

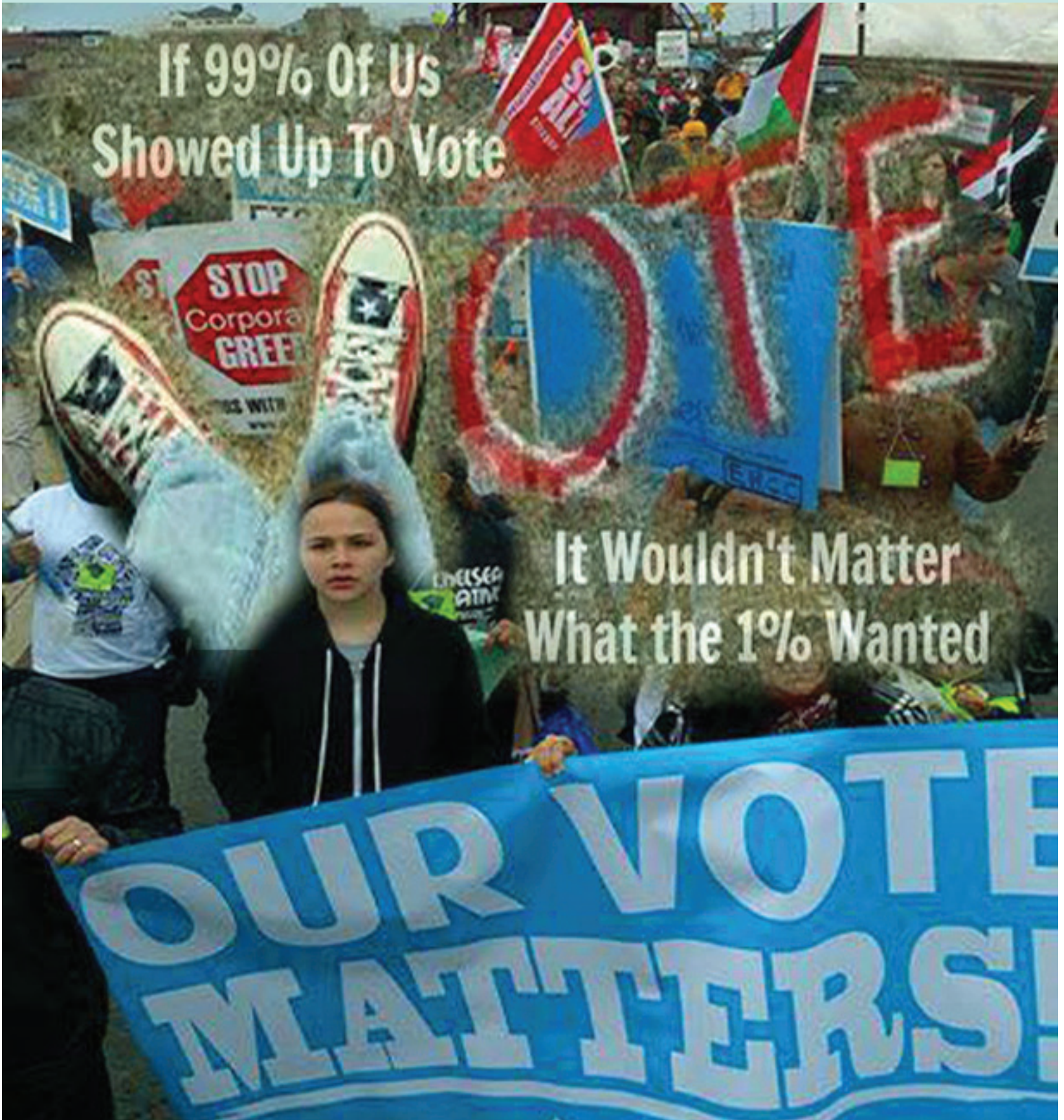
Fall 2016 Vol. 41 No. 3

www.ufcwlocal1445.org

UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



If 99% Of Us
Showed Up To Vote

It Wouldn't Matter
What the 1% Wanted

Too many hard working people in the United States fail to utilize the strongest weapon they have as everyday Americans. Further, the poorest and those who need this weapon the most use it the least. I am referring to your vote, of course, the opportunity for you to make a difference in which path this country's leaders choose to travel going forward.

People desperate for change can bring very dangerous results. Look what happened in Germany: One genocidal maniac was brought into power by a campaign built on hate and bigotry because Germans were desperate for change. Hitler stated he would change the country, and he did.

