New meat labeling changes affect our industry

Nutritional labeling for meat items began July 6

The Nutritional Labeling and Education Act became effective July 6 for all food products, including meat sold in the United States. What is new in this act doesn't affect supermarkets since most stores are not under USDA jurisdiction, some areas of this new law should get your close attention.

The Exemptions

The following items are exempt from the law:
- Raw, single ingredient meat and poultry products are exempt from mandatory labeling on the package.
- Ready-to-eat products which are packaged or portioned at retail (for instance luncheon meats which you slice and sell either service or self service) do not require on-package labeling.
- Multi-ingredient products which you process at retail (such as sausage) are exempt from nutritional labeling.

Mandatory safe handling statements on the labeling of raw meat and poultry products.

Studies of foodborne illness outbreaks have repeatedly shown improper handling to be a frequent cause. Improper cooling of cooked foods has been ranked as the leading factor. Other factors include inadequate cooking, cross-contamination and inadequate to-heating. Information from the Centers for Disease Control and Prevention revealed that undercooking was a factor in nearly one-third of home outbreaks that occurred between 1973 and 1982. Cooking foods too far ahead was another major factor.

Studies of consumer knowledge and practices indicate that many people lack basic food safety information and skills, particularly with respect to the relation of the temperature of foods with food safety.

See NLEA page 22.

See NLEA page 20.

Victory on striker replacement!

Thanks to thousands of grocers and other business groups who mobilized and inundated Senate offices with letters, phone calls and visits, we have successfully defeated the striker replacement legislation, which would have upset the balance in labor management relations.

On Tuesday, July 12 and Wednesday July 13, two cloture motions were defeated in the Senate by votes of 53 to 47 and 53 to 46. Proponents fell seven votes short of the 60 needed to close debate and bring S.SS to the floor for a vote. (We picked up four votes from the 102nd Congress.)

The legislation passed the House in June 1993 by a vote of 239 to 190.

The food industry is optimistic that this bill will not return in the near future.

Compactors also off limits to teenagers

Compactors are now regarded by the Labor Department as the equivalent of cardboard balers and, therefore, subject to Occupational Safety and Health Administration's regulations concerning the handling of Hazardous Occupations Order Number 12 (HO-12). Under this order 16- and 17-year-olds are prohibited from operating or assisting to operate "baling machines.

"Assisting to operate" is defined as including loading a baler and, as you know, many retailers are being fined because teenage employees have tossed cardboard into balers.

The food industry is working to reverse this policy, but in the interim, be advised, the signs and safety programs you have in place for balers must now be extended to include compactors.

The bottom line is you must be sure that your 16- and 17-year-old employees have nothing to do with compactors in addition to balers.

More Updates page 20.
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Since your business is a big deal to us, you can depend on Monitor Sugar for assistance and support. So when you're thinking big, think Big Chief sugars.
Getting the most out of retailer performance money

by Nabby Yono
AFD Chairman

I've heard many retailers complain about manufacturers who offer performance incentives but take a long time to deliver and some that don’t deliver at all. We’ve all experienced it. A sales representative or broker comes to you offering advertising money or shelf allocation rebates. The incentive to comply is very enticing. Many times the deal sounds pretty good. You advertise their product, display it in a specified manner or allow it a pre-determined amount of shelf space and the manufacturer will pay you for your efforts.

Sometimes brokers’ hands are tied, as they wait for the funds from manufacturers. Other times they may be able to work on your behalf to speed the process.

There are many companies that honor their commitments in good faith and within a reasonable amount of time. To them, it just makes good business sense to have a good working relationship with the retailers that sell their products. I commend these manufacturers and hope that others will eventually understand this. In the meantime, my advice to retailers is to keep good records and diligently pursue that which you deserve.
by Joe Kyriakozu

To say that Savon Foods is busy is putting it mildly.

With the steady stream of traffic flowing in and out its doors, the cash registers are constantly ringing.

Eighteen years ago, Ramzy Najor gave a car dealership on 18000 Livernois a facelift and transformed it into a bustling grocery super store called Savon Foods.

What makes Savon Foods continuously successful?

"Any store that's successful is based on the people that are working there," explains Manager Steve Najor. "Everyone has to work together; there must be constant communication."

Savon employs approximately 60 people, good for an inner-city store. Although Savon's largest competitor is Farmer Jack, located about three quarters of a mile away, Najor believes that his store is a step ahead of the competition.

"We can tailor to the public better than chains," said Najor. "They are set with what they have to do. We have better service and we get our customers in and out quickly; that's one thing people never complain to us about."

With five scanner registers running and baggers at each station, Savon makes sure service is quick and pleasant. Fast efficient service, in Najor's opinion, is something their competitors lack.

In many cases, the success or failure of the store can be affected by its location. In this respect, the Najor family chose wisely.

A Detroit Free Press article stated that the average income for people living around Savon Foods is $40,000 to $50,000.

"We're in a very wealthy area," Najor adds. "A lot of people that work for the city must live within the city's boundaries. Many of them happen to live nearby."

Najor believes one of the key factors in achieving success in the grocery business is knowing your customers and being a friend.

"If you maintain good relationships with about a handful of customers, they keep coming back to you and they tell their friends about you," Najor said.

Savon donates food to four different churches in their area during holidays. This is their way of showing that they care for the community they serve.

Najor also emphasizes the importance of having a clean, well-tailored atmosphere.

"The store is very clean...we always have the shelves filled. We also have very fresh meat and produce; that's the backbone of any grocery store," Najor adds.

Savon is a Spartan Store but they also purchase goods from Kehe Foods, Midwest Wholesale, and Value Wholesale.

The younger Najor is a graduate of Western Michigan University with a bachelor's degree in accounting and a minor in economics.

It is evident that a background such as Najor's is helpful to efficiently run such a busy, high-volume store.

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Gil Hill co-sponsors Senior Picnic

By Shannon Swanson Taylor

Detroit city councilman Gil Hill and his staff play an integral part in the success of the annual AFD Senior Picnic. This year the about 3,000 Detroit seniors will be attending the picnic at Belle Isle on August 18.

"I wanted to be a part of the event to demonstrate to the Detroit community how much I appreciate the support I receive from the senior citizens," Hill said. "I think we should always keep in mind the contributions of those who have proceeded us down this path."

Hill's office does most of the coordination of senior centers for the event.

Some of the things which must be done in preparation of the picnic include the preparation of the meals in Cobo Arena, coordinating police and volunteers, and providing the entertainment. This year's entertainment will be a D.J. playing some of the best music from the era of those seniors.

"The senior picnic is really a concerted effort between the AFD members and my staff," Hill said. "Everyone works hard, but just seeing how happy these senior citizens are makes it all worthwhile."

