original—is to finance a new health care proposal via a tax on tobacco and alcohol. While considered to be a component of funding a national health care program, a "sin tax" is also prominently mentioned as a means to fund a similar initiative at the state level. No vehicle bill has been introduced.

Obscenity

Legislation is under consideration by the Senate which would prohibit the sale of sexually explicit material within 1,000 feet of a locale frequented by minors. A companion measure would require all sexually oriented materials to be labeled with the name and address of the distributor.

Both proposals are fraught with problems.

In this first bill (SB 500) difficulties result when trying to define "a place frequented by a minor." This could be a problem for stores located in or near shopping malls,

for instance, which have no control over the nature of a business that may move in next door.

The labeling bill is equally vague. To illustrate, who is the distributor; the manufacturer? the wholesaler? the retailer? A difficulty also exists in determining what actually has to be labeled.

Underage drinking

Unlike a few years ago when AFD was clamoring for legislation

calling for suspension of driving privileges of underage drinkers, now there are several sponsors and interest is extremely high. The Legislature has indicated its intent to act soon on any number of bills that would provide a disincentive for minors and alcohol related offenses. AFD is working closely with long-time supporter Senator Gil DiNello as well as Representative Dianne Byrum, co-chair of the House Liquor Control Committee.



The Shotgun Sounds... 216 Eagle Bound Golfers Start the Scramble!

Are You Up to Par?
Then Grip It and Rip It!

GOLF 1993
ASSOCIATED FOOD DEALERS OF MICHIGAN

Door Prizes
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\$100 Closest to the Pin
Use of Driving Range
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NEW LOCATION
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Join AFD at the
Links of Novi Golf Course
18 Holes, Shotgun Start and
Best Ball Scramble Format
All Proceeds Directly Support AFD's
Scholarship Program

HERE'S THE SCORE:

Monday, August 2, 1993
Links of Novi
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Arrive before 9:00 and get a
half bucket of balls FREE for the
driving range.

Breakfast 8:30-9:45
Shotgun Start 10:00 SHARP
Barbeque Lunch 11:00-2:00

Cocktails 4:00
Dinner 5:00

Snacks All Day

Golf & Dinner:
\$500 per foursome
Dinner ONLY:
\$60 per person

You must check in before 9:30!

Contact:
Danielle (313) 557-9600

AFD On The Scene



AFD board members pose with the "uh huh" Girls at the FMI Convention in Chicago

Brokerage firms join forces

Michael McDonald, president McMahon & McDonald food brokers recently announced the joining of Ameri-Con Food, Inc., their personnel and principals with the McMahon & McDonald organization.

The principle stockholders of the Ameri-Con organization are now stockholders and key members of the management team of the new McMahon & McDonald. They include:

James Kokones	Executive Vice President
Burt Van Ess	Vice President Sales, Grand Rapids
John Jenkins	Vice President General Manager, Toledo

Legislative Update

You need to know

The Internal Revenue Service says that payments by a manufacturer to a grocer, broker or wholesaler as an inducement to obtain shelf space for a product cannot be deducted, but rather must be capitalized. They go on to rule that without a written contract that clearly sets established shelf allocations and has a set end time, the payments have indeterminable lives. That means the slotting allowance, or whatever name you call it, may have a life well beyond one tax year and it could only be amortized or depreciated when the product fails or goes off the shelf.

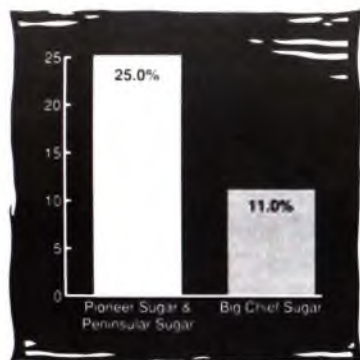
For some products this could mean a lifetime and manufacturers could never deduct any of the allowance. After all, we have seen it happen, some products don't fail but actually succeed and remain a regular part of your inventory forever. Payments for those products can never be deducted.

IRS auditors have been told to carefully scrutinize these agreements. Although the contract may exist and have an end date, the economic life of the product, not the contract, will determine if it's possible to deduct the allowance.

In addition, product discounts and other promotional discounts are going to be compared with current existing discounts by the IRS. If the amounts are significantly different, the excess may be the value of the shelf space payments.

Everyone can see what this will mean to a manufacturer. The millions of dollars they pay in allowances or fees each year can not be written off any more. So it is only reasonable to see that processors and packers may not want to pay as much, or at all, for the opportunity to be on your shelves. This basic part of the way we do business has now been given a new twist with a major impact on everyone.

WE DON'T SUGAR COAT THE TRUTH



Then again, we don't need to!