In the late 60s and 70s Americans challenged the status quo by standing up and protesting the war in Vietnam and the government's motives behind all war. People were also questioning all authority and our society norms, especially those norms that were morally wrong such as racism and the Jim Crow laws that plagued the deep South. This cultural revolution stopped one president from running for re-election (Lyndon Johnson) and got another president to resign due to the corrupt activities of his staff (Richard Nixon). Average people made a difference in the country's direction, and the war in Southeast Asia was stopped. A new type of sophisticated voter had emerged: the young, educated voter who changed the direction of America.

PRESIDENT'S MESSAGE



**THIS ELECTION
MAY DETERMINE IF
ORGANIZED LABOR
WILL SURVIVE
OR THRIVE**

**LOOKING FOR
CHANGE? CAREFUL
WHAT YOU WISH FOR!**

JEFF BOLLEN

Today, new wars in the Middle East have wrought havoc on the world, have devastated our own country, and pose a threat to innocent people every day, everywhere. President George W. Bush brought the United States into the Iraq War under the disingenuous premise of that country holding "weapons of mass destruction" which may have been the catalyst that provoked and created the extreme Islamic offensive against the rest of us today. President Bush also helped to destroy a healthy economy by allowing Wall Street bankers and investors to run amok by staging the worst cases of corporate greed and stealing in history. Americans, sick of low wages, lack of decent health-care, very high unemployment, and questionable leadership, were desperate for change and elected a Democrat who, despite what FOX NEWS reports, has done yeoman's work in improving the economy, providing the beginnings of what will become great universal healthcare reform, brought down Osama Bin

Laden, placed good people on the National Labor Relations Board, created millions of new jobs, and provided the solid leadership America hasn't seen under Republican control. The Republican agenda is so far removed from the struggles of everyday Americans that the party is self-destructing. Trump is a by product of their division and chaos.

Obama's election brought out the best and the worst in America. The election brought out the young, enthusiastic, and forward thinking people, electing the first African-American scholar who has been faced with the worst unjustified attacks perpetuated nationally by right-wing FOX NEWS, those same extremists that slammed Bernie Sanders and are now slamming Hillary Clinton every chance they get.

Obama's victory also brought out the worst in America by waking the racist faction of the

Continued on page 5

2016: An Important Election Year for Local 1445 and America's Workers

This election year is one of the most important years politically for members of Local 1445 and working people everywhere.

As the gap between the rich and poor continues to grow, it's clear that we need to elect a president who will stand up for the issues that matter to our union family, including better wages and benefits, fair scheduling, and the right of all our members and every hard-working man and woman to negotiate a better life.

At Local 1445, we know it's imperative that the next president is committed to improving the lives of working and middle class families who have struggled for far too long. We know we need a president who has a plan to create good jobs that pay a better wage, and who will advocate for fair scheduling, paid leave and earned sick days. We know we need a president who will support the rights of workers to stand together for a voice in the workplace and negotiate better wages and benefits.

What we don't need is a president whose words and actions needlessly divide us, pitting one group against another. We don't need a president who has a history of supporting right to work laws, believes that the federal minimum wage of \$7.25 is too high, and has a tax plan that will give unprecedented benefits to the ultra-wealthy. Most importantly, we don't need a president who has proposed racial profiling, wholesale deportations and even ethnic and religious litmus tests, and attacks women, immigrants and hard-working families.

This election year, we have a chance to show the world that we will not be swayed by dangerous rhetoric that is designed to drive us apart. We have a chance to show that, as a nation, we are better than this and expect more from our next president than playing to our fears.

Whether it's going door to door, phone banking, or talking with friends and neighbors, members of Local 1445 have an important role to play in the upcoming election. If all of us can be more engaged in the political process, then we'll be more likely to win a better future for our members and all hard-working men and women on Election Day 2016.

GUEST EDITORIAL



TOM CLARKE

*Guest editorial by Tom Clarke
Director of UFCW Region 1*

A CLEAR CHOICE PROTECT WHAT YOU HAVE EARNED



HILLARY CLINTON:

- ✓ Believes working people have the right to organize.
- ✓ Is committed to ensuring new manufacturing, clean energy and transportation jobs are good union jobs.
- ✓ Opposes right to work and other corporate attacks on workers' rights.



DONALD TRUMP:

- Refuses to recognize a union election at his hotel.
- Thinks wages are too high and corporations should actually lower wages.
- Wants to do without unions altogether and says he 100% supports right to work.



IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

June 1, 2016 to July 31, 2016 698

GRIEVANCES HANDLED:

June 1, 2016 to July 31, 2016 401

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

Jan. 1, 2016 to Apr. 30, 2016 \$134,512.81

UFCW Interstate H & W Fund

Claims Paid - Experience Report

June 3, 2016 through August 18, 2016

Coverage:

| | |
|------------------------------------|------------------------|
| Dental | \$695,134.47 |
| Vision | 2,361.00 |
| Disability | 489,725.71 |
| R _x (5/16/16 - 7/31/16) | 1,575,503.16 |
| Medical (5/16/16 - 8/15/16) | 9,578,259.53 |
| Total | \$12,340,983.57 |

Another International ABC Winner!

Once again. Local 1445 is proud to claim a winner in the monthly UFCW International ABC drawing.



Demetrius Cannon, a member at St. Vincent Hospital, (pictured above with BA Laurie Lemus) signed up for ABC contributions and won a \$250 American Express gift card in the International drawing. Another Local 1445 winner!

International winners are selected each month from members who've newly signed up for ABC contributions of \$1 or more per week, or who have upgraded from a smaller weekly amount to \$1 or more. But Local 1445 holds our own drawings at the quarterly membership meetings from ALL our members who are contributing any amount to ABC.

Take a look at our latest winners on the next page!



Know someone who needs a union?

Tell them to call
Local 1445!

Organizing Department

1-800-439-1445

LOCAL 1445 UNION NEWS



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UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 1445 ~
Chartered by the United Food & Commercial Workers International Union

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JIM RONAYNE - Secretary-Treasurer
TOM BROWN - Recorder
JEFF BOLLEN - Executive editor
Linda Ferrazzara - Managing editor



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Congratulations to our latest **Active Ballot Club (ABC)** winners!

If you've signed up for ABC, you're automatically entered in the raffle and **YOU** could be one of our next winners!

At **LEAST** six winners - *two \$100 winners and four \$50 winners* -

are chosen at each quarterly membership meeting from all members entered. **You do not have to be present to win.**

Supporting ABC means safeguarding laws that protect **YOUR** rights and benefits, such as **time-and-a-half pay for Sunday work.**

Don't miss out - see your shop steward and sign up TODAY!

Not sure who's your shop steward? Speak to your business agent, or call the Local 1445 office (1-800-439-1445) and we'll be happy to help you.



\$100 winner Joseph Deluca (Stop & Shop - Milford)



\$100 winner Judith Samson (Stop & Shop - Beverly) with steward Jason Lawson



\$50 winner Joseph Huntley (Stop & Shop - Malden) with steward Kathleen McGaffigan



\$50 winner Ann Lindquist (Stop & Shop - Danvers) with BA Gene Giacobbe



\$50 winner Edward Kaufman (Stop & Shop - Arlington)



\$50 winner Christine Montejo (Stop & Shop - Arlington)

President's Message (continued from page 1)

right-wing who seemed to be less vocal under Bush. White supremacists and other hate groups were angered when Obama got elected, and crimes of hate have escalated in this country against blacks, Muslims, gays, and Jews; the same haters desperate for change are backing Donald Trump.

Trump brings out the worst in people. Violence erupts at his rallies as he makes inflammatory and outrageous remarks to raucous crowds of red neck supporters. He makes fun of handicapped people, changes his mind with the weather, has the character of a grade school bully and - most important to you and me - is an advocate for "Right-to-Work" legislation which will be the end of organized labor as we know it. This will end good contracts by destroying collective bargaining and open the door to free-loaders who will be granted the same protections as dues-paying union members but without having to pay dues. Trump has publicly stated his support for right-to-work and his contempt for union workers.