Hill continued by adding, "I hope the relationship between my office and the AFD will remain strong throughout the years."

Kramer Food Company to hold annual food show

The Kramer Food Company, leaders in importing and distributing of specialty foods and beverage, will host its annual food show on September 11 and 12.

The trade show will take place at the Novi Expo Center in Novi, Mich.

For more information, contact Keith Keefer, Kramer Food Company, (800) 227-1493 or (810) 585-8141.

Picnic

from page 1.

purchasing the tickets and giving them away, the retailers are not only helping a good cause, but they are doing a bit of public relations work for their store at the same time.

"This is one of the few annual events that the food industry does on behalf of Detroit merchants," Loussia says. "To make it a real success, we welcome the support of every Detroit store."

To volunteer to help at the event, or to purchase tickets, call Value Wholesale at (313) 862-6900.

4.....FOOD & BEVERAGE REPORT, AUGUST 1994
Paul Baade—a representative of Michigan business

by Shannon Swanson Taylor

A Michigan Representative is familiar with business and has built a rapport with the businessmen in his district as well as statewide.

Before becoming a state representative, Paul T. Baade, D-Muskegon, was employed in advertising sales at the Muskegon Chronicle calling on local businesses.

"I called local small businesses while working at the Chronicle and tried to continue that association with businesses upon becoming a representative," Baade said. "I've really tried to reach out to small businesses and respond through legislation."

An area which he feels needs to be looked into is the restructuring of the single business tax. Many feel that the tax is too burdensome for businesses.

"The single business tax applies whether the business makes a profit or not," Baade said. "We have made significant changes with recent legislation; raising the threshold of gross receipts necessary before requiring payments of any SBT."

The threshold was raised to $250,000 from $100,000 and that eliminates approximately 25,000 to 30,000 small businesses from the SBT requirement. In addition, the SBT rate was lowered to assist all businesses to some degree.

Baade also said the issue remains, however, of additional restructuring or replacement of the SBT.

Running for reelection in the fall, Baade stresses his accessibility.

"I continue to do door-to-door campaigning, not just to residential areas but to small businesses as well," Baade said. "I am there to hear their problems and work on solutions."

He proves his accessibility by frequently sitting down with small business owners and feels it is essential to get information from all sides even if there is a difference of opinion. It is one of the keys to making a legislator successful, he said.

"Basically, my approach is accessibility," Baade said. "I don't shut out anyone."

He continued by stating he is available to listen to concerns when possible and will continue to do so.

Baade was first elected to the Legislature for the 1991-92 term and will be running for reelection this fall.

Some of the organizations and committees which he belongs to and serves on are the MUCC; Pulaski Lodge; Children and Adolescent Coordinating Council; Trout Unlimited; NAACP of Muskegon; Precinct Delegate, Democratic Party; Tourism and Recreation, co-chair; Economic Development, co-vice chair; Human Services and Children, co-chair; Senior Citizens, co-vice chair; Public Utilities and Transportation.

He lives in Muskegon with his wife, Carol Ann Baade, and has three children: Shonda, Lesli, and Christopher; and two stepchildren: Kelley and Brent Allard.

To contact Paul Baade, write to him at: Room 923, Olds Plaza Building, Lansing, Mich. 48909; or call: (517) 373-3436; or fax: (517) 373-5175 (Please include Representative Baade's name on cover sheet).
Thank You

The Scholarship Golf Outing was a success due entirely to the dedicated work of the 1994 Golf Committee. Thank you for your hard work:

Michael Rosch  
Chairman Golf Committee  
General Wine & Liquor Co.

Ron Paradoski  
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Dear AFD:

I would like to express my appreciation for the scholarship you have awarded me. Through this scholarship you have demonstrated a commitment to education and a willingness to take an active role in the community. Once again, my deepest thanks for your efforts.

Sincerely,
Haytham Bahoora

Dear AFD:

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FOOD BROKERS

FOOD & BEVERAGE REPORT, AUGUST 1994
Industry launches national campaign to recover all brown grocery bags

The U.S. paper bag industry launched a nationwide campaign to recover all paper grocery bags for recycling, primarily, into new paper bags and corrugated boxes. The “Brown Bag America” program kicked off in Portland, Ore., on June 16, 1993, where the state of Oregon was honored for its progressive curbside programs featuring the brown bag for source separation.

The paper bag industry is encouraging communities nationwide to use the brown paper bag as a collection vehicle in curbside and drop-off recycling programs. To ensure that the paper bag recycling effort works, the Paper Bag Council (PBC) of the American Forest and Paper Association (AF & PA) guarantees that it will find a market for all paper bags collected. A toll-free number, (800) 878-8878, matches communities with markets and mills that will recycle the paper bags.

Faced with overcrowded landfills, more and more communities across the nation are implementing recycling programs. When Portland’s landfill closed in 1985, the Oregon State Legislature passed a bill that required all cities with populations of 4,000 or more to provide curbside recycling to residents. Oregon’s cities responded with curbside programs featuring the brown paper bag to encourage participation and source separation of recyclables among residents. The paper bags were free, easy to use and there was a market for the material. Use of the paper bag by Portland’s Metro region has assisted in reaching a current 39 percent recovery rate (percent material recovered for recycling that would otherwise have gone to the landfill), one of the highest recycling rates in the U.S.

“Brown Bag America” has, and continues, to travel cities throughout the nation to educate communities about the advantages of “brown bagging” recyclables. The program will provide retailers, converters and community and state leaders with a “how-to” videotape, instruction guide and brown bag recycling “Starter Kit.”
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Western Michigan University offers Food Marketing Program

Western Michigan University is one of only four major universities in the United States which offers a four-year college degree specializing in food marketing. Graduates of the program receive an accredited Bachelor of Business Administration (BBA) degree with a major in Food Marketing and a minor in General Business. It offers:

Marketable Skills
The Food Marketing major integrates specialized career preparation in all aspects of food marketing with broad managerial training in accounting, business communication, computer information technology, economics, finance, law, management and statistics. Over the past 30 years, WMU's program has become widely recognized within the food industry for educating future industry leaders. Its graduates are heavily recruited by leading firms from all segments of the food industry.

Internships
Every student enrolled in the Food Marketing Program receives a minimum of two semesters of professional internship experience. These valuable opportunities to practice and apply classroom learning help students develop the necessary skills and contracts to compete successfully in today's highly competitive job market.

Job Placement
WMU Food Marketing students enjoy nearly a 100% placement record upon graduation. Many alumni of the program hold high-level executive positions with leading industry firms.