Recently, Monitor Sugar Company has made statements that they are Michigan's leading grocery sugar. We'll simply let the sales figures reveal what is fact and what is fiction.

Pioneer and Peninsular brands outsold Big Chief Sugar by a margin of more than 2 to 1, according to the

most recent Nielsen Michigan market ratings. What's more, actual Nielsen retail grocery research shows that Michigan Sugar Company's Pioneer and Peninsular brand granulated sugars hold 25.0 percent of the market ... compared to Big Chiefs 11.0 percent.

With facts like these, we don't need to waste our energy sugar coating the truth. We'll continue to concentrate our efforts on doing what we do best - producing and supplying the best Michigan-made sugar products on the market.



© 1993 Michigan Sugar Company



The changing role of food wholesalers

Column by John Block, President, National - American Wholesale Grocer's Association

"Profound and powerful forces are shaking and remaking our world..." — From Bill Clinton's Inaugural Address, January 20, 1993

It's fair to say our president's assessment of the world also describes the current state of the food industry. And while it would be understandable if President Clinton's knowledge of the grocery business begins and ends there, those in the food industry need more and better information about who wholesalers are and where we're headed.

That's why last year the National-American Wholesale Grocers' Association commissioned a unique analysis to examine the wholesale food industry.

Today, the American food distribution system is the most cost-effective in the world.

One of the principal reasons we commissioned the study, conducted by Anderson Consulting, was to point out the important role that wholesale food distributors (both voluntary companies and co-ops) play in the food chain. Wholesalers supply 56 percent of the \$410 billion retail food market—a share that has remained steady over the past decade despite consolidation in the industry and the rise of alternative formats.

Wholesale grocers provide the industry with efficiencies in purchasing and distribution that are vital to the system. Our study found that wholesalers' operating efficiencies compare favorably to those of self-distributing chain stores. Warehousing and transportation expenses for wholesalers are 1.9 percent of net retail sales, compared to 2.56 percent for chains. These efficiencies come in spite of the complex customer base of wholesalers, with their varying order sizes and different merchandising needs. Wholesalers generally carry 50 percent more SKUs than chain

distribution centers. The wholesale-supplied system helps a diverse array of manufacturers reach a diverse array of customers in very cost-effective ways.

Despite these positives, our business is bothered by some contentious dilemmas. The NAWGA study found that there is good reason why 87 percent of wholesalers believe the most urgent issue facing the trade is the equitable distribution of promotional monies. Other channels disproportionately benefit from trade allowances, due to the complexity of the wholesale-supplied system. It is more difficult to monitor merchandise overlay promotion performance in independent retail stores, and wholesalers and their customers tend to lose out on promotional funds as a result.

That's why we recommend that wholesalers should work with manufacturers and retailers to reduce the complexity of the distribution system. The goal is to eliminate the inconsistent application of trade promotions and other distribution inequities that lead to inefficiencies in the supply chain. Both manufacturers and retailers need to have a better understanding of wholesaler economics so they are better able to formulate and participate in promotion programs. A greater understanding of the stakes involved will help us adjust to changing trade practices, while preserving the viability of all the players in the game. We believe our "Wholesale Food Distribution" study helps the industry do just that.

Today, the American food distribution system is the most cost-effective in the world. Consumers spend just 11.6 percent of their disposable income on food. If the bottom line consideration of our system is whether it delivers results, that number says it all.

In the future, wholesalers will adapt the role they play in the food sector to reflect changing logistical, demographic and economic trends. That's what wholesalers always have done, and that's what they will do today and tomorrow.

HOW DO YOU FEEL ABOUT RETURNABLE CANS OR PLASTIC BOTTLES?



LOOKS CAN BE DECEIVING!
If you returned the bag in the middle you gave away \$7 of your hard earned money



ONLY \$39.95

Replace dirty sagging cardboard sleeves with sturdy washable sleeves.

ONLY \$14.99

"The Best \$39.95 You've Ever Spent!"

Patent Pending

WE HAVE THE SOLUTION TO YOUR PROBLEM

The

X-ACT COUNT 240

cans & plastic bottle counter

Do you find returnables:

- TIME CONSUMING
- AN INVENTORY PROBLEM
- DIRTY
- QUESTIONABLE RETURN ON YOUR MONEY

Accurately counts all aluminum cans and plastic bottles, except 2 liter.

Allows inventory count at any time to reconcile with register payouts.

One person can sort and count 2000 returnables per hour. Accurate count saves an average small store approximately \$4000.00 annually over the current bag & sleeve method.

Can you afford not to use the X-Act Count 240???