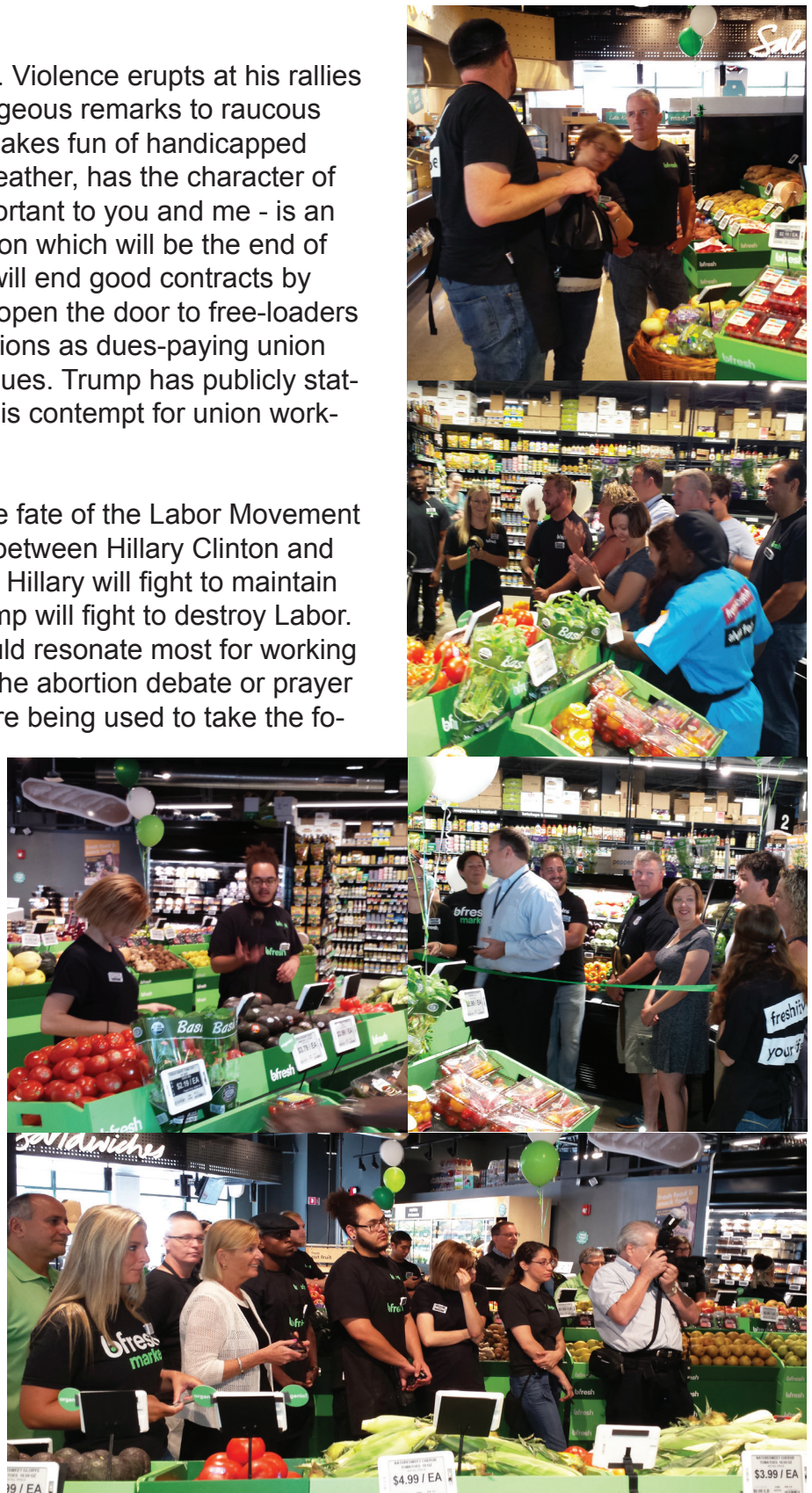
Our next election could determine the fate of the Labor Movement forever in America. The differences between Hillary Clinton and Donald Trump are like night and day. Hillary will fight to maintain the rights of working people and Trump will fight to destroy Labor. Simply put, this is the issue that should resonate most for working families. Issues like the gun laws or the abortion debate or prayer in schools are important, but these are being used to take the focus away from the real bread-and-butter issue that working families must deal with every day - our standard of living!

Not only do unions need to survive in America, we need to thrive. We need to make sure that the coming years in America are the best years for working people. Hillary has more experience in government than any other candidate running for the office of president and is the only choice to save the Union Movement and lead this country with integrity.