Personal Attention
Class sizes typically range from 25 to 35 students and stress close interaction between faculty and students. Faculty hold regular office hours to offer students personal advising, career planning and assistance with course work.

Sigma Phi Omega
This co-ed professional organization is open to all students who are interested in learning about the food industry. Members benefit by meeting students and alumni with similar interests, enjoying closer interaction with faculty and industry executives, acquiring valuable experience in project and conference management, and developing social and leadership skills.

For more information, contact:
Food Marketing Program, Haworth College of Business—WMU, Kalamazoo, Michigan 49008-3812 or call (616) 387-6130.

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For more information 810-557-9600 Ask for Joe

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Food Industry Management at Michigan State University

Food Industry Management at Michigan State University
Food Industry Management is a business program with a personal touch. Jointly administered by MSU's Colleges of Business and Agriculture, this program is...

Flexible
The food industry is complex, diverse, and on the cutting edge of technological and organizational change. A hallmark of MSU's program is its emphasis on the systems approach, students will understand how all the sectors of the industry fit together. MSU also gives the student plenty of opportunity to understand how he or she will fit into the industry, too, through frequent interaction with food industry executives.

The large number of electives allows students considerable flexibility to develop competence in a particular aspect of management, or a particular sector of the food system.

Because of this flexibility, transfer students, either from other majors at MSU or from other colleges, find the Food Industry Management Program fairly easy to transfer in to. MSU's advisor will help students understand options and map out a plan for the future.

Personalized
The number of students in the program has averaged 275 in recent years. Size does have its advantages. Professors know students by name. So does the advisor. And they care about each student's success.

Practical
A small number of students certainly doesn't mean limited opportunity. For example: The Food Industry Management Program has an active professional internship program, and encourages students to pursue career-related summer and part-time employment. Nearly 75% of MSU's students have worked in the industry before graduation, important for landing a job after graduation.

MSU gives students many opportunities to explore career options through direct contact with the industry. Company executives are frequent guest lecturers and plant tours are an integral part of the program. Recent trips have included Gerber, Kellogg, Frito-Lay and the Meijer Distribution Center.

Plus
MSU's student club, the Food Marketing Association, offers other opportunities for personal and professional development. The Association publishes a resume book which is distributed to major food industry firms. Members also arrange "shadow programs," or one-day internships where students can accompany an industry professional to gain first-hand insight.

For information, contact: Christine Stites, advisor, Department of Agricultural Economics, East Lansing, Michigan 48824 or call (517) 355-1692.

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Reprinted from Michigan Food News
What's Happening At The Michigan Lottery?

Michigan Lotto second-chance sweepstakes—Great opportunity for lottery retailers to “drive” up sales

by Jim Kipp
Acting Lottery Commissioner

Lotto fever was at its peak earlier this summer as the jackpot rolled 15 times to reach $25 million. Lottery players had fun trying to hit the jackpot and retailers reaped the rewards in great sales. On June 29, a couple from Wayland, Michigan, won the jackpot worth $25,060,510!

The lucky winners who said they've always had to “scrimp and save,” won’t have to any longer. They won the Michigan Lotto jackpot worth over $25 million in the June 29 drawing, the fifth largest single prize jackpot.

“We had $1 left in our bank account after we paid the rent,” said the couple when they came to Michigan Lottery headquarters in Lansing to claim their prize. “We were returning lawn chairs to Meijer to use the money to take our kids to the movies. That’s when we got a winning numbers report and discovered we had won the Lotto jackpot.”

The couple claimed their Lotto jackpot prize under the woman’s name and requested anonymity. The winner is a 32-year-old licensed practical nurse (LPN) and her husband is a 35-year-old tool and die maker, who has been laid off. Both said after winning the Lotto jackpot, they are now “retired.” They said they plan to do charity work.

“We’ll have another child now,” she said. “We can afford it.” They have six children now. She said they used the ages of their children (Three of the children are the same age) and her and her husband’s ages to pick their Lotto numbers for the June 29 drawing. They purchased their winning ticket at Hop-In #612 on Main Street in Wayland, Michigan.

The couple will receive installments of $1,253,000 before taxes, each year for 20 years. Their largest Lottery prize prior to winning the $25 million Lotto jackpot was $5.

They said they also plan to use their new found fortune to buy a new house and new cars, and take their kids to Disney World.

Michigan Lottery retailers can keep the Lotto excitement alive in August with the exciting Michigan Lotto “Sweet 16 Giveaway” second-chance sweepstakes promotion. This popular giveaway is a great opportunity for retailers to get players revved up about the Lotto game and to drive up sales.

The Lottery is giving away 16 new automobiles in the Michigan Lotto “Sweet 16 Giveaway” promotion which began June 26.

Michigan Lottery players who miss out on Michigan Lotto this summer will get a second chance to win big by driving away with a new vehicle. The Lottery will give away two automobiles each week for eight weeks in July. August and September. To sweeten the prize, the Michigan Lottery will also cover the costs of estimated income taxes, title transfer and license fees.

The exciting cars to be given away include two of each of the following and the respective dates the winners will be announced:

- Ford Probe (July 16)
- Olds Achieva (July 23)
- Dodge Shadow (July 30)
- Jeep Cherokee (August 6)
- Ford Mustang (August 13)
- Pontiac Grand Am (August 20)
- Buick Skylark (August 27)
- Ford Mustang Convertible (September 10)
- Pontiac Sunbird (September 17)
- Toyota Camry (September 24)
- Buick Regal (October 1)

• “Sweet 16 Giveaway” promotion which began June 26.

“Michigan Lottery Megabucks Giveaway” players just send in a non-winning Michigan Lotto ticket that has five wagers for a single drawing from June 29 through August 20, 1994. Each entry is good for one week’s drawing and all entries must be received by the close of business on September 6. Winners in the Michigan Lotto “Sweet 16 Giveaway” will be announced each week on the “Michigan Lottery Megabucks Giveaway” TV game show.

Take advantage of this eight-week promotion to generate sales in your store, help build interest in Michigan Lotto and increase your Lottery profits. Use the high visibility in-store materials provided to you by the Lottery to help you and your staff make the most of the great summer promotion. Lottery support includes television and radio advertising, and special feature segments and winner announcements on the Megabucks show.

In addition, the Michigan Lottery Bureau will introduce two new instant games, “Double Take” and “Winning.”

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Michigan Bankard Services is a division of Michigan National Bank, Lansing, Michigan.
Postal Service helps STAMP out hunger

Letter carriers in nearly 4,000 cities and towns nationwide recently succeeded in collecting over 30 million pounds of food donations along their mail routes for community food banks, pantries and shelters in the second National Association of Letter Carriers Food Drive.