X-ACT COUNT 240

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and

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for



Women (Pregnant or Breastfeeding)

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Children (up to age 5)

Income Guidelines

Effective date: March 1, 1993

Economic Unit	Weekly	Monthly	Yearly
1	\$248	\$1,075	\$12,895
2	335	1,454	17,446
3	423	1,833	21,997
4	511	2,212	26,548
5	598	2,592	31,099
6	686	2,971	35,650
7	773	3,350	40,201
8	861	3,730	44,752
Each Additional Person:	+88	+380	+4,551

For Information

CALL 1-800-26-BIRTH

or

**Call your Local Health Department
Women, Infants & Children Program (WIC)**

This is an Equal Opportunity Program. If you believe you have been discriminated against because of race, color, national origin, age, sex, or handicap, write immediately to the Administrator, Food & Nutrition Services, 3101 Park Center Drive, Alexandria, VA 22302.

HI-1077 (7/92)

Michigan Department of Public Health

Authority: P.A. 368 of 1978

Can you provide a job for a college student?

Dear AFD Members:

Do you need quality, motivated, professional workers? Do you have summer job openings for college students? If you answered yes then please read on.

We award over 20 academic scholarships every year to deserving youths who are affiliated with an AFD organization. We want to deepen our commitment to scholarship applicants by offering them summer employment with you—our members. This is a win-win situation. You have quality workers and our scholarship applicants have jobs to help pay for their college education.

This is how it would work: You fill out the form below outlining the jobs available at your organization. AFD meets with the scholarship applicants to give them a package of job listings. The students contact you to arrange an interview. You pick the best qualified applicant(s) and make a job offer. The ball is completely in your court at this point.

The main goal of this program is to get our scholarship applicants working. But it is also very important for our youths to have mentors. You are a leader in the industry. Without even knowing it, you already are a mentor to our youth. Let's make it official.

Sincerely,

Barbara Weiss-Street
Chairman, Scholarship Committee
Associated Food Dealers of Michigan

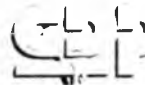
P.S. Fill out the following form and return it to AFD by June 15, 1993 (or sooner if possible).



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AFD Member Job Listing

Please PRINT in BLACK INK

Company Name: _____

Address: _____

Contact Person _____ Phone _____

.....

Job Description: _____

Full Time: _____ Part Time: _____ Holiday Help: _____
Please check all that apply

Salary: _____ Desired Start Date: _____

You decide with your new employee the best time to start and stop the summer employment agreement. Keep in mind that college students are generally available for full-time employment from the beginning of May until the end of August, although some students are available to work all year long, including holidays.

Call Danielle at AFD (313) 557-9600 with any questions. Please send this form to AFD, 18470 West 10 Mile Rd., Southfield, MI 48075

1993 WASHINGTON CONFERENCE

June 20-23, 1993
Hyatt Regency Washington
(on Capitol Hill)
Washington, D.C.

"We the People ...A Time To Be Heard"



Presented by



Never has there been a more important time for grocers to come to Washington to speak out on public policy issues that will affect their businesses for generations to come.

In June, Congress will be in a heated debate over a \$250 billion tax bill and a budget deficit package of over \$1 trillion. Grocers will rally to act on a health care reform plan, expected in May, with a price tag of up to \$280 billion. Organized labor has assumed a position of strength in the new Administration and is pushing an aggressive agenda.

Now is the time for retail and wholesale grocers to be seen and to be heard in the nation's capitol on these key issues:

- Taxes and Budget - Deficit Reduction
- Health Care Reform
- Prounion Striker Legislation
- BATF Special Occupational Tax Repeal
- OSHA Expansion
- Minimum Wage Increase
- Excessive Federal Regulation

You, the constituent, are the most influential voice for your Representative and Senators. You must communicate the impact proposed legislation and overregulation has on the business in your congressional districts, on the nation's economy and on America's ability to compete globally.

June is the time when decisions will be made. And the 1993 Washington Conference is the forum to ask the questions, to get the information, and to communicate grocers' solutions.

Hear key invited speakers:

- Senate Minority Leader Robert Dole (R-KS)
- Director of the Office of Management and Budget (OMB), Leon Panetta
- U.S. Senator Charles Grassley (R-IA)
- U.S. Senator Phil Gramm (R-TX)

Enjoy These Exciting Events...

- National Grocers Week, June 20-26
- "Spirit of America" Celebration with Members of Congress
- Congressional Reception on Capitol Hill
- Grocers-PEC Golf Tournament
- Sights and Sounds of D.C.



Yes, I want more information on
"We the People...A Time To Be Heard"

Name _____
Company _____
Address _____
City _____
State _____ Zip _____
Telephone _____

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June 20-23, 1993 • Washington, D.C.

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