In solidarity,

MEMBERS@WORK

The new bfresh store
Brighton, MA

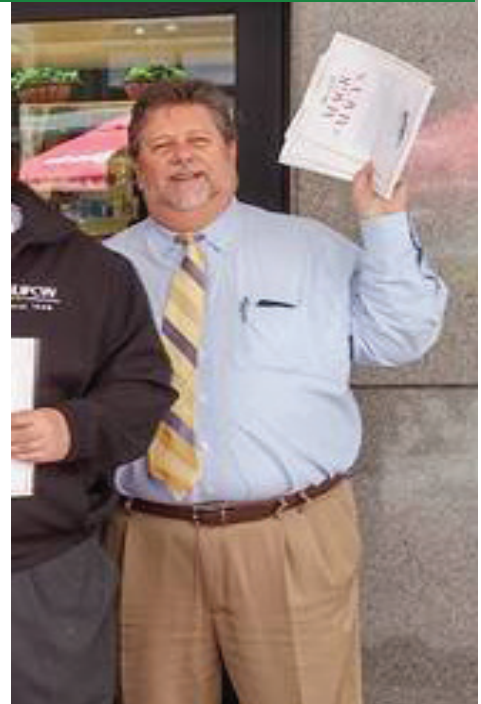


AT YOUR SERVICE

Sanders Supporters Unite! A Vote **FOR** Hillary is A Vote **AGAINST** Trump

The elections are coming, and although many of us wanted Bernie to be president it didn't happen, so we must move on.

I received an article from my brother-in law, Danny Beane, who is a retired union worker. The article is from the magazine *International Operating Engineer*, Spring 2016, and it talks about Donald Trump and how he loves "right-to-work", which impairs unions' ability to be as effective as they should be. *"Right-to-work laws force union members to pay for services delivered to 'free riders' - individuals who think it is OK to work under [and be protected by] a collective bargaining agreement and let everyone else pay for maintaining and enforcing its provisions, even grievances."*



TOM BROWN

Trump has no use not only for unions but for any workers. Trump has proven time and time again that he doesn't care about workers. *"In Las Vegas, Trump teamed up with billionaire casino tycoon Phil Ruffin to develop the Trump International Hotel, where they have aggressively fought a multi-year effort by 500 hotel workers to organize a union. According to the workers, they have been subjected to surveillance, intimidation, and even fired for supporting the union."* Actions like this are illegal under the National Labor Relations Act, which Trump flouts with apparent impunity.

"Trump Ruffin Commercial LLC has pursued a classic anti-union campaign, hiring a union-busting consultant, and employing strategies to deny workers their rights and lower the industry's local standards."

Workers at Trump International Las Vegas earn \$3 less an hour than union members that work identical jobs on the Strip. They don't receive pensions and they have to pay for their own healthcare. Workers at Trump International pay...[high premiums]... to maintain health insurance that is delivered by employers at no cost to unions elsewhere on The Strip."

Trump is not the friend of working class people, especially union workers, that he makes himself out to be. His words prove it. His actions prove it. His record proves it.

So, brothers and sisters, we are in the fight of our lives and it is imperative that you vote for Hillary Clinton or you could be looking at the end of our unions as we know them, and the end of the protections unions guarantee from ruthless anti-worker employers like Donald Trump.

In solidarity,

A handwritten signature in black ink, appearing to read "Tom Brown".

OUR LOCAL 1445 SCHOLARSHIP WINNERS FOR 2016

Essay

Devin Rafferty

Devyn Ann Dyer

Nicole Berman

Sarah Daugherty

Kyle Hanlon

Local 1445 members, or students in our members' families, may also be eligible for scholarships sponsored by the UFCW International through the UFCW Charity Foundation and by the UnionPlus Scholarship Program. Go to www.ufcw.org for more info. And be sure to check out the MAAFL-CIO scholarship: MassAFLCIO.org

Dennis Norton

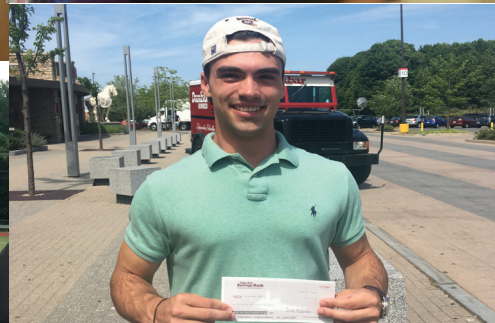
Haley Jackson

Julia Lorenzetti

Beppie McNally

David McCarthy

Zachary Stephenson



Lottery

Liliana Molinaro

John G. Silva

Alexandre Enes

Skye Tucker



I'm confused!

How do I know which 1445 scholarships I should apply for?

STUDENTS!

Are you a high school senior or undergraduate student or thinking about going back to school?
Then read on! If not, you can stop right now.

Are you, or one (or both) of your parents or grandparents, a member or retiree of Local 1445? Then
read on! If not, sorry, you're not eligible.

OK, so now you know you're eligible for something, but what? Read on...

Are you a high school senior?

Are you going on to college or university? Then you're eligible for the Nicole Berman, Beppie McNally, and Dennis Norton scholarships. Fill out the "UFCW Local 1445 2017 – 2018 Scholarships" application. You're also eligible for the "UFCW Local 1445 Essay" scholarship, just be sure to include an essay with your entry.