"The response from the public was truly amazing and shows that postal customers care deeply about those who are less fortunate," said Vemita Martin, Detroit district manager, customer service and sales.

Post Offices in all 50 states, the District of Columbia, Puerto Rico and the Virgin Islands participated in this year's drive. The total amount collected was well over the 12 million pounds that was collected in 1993.

Stark & Company announces new accounts

Jimmy Dean Foods recently chose Stark & Company to represent its product lines. The Stark & Company's Grand Rapids and Bridgeport offices will now also represent J.M. Smucker Company.

A new Michigan Sugar Queen begins her reign

Nicole Longhini, of Chesaning, Mich., was recently crowned 1994 Michigan Sugar Queen. Longhini was selected from 12 queen candidates living in the Michigan sugar beet growing region.

As Michigan Sugar Queen, Longhini will represent the sugar industry visiting with public officials, food industry leaders and the general public.

She will appear in more than 20 parades this year, waving to the crowds from the Pioneer Sugar Castle float.

Longhini, 20, is the daughter of Anthony and Kathleen Longhini. A graduate of New Lothrup High School, she is currently studying math and drafting at Delta College. She is employed by Saginaw Steering Gear as a co-op student.

The Michigan Sugar Queen Pageant is sponsored by Michigan Sugar Company and its growers.

Hygrade honored for community support

Monte Jackson of Hygrade Food Products, Inc., recently received an award at the March of Dimes' annual WalkAmerica Awards Ceremony for outstanding community support through WalkAmerica 1994.

Hygrade was recognized for their generous product donation and enthusiastic team support. This year's WalkAmerica was the most successful to date. In Southeast Michigan, 17,000 walkers, including 1,000 corporate teams, raised over $1.4 million for the March of Dimes Campaign for Healthier Babies.

Tomlinson Industries purchases Glenray Equipment Company

Tomlinson Industries recently acquired the assets of Glenray Equipment Company, Division of Greer Enterprises, Inc. Glenray is a manufacturer of concessions equipment including hot dog machines, bun steamers, counter top steam tables, heated display cabinets and related accessories.

Founded in 1948, Glenray products are manufactured in Quincy, Mich. Headquartered in Cleveland, Ohio, Tomlinson Industries is a manufacturer of commercial foodservice products, Founded in 1911, Tomlinson serves the commercial foodservice industry worldwide.

All inquiries concerning the Glenray product line should be directed to Tomlinson Industries at: 13700 Broadway Ave., Cleveland, Ohio 44125-1992. Telephone: (216) 587-3400 or (800) 945-4589.

Midwest Wholesale Foods to hold first annual food show

This September Midwest Wholesale Foods will present their first annual food show. The event will take place at Burton Manor, 27777 Schoolcraft in Livonia on September 13. Hours are 12:00 noon to 8:00 p.m.
Celebrate Harvest Time in Michigan!

As a special bonus to advertisers of Michigan-Made products, *The Food & Beverage Report* will publish editorial copy about your company and/or products without charge. Also, there is no extra charge to advertise in this special edition—regular contract rates apply.

Send in your advertising and editorial copy today. However, editorial copy must reach AFD by September 15. We reserve the right to edit submitted material to fit space available.

*The Food & Beverage Report* offers you virtual total market coverage of the food industry in Michigan with circulation at 11,000+ and readership at 25,000+. Our distribution includes the retail food trade including major food stores, independent food stores, party stores, manufacturers, wholesalers and distributors.

**LET CUSTOMERS KNOW YOU SUPPORT AND PROMOTE MICHIGAN-MADE PRODUCTS**
The injured worker now represents employers, and companies who ignore who either were or became disabled. The injured worker now represents the greatest ADA vulnerability to employers, and companies who ignore the connection between the ADA and worker’s compensation do so at their peril. Proved discrimination against an injured worker covered under the ADA can lead to compensatory and punitive damages exceeding $300,000 plus back pay, reinstatement, and benefits. These substantial damages make an ADA settlement much more attractive than the average compensation claim of less than $20,000 and thus more attractive to an employee (or doctor or clinic) willing to commit fraud.

WHEN IS A WORKER INJURED ON THE JOB PROTECTED BY THE ADA?

Whether an injured worker is protected by the ADA will depend on whether or not the person meets the ADA definitions of an “individual with a disability” and “qualified individual with a disability.” Under the ADA, a disabled individual either has a physical or mental impairment that substantially limits a major life activity, has a record of such an impairment or is regarded as having such an impairment. A qualified disabled person can perform the essential functions of the position in question with or without reasonable accommodation. Many injured workers who qualify for benefits under worker’s compensation or other disability benefits laws may not be protected by the ADA. You must consider work-related injuries on a case-by-case basis to know if a worker is protected under the ADA. Many job injuries are not “disabling” under the ADA, but it also is possible that an impairment which is not “substantially limiting” in one circumstance could result in, or lead to disability in other circumstances.

For example, an employee who was seriously injured while working for a former employer, and was unable to work for a year because of the injury, would have a “record of” a substantially limiting impairment. If you refuse to hire or promote this person (who is otherwise qualified for the job, with or without an accommodation) on the basis of that record, even if he or she had recovered in whole or in part from the injury, this would be a violation of the ADA according to the EEOC.

Likewise, if an impairment or condition caused by an on-the-job injury does not substantially limit an employee’s ability to work, but you regard the individual as having an impairment that makes him/her unable to perform a class of jobs, such as “heavy labor,” this individual would be “regarded” by you as having a disability. If you refused to hire or discharged an individual (otherwise qualified for the job, with or without an accommodation) because of this perception, the EEOC would say you violated the ADA.

How do you reconcile worker’s compensation, with its focus on impairment and loss of function, with the ADA and its emphasis on what disabled persons can do, not just what they cannot do? The ADA allows you to take reasonable steps to avoid increased worker’s compensation liability while protecting disabled people against exclusion from jobs they can safely perform.

You may not inquire into an applicant’s worker’s compensation history before making a conditional offer of employment. After making a conditional job offer, you may inquire about a person’s workers’ compensation history in a medical inquiry or examination that is required of all applicant to have a medical examination in order to disclose a previous on-the-job injury unless all applicants in the same job category are required to have the examination.

You may use information from medical inquiries and examinations for various purposes, such as:

1) to verify employment history;

See Worker’s Comp. page 23.
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“ECO*RITE has a vital systems approach to smart energy use,” states Larry Jackson, ECO*RITE’s president. “We have simple high-tech solutions for the reduction of fixed costs in areas where most companies are unaware. Our system has well documented history of cost reduction in all industries. We make a significant difference in any facility. We simply retrofit unique, patented, UL listed, electromechanical devices to existing equipment that function passively as energy is consumed.”

Oakland County Chamber of Commerce, Oakland Schools, General Motors, Kelcy-Hayes, American Society of Quality Control-Energy Division, Mr. Jackson, and many more were honored through Michigan State Resolution #579, for participating in a Special Energy Project to verify reductions featuring ECO*RITE’s system.

Mark Driesbach of Driesbach and Sons Cadillac was surprised with the results of his facility improvement. “We are very satisfied and recommend ECO*RITE’s system to anyone wanting to reduce their fixed expenses with a high ROI.” Choo Choo Bar and Deli’s Casey Ambrose remarks, “I didn’t think it was possible.”

With a simple walk-through survey and recent consumption history, ECO*RITE offers AFD members a complimentary profile to reduce their fixed expenses. Call ECO*RITE at (810) 683-2063 or (810) 683-4820. Their address is 4704 N. Woodward, Royal Oak, MI 48073.

Hot-air coffee roaster available

Coffee-loving shoppers can now have the freshest coffee beans in the world.

Automated Roasters, Inc. introduces The Java Master, a fully automated, user friendly, hot-air coffee roaster. The automated features and digital controls make coffee roasting easy and convenient for any store associate to operate. The Java Master includes a glass roasting chamber which allows your customers to view the roast from beginning to end.

Also available is The Java Master Flavor Machine. This unit allows an associate to flavor freshly roasted coffee beans with all of the most popular top-quality flavors.

Busch’s Valu Land’s Main Street location in Ann Arbor has recently added The Java Master and The Java Master Flavor Master to their deli operation and display an impressive selection of 18 fresh roasted exotic coffees. They also serve espresso, cappuccino, fresh vegetable juice and fresh fruit smoothies to enjoy while shopping or to carry out.

For more information, please contact: Automated Roasters, Inc. (810) 669-1060.

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17630 EAST TEN MILE ROAD • EASTPOINTE, MICHIGAN 48021
Wlasic’s new Sandwich Stackers put pickles on the inside

Campbell Soup Company is making the pickle a sandwich “insider” with its national introduction of Vlasic Sandwich Stackers®—the first pickles made especially for sandwiches. Sliced long and flat, Vlasic Sandwich Stackers fit neatly inside sandwiches, offering consumers the popular Vlasic pickle taste and crunch at every bite.

Each 16-ounce jar holds approximately 18-20 Sandwich Stackers. Varieties match America’s favorite Vlasic pickle varieties: Kosher Dill, Zesty Dill, Polish Dill and Bread & Butter.

Vlasic Sandwich Stackers are available now on supermarket pickle shelves in the Midwest, Florida, Kentucky, and parts of Texas, Pennsylvania, Louisiana and Oklahoma. By September, the products will be available throughout the United States. The introduction will be supported by consumer advertising and trade promotion. All promotional materials will carry the tag line “the perfect pickle to perk sandwiches up.”

Campbell extends Prego brand with four new sauces

Campbell Soup company has flagged its four newest spaghetti sauces “Zesty Prego Extra Chunky®” to call attention to the super-flavorful taste in them.

“Zesty Prego carries on the ‘home-made taste’ tradition of Prego, and features more of the same herbs a consumer might add at home,” Aaron Wadell, senior marketing manager said. “But to enhance the homemade quality, we use fresh-frozen herbs, for the aroma, taste and flavor nuances of fresh herbs,” he added.

Wadell said the new Zesty Prego Extra Chunky sauces are right on target with the growing consumer demand for bolder-flavored food items and meals.

Available in Zesty Garlic & Cheese, Zesty Basil, Zesty Oregano and Mushroom with Extra Spice, the unique new Prego Extra Chunky sauces were created to offer consumers variety in serving pasta frequently.

Zesty Garlic & Cheese blends choice Romano and Parmesan cheeses, herbs and spices with robust cloves of garlic—three times the garlic of Prego Traditional. Zesty Basil bursts with three times the basil flavor of Prego Traditional. Zesty Oregano surrounds mushroom slices with the flavor impact of six times as much oregano, polished with the smooth flavor of Parmesan cheese. And cayenne pepper is the flavor boost in Mushroom with Extra Spices, which blends big mushroom slices with garlic, oregano, basil and parsley for 22 percent more flavorfulness.

The new Zesty Prego varieties are available nationwide in the popular 28-ounce glass size.

Two new Marie's Dressings for 'no fat' market

Marie’s, maker of premium-quality refrigerated salad dressings, is introducing two new vinaigrettes, Honey Dijon and Raspberry, into the “no fat” dressing market.

"Fat free and low fat salad dressings together represent the fastest growing segment of the refrigerated salad dressing market over the past year," said Linda Marshall, Marie’s marketing manager.

The new fat free Honey Dijon Vinaigrette is a blend of pure honey and Dijon mustard. "In addition to salad use, it’s great as a marinade," said Marshall.

The Raspberry Vinaigrette, inspired by the fruit-based dressings found in trend-setting restaurants, is made with real raspberries and has a refreshing sweet/tart flavor.

Marie’s products are marketed east of the Rocky Mountains by Campbell Soup Company and can be found in supermarket refrigerator produce sections. The new products will be supported by consumer advertising and trade support.

Call 1-800-441-1409.
And while you stock the shelves, we'll work the phones.
Restructuring at Spartan Stores, Inc. results in four executive promotions

As a result of current restructuring at Spartan Stores, Inc., the promotions of four key associates have been announced effective as of June 17, 1994. These changes align the organization into focused “teams” that can best achieve Spartan Stores’ strategic objectives and vision for the future.

Chuck Fostaugh has been promoted from Vice President of Business Development to Senior Vice President of Business Development. As before, Fostaugh is accountable for all Business Development functions. Added accountabilities include the area of Customer Support Services. Focus: understanding the Spartan retail customer and helping them succeed.

Denny Otto is now Vice President of Customer Support Services. Previously, he was director of this area. Current accountabilities include: Parsibles Merchandising, Corporate Brands Merchandising and Marketing, Ad Writing, Account Managers, Retail Pricing, Advertising, Printing and Design, Consumer Affairs, Electronic Marketing, Retail and Corporate Promotions, and Spacecare. Otto will report to Fostaugh.

Jim Meyer has been promoted to Senior Vice President of Corporate Support Services and remains as Chief Financial Officer. As before, Meyer is accountable for finance and accounting and Spartan subsidiary, Sheild Insurance Services. Additional accountabilities include Human Resources and the following Spartan Stores’ subsidiaries: L & L/Jiroch Distributing, Inc., Capistor, Inc. and United Wholesale Company. Focus: supporting the corporation and its subsidiaries.