When you graduate from high school, will you be attending a vocational program instead of a degree-granting program? Then you should fill out the "UFCW Local 1445 2017 – 2018 Scholarships" application (same as above) but make sure you check the "Vocational program" box and indicate what type of program you'll be enrolled in.

The "UFCW Local 1445 2017 – 2018 Scholarships" application will enter you in the drawings for three scholarships: the Nicole Berman scholarship, the Beppie McNally scholarship, and the Dennis Norton scholarship. There are two awards for each of these three scholarships: one for \$1000 and one for \$500. The Essay scholarship has two awards of \$1000 each.

Are you an undergraduate student?

Then you should fill out the "UFCW Local 1445 2017 – 2018 Scholarships" application; you are also eligible to enter the drawings for the Nicole Berman, Beppie McNally, and Dennis Norton scholarships.

MEMBERS GOING BACK TO SCHOOL!

If you are a MEMBER who has been out of school and was not a student in 2015 or 2016, but you have decided to go back, Local 1445 may be able to help you out. Fill out the "UFCW Local 1445 Lottery" scholarship application (page 12.) One member who is NOT a high school student or undergraduate student will be chosen for this \$1000 award. This is for MEMBERS ONLY and is for members who have been out of school for a while.

What about families with multiple Local 1445 members?

If you are an undergraduate student or high school senior and YOU are a member, you can send in application for yourself. And if one or more of your parents and/or grandparents is also a member, each one of them (each Local 1445 member, that is) can send in an additional application for you! So, for instance, if you're a member and both your parents are members, then you could have 3 applications sent in for you – just make sure that each application has the member's name on it as the qualifying member but that all the applications list YOU as the student. Ordinarily if only one family member – student or parent - is a Local 1445 member we could accept only one application for the student; however, in the case of families with students and/or parent(s) who are all members, we can accept multiple entries. Lucky you!!!

Still have questions? No problem - just call Linda in the office (800-439-1445, ext. 101).

UFCW Local 1445
2017 - 2018 Essay Scholarship Application
(High school seniors only)

This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in the accompanying essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; **applications must be postmarked no later than July 13, 2017.**

After the winners have been selected and announced, each winner will be notified by his/her business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is a fulltime student at the college or university of her/his choice.

Students: Complete this application and forward it, along with a 750 – 1000 word essay, to the address below. You (or a parent or grandparent) must be a union member; your essay must be on the theme “How I Would Convince a Skeptical Friend That ***The Union’s Got My Back***” (or “...***My Parent’s Back***”, or “...***My Grandparent’s Back***”, depending upon who’s the union member in your family - you get the idea) and should be double-spaced on single sided sheet(s). Application forms submitted without an accompanying essay will not be considered. (See the essay guidelines for suggestions on what points to cover.)

IMPORTANT! You may also be eligible for the Nicole Berman Memorial scholarship, the Local 1445 Women’s Network/Beppie McNally Memorial scholarship, and the Dennis Norton Memorial scholarship; **be sure to fill out and submit the 2017 – 2018 Scholarships Application in order to be considered for those as well.** (But don’t worry – if you forget to fill out the additional form, we’ll make sure you’re entered in those as well.)

Name of student: _____ Telephone: _____
Address: _____
City: _____ State: _____ Zip: _____

School to attend - Fall 2017: _____

I **AM** a member of Local 1445 at _____
Employer’s name Location name/number

I am **NOT** a member. My parent or grandparent (check one) is a member or retiree:

Member’s or retiree’s name Employer’s name Location name/number

Return this form to and your essay to **UFCW Local 1445 Essay Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 13, 2017.

Confused? Need more info? If you have any questions at all, please don’t hesitate to call Linda at 800-439-1445, extension 101; or email ufcw1445@ufcwlocal1445.org and put “Scholarship question” in the subject line.

UFCW Local 1445 2017 – 2018 Scholarships Application

These UFCW Local 1445 scholarships will be awarded to Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be chosen by drawing at the Local 1445 July 2017 quarterly membership meeting from among all eligible applicants. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer, at the time of the drawing. **Applications must be postmarked no later than July 13, 2017.**

After the winners have been selected, each winner will be notified by his/her business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is a fulltime student or enrolled in a certificate or degree program at the school of her/his choice.

Submitting this application form will qualify the eligible applicant for consideration in the following three Local 1445 scholarships that are awarded by lottery to high school seniors and undergraduate students: the **Nicole Berman** Memorial scholarship; the **Beppie McNally/Local 1445 Women's Network** scholarship; and the **Dennis Norton** Memorial scholarship.