Bill May now has the title of Senior Vice President of Distribution/Information. Previously he was Vice President of Management Information Services (MIS) and will continue to have the accountability of this area. Added responsibilities include Inbound Logistics, Outbound Logistics and the Plymouth warehouse. Focus: MIS’s primary customer is Spartan Stores’ distribution processes.

Fostaugh, Meyer and May will all report to Patrick M. Quinn, President and CEO of Spartan Stores, as will Spartan subsidiary J.F. Walker, Inc. According to Quinn, “These changes in Spartan’s organizational structure provided us with a more team-oriented environment, align similar work processes with another and enable our company to pursue our corporate strategy in a more results-oriented fashion.”

Michigan Sugar Co. promotions announced

Michigan Sugar Company recently announced the promotion of three employees at their Saginaw general office. Mark S. Flegenheimer, was recently appointed Vice President of Administration. In this position, he reports directly to company President Dave Roche. Flegenheimer and his family recently relocated from New York to Saginaw, Michigan. Flegenheimer holds a bachelor’s degree from DePauw University, Greencastle, Ind. He was executive vice president and chief operating officer of Ameron Sugar Company, New York.

James H. Ruhlman, has been named Director of the company’s Management Information Systems (MIS) Department. Ruhlman joined Michigan Sugar Company in 1983 as a part-time computer operator. A graduate of Saginaw Valley State University (SVSU), he has a bachelor’s degree in data processing.

Steven E. Carbeno, was promoted to MIS Network Administrator. Carbeno joined Michigan Sugar Company as a data technician in 1985. He holds an associates degree in data management from the Saginaw Business Institute.

Barry Brown selected as Michigan Food Processor Officer

The Michigan Food Processors Association (MFPA) recently elected the officers who will be sworn in at their annual meeting in November.

Michigan Sugar Company Vice President Barry Brown was selected for the position of second vice president.
The Associated Food Dealers of Michigan welcomes these new members who have joined in April through June, 1994:

127 Party Store, Hudson
Al's Party Shop, Detroit
Arbor Ridge Market, Livonia
B & C. Pizza, Boyne City
Bottles and Bytes, Troy
Bottles & Stuff II, Livonia
Broadway Market, Mt. Clemens
Butterworth Party Store, Kentwood
Castle Supermarket, Belleville
Cellular One, Farmington Hills
Chesterfield Market, Chesterfield
Community Commercial Realty, Troy
Conant Super Store, Hamtramck
Country Market, Fort Huron
Eagle Supermarket, Detroit
Eastland Hops & Schnapps, Eastpointe
Fiesta Food Center, Detroit
Food & Wine Bazaar, Novi
GLF Ltd., Charlevoix
Golden Valley Dairy, Oak Park
Green Apple Food Center, Detroit
Greenfield Drugs, Southfield
H & D Party Store, Detroit
Hayes Troester Market, Detroit
Hanibal's, Flint
Heublein, Allen Park
Howard Davis Beer & Wine, Detroit
India Grocers, Farmington Hills
Interstate Brands Corp., Oregon, OH
Joe's Market, Detroit
Kenny's Market, Newport
Key West Soda Life Preserver, Key West, FL
Kingston IGA, Kingston
L & M Market, Detroit
Law Offices of Garmo & Garmo, Southfield
Liberty Discount Drugs, Detroit
London's Farm Dairy, Port Huron
Lotta Distributors, Detroit
Macon Grocery, Clinton
McKesson Service Merchandising, Taylor
Michigan Express Liquor, Dearborn
Mike's Yale Party Store, Yale
Miller Foods, Flint
Monticello's Grocery, Hancock
MultiGard/Audio Alert, Dearborn Heights
Nancy's Supermarket, Lincoln Park
Newport Drugs, Detroit
Park Market Square, Grosse Pointe Park
Pasadena Fresh Meat & Fish, Flint
Paul's Market & Video, Detroit
Peter Ragens, Attorney/CPA, Dearborn
Price Mart Food Market, Flint
R-Gang #2 Party Store, Clinton Twp.
Romel's Market, Detroit
S & S Party Store, East Lansing
Sales Control Systems, Southfield
Sam's Food Market, Detroit
Sam's Party Shoppe, St. Clair Shores
Sandler-Stone, Waterford
Second Floor Deli, Dearborn
Seven Star Food Center, Detroit
Shelby Food & Deli, Shelby Twp.
Sim's Market, Flint
Stanley's Fish & Meat Market, Flint
Strauss Brothers Company, Detroit
Sullivan's Mirror Lake Market, Lapeer
Tom's Market, Ortonville
Trade Vine Party Shop, Livonia
Tweeny's Pizza & Party Shop, Detroit
Union Lake Foodland, Union Lake
Vegas Market, Lincoln Park
Vernon Wine Cellar, Lincoln Park
Wonder Market, Flint.

Let's Put a smile in every aisle!
The results of courtesy, friendliness, and the ever important smile will mean: More business, more profit, more hours of work, more benefits, more wages, better place to shop, and a much better place to work.

Let's all join together and make our company "the most courteous and friendly place in town."

It's up to you!

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Introducing the new 45oz. bottle to replace the 40oz. at the same price.

5oz. MORE, SAME PRICE AS BEFORE!

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Reps. Ewing and Combest speak out on cardboard balers

As part of the House debate on the FY 1995 Labor, HHS Appropriations bill (H.R. 4606) on June 28, Rep. Tom Ewing (R-III.) asserted that there will be fewer summer jobs opportunities for teenagers in grocery stores because of the huge fines that the Department of Labor (DOL) has levied against the supermarket industry over teenagers tossing cardboard into balers.

Ewing referred to the language in the report accompanying H.R. 4606 for DOL "to re-examine Hazardous Occupation Order Number 12 (HO 12) as it applies to the use of cardboard balers."

Rep. Larry Combest (R-Texas), whose joint letter to Labor Secretary Robert Reich generated 71 signers, commented in his floor statement, "with 1.3 million teenagers unemployed, it seems counterproductive to have a regulatory policy that discourages certain businesses, such as supermarkets, from hiring young people."

OSHA penalties increased

Secretary of Labor Robert B. Reich announced June 15 a five-fold increase in the minimum proposed penalty to $25,000 for willful violations of federal job safety and health rules that could result in death or serious physical harm.

Maximum "gravity-based" penalties could be as high as $70,000. The minimum penalty for willful violations that otherwise would have been deemed other-than-serious remains at $5,000.

The revision to the agency's penalty system is now in effect. Further changes in OSHA's enforcement effort are expected soon.

How to communicate with your U.S. Senators and Representatives

Call the Capitol switchboard (202) 224-3121 and ask for his or her office, or write:

The Honorable (full name),
United States Senate
Washington, DC 20510

or

The Honorable (full name),
United States House of Representatives
Washington, DC 20510

Labeling

from page 1.

The livestock and meat industry supports the use of instructional labels on meat and poultry to inform consumers about how to properly handle, prepare and store meat products.

One safe handling label is required for all ground and whole muscle meat and poultry. All processors, distributors and retailers are responsible for creating/obtaining and attaching labels. The safe handling instruction labels should be placed on all meat or meat products destined for household use, hotels, restaurants and other institutions. This includes meat products that are prepackaged and sold without further processing at the retail level.

Mandatory Safe Handling Instructions for Meat and Poultry

This label meets the guidelines established by the USDA final rule mandating safe handling instructions on all raw ground meat and poultry products by late May. ALL raw meat and poultry are now required to be labeled.

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20......FOOD & BEVERAGE REPORT, AUGUST 1994
Safe handling for fruits and vegetables

Fruits and vegetables are a mainstay of the American diet. Consumers should eat more fruits and vegetables for better health. Microbial contamination of fruits and vegetables is rare, and the produce industry has safeguards in place to reduce the slim chance of contamination. But consumers can further ensure the safety of their fresh produce by using safe handling practices and washing all fruits and vegetables in clean drinking water before eating. Following are some facts that further explain the industry's commitment to safe food.

For the most part, fresh fruits and vegetables are not as likely to host pathogens as are some other foods, but many bacteria can survive in and/or on produce. Organisms can adhere to the surface of produce and can be passed to the flesh when the items are handled.

To avoid microbial contamination, the produce industry uses Hazard Analysis and Critical Control Point (HACCP) programs. These programs identify points in the production and packing cycle where microbes could be introduced. Once these points are identified, growers, packers, processors, and shippers implement safety programs to be sure pathogens are not introduced.

Retail grocers and foodservice operators also use HACCP programs to be sure food received and/or prepared at the store or restaurant is safe. They also use safe food handling practices to keep food safe for consumers. For example:

To help prevent food contamination:

• Surfaces, utensils, handlers' hands are always cleaned after touching raw meat and poultry before they are used with fresh produce.
• Refrigerators are kept clean and cold. Cut items are properly refrigerated.
• Hands are washed thoroughly after using the bathroom, or changing diapers, and before preparing food. Food handlers with diarrhea do not work.
• Handlers read and follow label instructions to "keep refrigerated" and "use by" a certain date.

handlers of cut, raw produce items at foodservice and retail:

• clean the produce to be cut with potable water;
• use cleaned and sanitized utensils and surfaces;
• hold cut produce at 45 degrees or below;
• maintain a system for marking cut produce so the product can be identified and discarded after four hours if not held at 45 degrees or below.

If a problem with microbial contamination of produce is identified, the FDA conducts tests to further pinpoint the problem and identify solutions. In the rare occurrence of a contamination, the produce industry has a food safety crisis system in place to alert those in the industry who are affected and to get the product out of the distribution system and off store shelves.

-PMA Freshline

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• Candy & Spices
• Store Supplies
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  Retail sensitive, private/packer label program
• Cigarettes & Tobacco
• Health & Beauty and
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• Specialty Food Program

Midwest

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COMING IN SEPTEMBER!
Come One, Come All!!! All Are Welcome To Attend Midwest Wholesale Foods, Inc.'s 1st Food Show Just For You
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Great Items - Even Greater Deals! - Plus A Great Time!
have less than 500 employees). Most pounds of that product annually and exemption (you sell less than 250,000 qualify for the USDA small business location and ship prepackaged to a department of your store.

NLEA
from page 1.

ance with the posting of the Nutri-

Facts information within the meat de-

partment of your store.

And, if you process product at one location and ship prepackaged to a second location, your product will need a nutritional label unless you qualify for the USDA small business exemption (you sell less than 250,000 pounds of that product annually and have less than 500 employees). Most supermarket chains will meet this USDA exemption rule. There is no filing required to get the exemption, however you must have proof of employee count and sales on file in your offices in the event of a USDA inspection.

Say Goodbye to "Percent Fat Free"

Under the new labeling laws, the present day common practice of calling ground meat items fat free, such as 80% Fat Free Ground Beef, are virtually gone. In fact, the only time you can use the term "Fat Free" is when the product meets the government's definition of fat free which is less than 1/2 gram of fat per serving. Fat free preceded by a percent (e.g., 97% Fat Free) can be used only when the product has less than 3 grams of fat per serving.

Another popular labeling has been the word "Lean." Under the new regulations, the term "lean" can be used only if the item meets the definition of low fat, that is, having less than 3 grams of fat per reference amount.

However, the Food and Safety Inspection Service, in a proposal published May 24, has offered retailers an alternative for "lean" labeling on ground beef and hamburger. It is as follows:

If your product doesn’t meet the low fat definition and has less than 30% total fat, you may still use the % lean information tag if you also do the following:

• The product label must also bear a "% fat" declaration in the same type size and color, located contiguous to the percent lean claim; and

• The nutritional information on the product must be available for customers, either on the package, in a sign, in a brochure or in a booklet that’s accessible to customers.

Ground beef and hamburger with more than 30% fat cannot bear the allowed % lean/% fat labeling.

This alternative format for labeling is still under comment period. At this point, it would apply only to ground beef and hamburger. It does not apply to ground pork or poultry, these products continue under the stricter rules of not allowing "lean" unless the product meets the lean standards (less than 10 grams fat, 4 grams saturated) and requiring the full nutritional label if "lean" is used.

It’s unclear if the alternative format will be allowed for season ground beef and hamburgers.

The original compliance date for nutrition labeling for meat and poultry products was to have been July 6, 1994. The U.S. Department of Agriculture (USDA) has, however, extended the enforcement date for nutrition labeling until August 8, 1994, which matches the Food and Drug Administration’s (FDA) extension for nutritional labeling requirements as well.

-A Message to Michigan’s Small Businesses:

We cover thousands of small businesses. And we’re doing everything we can to make change easier for all of them. In fact, when you look at how we already do business, the proposed federal reforms may not seem so overwhelming.

Washington wants states to stop insurance companies from cutting people off or refusing them coverage because they’re sick. Our job has always been to extend benefits to more people.

There’s a lot of talk about managed health care. We already cover Michigan with the Blue Care HMO Network and a large and growing PPO. And our Traditional plans have so many managed care features, they’re hardly traditional any more.

Washington wants to lower administrative costs by switching from paper claims, which are expensive to process, to electronic claims, which are cheaper. Sixty percent of our claims are already electronic, and we’re encouraging more physicians to switch from paper claims every day.