IMPORTANT! Please note: **If you are a high school senior who will be attending a **vocational school** (rather than a college or university) upon graduation, **please be sure to indicate that on this form along with your course of study.** If you are a Local 1445 member who has been out of school for at least one year, you are not eligible for the three scholarships listed above but you may still be eligible for the *Local 1445 lottery scholarship*; please be sure to fill out and submit the **Local 1445 Lottery scholarship application** (NOT this application.) **MEMBERS ONLY who have been out of school and are not currently undergraduate or vocational school students but will be going back to school must fill out and submit the separate "Lottery Scholarship" form to be eligible.** High school seniors (members or children or grandchildren of members) who will be attending a **vocational school program** rather than a college or university may also apply for the lottery scholarship and **should do so on THIS form but MUST indicate the school AND program** or the application will not be considered.

Name of student: _____ Telephone: _____
 Address: _____
 City: _____ State: _____ Zip: _____

School to attend - Fall 2017: _____
 Year of study - Fall 2017 (freshman, sophomore, etc.): _____
 Or **Vocational program** (** See important notes above): _____

I **AM** a member of Local 1445 at _____
Employer's name *Location name/number*

I am **NOT** a member. My parent or grandparent (check one) is a member or retiree:

Member's or retiree's name *Employer's name* *Location name/number*

Return this form to **UFCW Local 1445 Scholarships, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 13, 2017.

Confused? Need more info? If you have any questions at all, please don't hesitate to call Linda at 800-439-1445, extension 101; or email ufcw1445@ufcwlocal1445.org and put "Scholarship question" in the subject line.

UFCW Local 1445
2017 - 2018 Lottery Scholarship application
(Members only – see important note below for
application information for family members*)

This UFCW Local 1445 scholarship will be awarded to Local members who are not currently in school but who have decided to resume their educations. Scholarship winners will be chosen by lottery from eligible applicants at the Local 1445 quarterly membership meeting held in July. (**Please note: Graduating high school seniors who will be attending a vocational school program, rather than a college or university, are also eligible to enter this lottery but they must fill out and submit the “2017-2018 Scholarships” application form rather than this one.*)

The applicant must be a UFCW Local 1445 member in good standing at the time of the drawing. **Applications must be postmarked no later than July 13, 2017.**

After the winner has been selected, the winner will be notified by her/his business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is enrolled in a certificate or degree program at the school of her/his choice.

Submitting THIS application form will qualify the eligible applicant for inclusion in the Local 1445 Lottery scholarship drawing, provided the following additional requirements are met:

- Applicant is NOT CURRENTLY a student, WAS NOT a student during the last regular school year (2016 – 2017), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2017; AND
- Applicant is a member in good standing of Local 1445 at the time of the lottery drawing.

***IMPORTANT!** If you are a **high school senior** who will be attending a **vocational** school (rather than a college or university) upon graduation please be sure to fill out and submit the **Local 1445 2017 – 2018 Scholarships application NOT this one**, as noted above. **This Lottery scholarship application is ONLY for MEMBERS who are not currently in school.**

Name: _____ Telephone: _____
Address: _____
City: _____ State: _____ Zip: _____

School to attend in 2017: _____

I AM a member of Local 1445 at: _____
Employer's name: _____ Location name/number: _____

I understand that this application for is for MEMBERS ONLY who are NOT currently high school or undergraduate students.

Return this form to **UFCW Local 1445 Lottery Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked July 13, 2017.

Confused? Need more info? If you have any questions at all, please don't hesitate to call Linda at 800-439-1445, ext. or 101; or email ufcw1445@ufcwlocal1445.org and put "Scholarship question" in the subject line.

MASSACHUSETTS AFL-CIO 59th ANNUAL SCHOLARSHIP PROGRAM

CRITERIA

The Massachusetts AFL-CIO Scholarships are available to all high school seniors living in Massachusetts. Students with union affiliation will be eligible for both the Mass AFL-CIO scholarships as well as the union scholarships offered by the union that the student is affiliated with.

Please view and download our scholarship brochure, study guide and application at www.massaficio.org for a complete list of union scholarships and their criteria.

Students that live out of state and come from a union affiliation must get permission from their high school guidance department to have an exam sent for them. The contact from the high school should then contact Carla Trulli at 781-324-8230 x10 for further instructions.