Financially, we’re strong. Our reserves are sold, and we’re among the strongest Blues plans in the country.

IF YOU'RE NOT A BUES CUSTOMER, THIS IS A GOOD TIME TO BECOME ONE.
All told, we cover 43 million people and expect to continue playing a major role in health care under a reformed system.

We saw change coming and we prepared for it. That’s the kind of value you get only as a Blues customer.

For more information about options from Blue Cross Blue Shield and Blue Care Network of Michigan, call your local independent insurance agent or a Blue Cross Blue Shield sales representative.

"Think of the Blues as a safe harbor when change blows in."

Richard E. Whitmer President and CEO

Lottery
from page 11.

Hand," which will go on sale at nearly 9,000 retailers this August.

"Double Take," which goes on sale August 8, offers players the chance to win up to $5,000 in great cash prizes. If players match three prize amounts, they win that prize. If they match two prize amounts and get the double sign ($3), they win double the prize amount.

The Lottery will introduce “Winning Hand” on August 22. Players can win up to $1,000 in this exciting new game. To win, the player must reveal three of a kind or a pair plus a joker.

Also in August, the Michigan Lottery will award great cash prizes to retailers in the “Earn More in ’94” sales incentive program. From April 5 through July 25, Lottery retailers have competed for cash prizes in the “Earn More in ’94—Instantly” sales incentive contest. Over 900 prizes (totaling $300,000) will be awarded in August to retailers who have the greatest increase over last year’s sales.
Worker's Compensation

on page 14.

(3) to screen out applicants with a history of fraudulent worker's compensation claims;

(3) to provide information to state officials as required by state laws regulating worker's compensation and "second injury" funds;

(4) to screen out individuals who could pose a "direct threat" to health or safety of themselves or others, which could not be reduced to an acceptable level or eliminated by a reasonable accommodation.

Remember that management decisions about return to work and reasonable accommodation need to consider an employee's abilities as well as limitations.

WHAT TO DO WHEN A WORKER IS INJURED ON THE JOB

Medical examination

You may only make medical examinations or inquiries of an employee regarding disability if such examinations are job-related and consistent with business necessity. If the worker has an on-the-job injury which appears to affect his or her ability to do essential job functions, a medical examination or inquiry also may be necessary to provide reasonable accommodation. When a worker wishes to return to work after absence due to accident or illness, he or she can only be required to have a "job-related" medical examination, not a full physical exam, as a condition of returning to work.

"Light Duty" jobs

The ADA does not require you to create a "light duty" position unless the "heavy duty" tasks an injured worker can no longer perform are marginal job functions which may be reallocated to coworkers as part of the reasonable accommodation of job restructuring. Creating such positions by job restructuring is not required by the ADA. However, if you already have a vacant light duty position for which an injured worker is qualified, the EEOC suggests that it would be a reasonable accommodation to reassign the worker to that position. If the position was created as a temporary job, a reassignment to that position need only be for a temporary light duty position, that worker is "otherwise qualified" for that position for the term of that position. It may also be necessary to provide additional reasonable accommodation to enable an injured worker in a light duty position to perform the essential functions of that position.

Medical information may be very useful to your decision as to whether an injured worker can come back to work, in what job, and, if necessary, with what accommodations. A physician may provide you with relevant information about an employee's functional abilities, limitations, and work restrictions. This information will be useful in determining how to return the employee to productive work, but you bear the ultimate responsibility for deciding whether the individual is qualified, with or without a reasonable accommodation. Therefore, you cannot avoid liability if your decision is based on a physician's advice which is not consistent with ADA requirements.

Second injury fund claims

Most states have established "second injury" funds designed to remove financial disincentives in hiring employees with a disability. Without a second injury fund, if a worker suffered increased disability from a work-related injury because of a pre-existing condition, an employer would have to pay the full cost. The second injury fund provides limits the amount you must pay in these circumstances and provide for the balance to be paid out of a common fund.

Many second injury funds require you to certify that you knew at the time of hire that the employee had a pre-existing injury. The ADA does not prohibit you from obtaining information about pre-existing conditions and providing needed information to second injury funds. You may make such medical inquiries and require a medical examination after a conditional offer of employment and before a person starts work, so long as the examination or inquiry is made of all applicants in the same job category. Although the ADA generally requires that medical information obtained from such examinations or inquiries be kept confidential, information may be submitted to second injury funds or state worker's compensation authorities as required by state worker's compensation laws.

WORKER'S COMPENSATION AND THE FMLA

With last year's enactment of the federal Family and Medical Leave Act (FMLA), employers have yet another law to consider when dealing with an employee who is off work due to a work-related injury. The Department of Labor initially advised that worker's compensation injuries may qualify as "serious health conditions" under the FMLA and that employers thus could run statutory FMLA leave concurrent with worker's compensation leave. If FMLA time is automatically being run concurrently with worker's compensation time, policies must be put in place informing employees of this practice. The DOL also recently advised employers that they may not require injured employees to return to work in light duty assignments but you cannot force employees to take them if they are entitled to FMLA leave. Until this opinion is tested in court, you may be at risk regardless of whether you obey or ignore the opinion.

Other worker's compensation/family leave issues must also be considered:

• the injured employee's job must be guaranteed for up to 12 weeks;
• substituting employer-provided paid leave for the unpaid portion of the worker's compensation leave;
• making sure all the required FMLA paperwork is completed.

Aim & Score Big

The general food industry throughout the country, ranging from manufacturers to supermarket chains to local grocers, relies on ADVO for the timely targeted delivery of billions of advertising pieces every year. Through the utilization of its extensive media package ADVO is in all residential mailboxes every week of the year.

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Paul Inman Associates 16th Annual Centsible Super Saver Dinner was well attended by the industry including the Bill Welch family of Hollywood Supermarkets.

Charlie Askar (left) of Appolo with Jerry Inman at the Centsible Super Saver Dinner.

Robert Kattoush of Palace Party Shoppe in Southfield.

Congratualtions to Mr. Raylis and the new team at Tradewinds on Livernois.

Merchant Food Center has excellent specials posted in the store windows.

Miller's Party Store, owned by Augeen Kalasho, provides one stop shopping.


Mr. and Mrs. Harry Kenaya of the Abbey Wine and Liquor Shoppe in Southfield use many AFD services including American Express Money Orders, Ameritech Pay Phone Commissions and North Pointe Liquor Liability insurance.

Hadir Kassas, Niel Kajy and Nidhal Kajy have great produce at Vegas Super Market in Detroit.

Jerry Pawlus, Registered Pharmacist anc owner of Greenfield Drugs in Southfield. Yes, AFD also includes drug stores among our many members.
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