REQUIREMENTS

ALL STUDENTS MUST :

- Be a senior in high school and plan to attend some form of higher education in the fall.
- Sign up with the exam coordinator at the high school and provide them with a copy of the application by **January 4, 2017** to have an exam ordered for them. **No applications will be accepted after January 4!**
- Complete the scholarship application and download the study guide from our website at:
<http://www.massaficio.org/scholarship-program>
- Take the Labor History Exam on February 1, 2017.

Applications can be mailed to Massachusetts AFL-CIO, 389 Main Street, Suite 101, Malden, MA. 02148 Attention Carla Trulli, Faxed to (781) 324-8225, or emailed to ctrulli@massaficio.org

Deadline to register: No later than January 4, 2017
Online registration will be available after October 1, 2016
at the MA AFL-CIO website www.massaficio.org

See page 14 for a MA AFL-CIO scholarship application form

**MASSACHUSETTS AFL-CIO
59th ANNUAL SCHOLARSHIP APPLICATION**

The scholarship exam will be given at the student's high school on
Wednesday, February 1, 2017

Please note that a student cannot receive more than two (2) awards for this program.
Please submit a copy to your Guidance Department when registering for this exam.

Part I Student Information

Full Name: _____ Male Female
Address: _____
City: _____ State: _____ Zip: _____ Phone: () _____
Email Address: _____
Senior at: _____

Part II Union Member Information

Only students that come from a union affiliation need to complete this section. If there is more than one affiliation, please list under "OTHER".

1. Member's Full Name: _____ Active Retired
Relationship to student applying (please one)
Self Parent/Step-parent Grandparent
2. Union: UFCW Local Number: 1445 Union Tel.: 800-439-1445

OTHER

3. Member's Full Name: _____ Active Retired
Relationship to student applying (please one)
Self Parent/Step-parent Grandparent
4. Union: _____ Local Number: _____ Union Tel.: _____

Part III Parent Information

Mother's Full Name: _____
Father's Full Name: _____

Applications can be mailed to MASS AFL-CIO, 389 Main Street, Suite 101, Malden, MA 02148 Attention: Carla Trulli,
Faxed to (781) 324-8225 or emailed to ctrulli@massaflcio.org by January 4, 2017

Deadline to register: January 4, 2017

Please see "CRITERIA" page for more information.

Gloucester High School seniors - UFCW Local 1445 has a scholarship for you, too.

The John G. Silva scholarship was originally established for the children of Local 15 seafood workers in Gloucester, and Local 1445 “inherited” it when Local 15 became part of Local 1445.

Unlike the other Local 1445 scholarships, membership in our local is not a requirement; however, it **IS** required that applicants be college-bound seniors attending Gloucester High.

You can get more information and application forms from your guidance office.



Say “Good-bye” to the old Gardner Stop & Shop store **Say “Hello” to the new Gardner Tops Store**

On August 21, the Gardner Stop & Shop store closed for good. On August 23, the new Gardner Tops Supermarket store opened.

New name, same location...AND THE SAME LOCAL 1445 MEMBERS!!!

When Ahold (Stop & Shop’s parent company) and Delhaize (Hannaford’s parent company) merged recently, the government required that some of the store locations involved be sold; the Gardner Stop & Shop store was one of the first casualties. However, as Local 1445 members working at that store learned, being a union member was definitely an advantage: The new store owner, Tops Supermarkets, agreed to keep all the union employees and honor the terms of the current Stop & Shop contract for the workers in that store.

“Fortunately for our members, we were able to work with Tops to make sure that no one lost their job or their benefits or had to take a pay cut,” said President Jeff Bollen. “The Tops management team was exemplary in doing all they could to make the transition as painless as possible by recognizing Local 1445, and we are grateful to them for their help and demonstrated concern for our members.”



Employees in nonunion stores can’t count on having jobs if their stores are sold. Gardner Stop & Shop employees were able to count on their union - Local 1445 - to bargain with their new employer and make sure that their jobs were still there when the store reopened its doors under new management.



LEGISLATIVE REPORT

Busy Formal Session at Massachusetts State House Closes

Sunday Time-and-One-Half Preserved

An incredibly busy two-year session at the Massachusetts State House formally closed on July 31st after a weekend marathon session. For Local 1445 and our sister locals (328, 791, and 1459) in the state this session was indeed one of our most active yet. Local 1445 worked hard testifying, lobbying, and defeating bills that would have negatively impacted workers, such as allowing retail and grocery stores to open on Thanksgiving and Christmas, and bills that would have created subminimum wages for teenagers or new hires. We also worked to try to move legislation forward that would prove beneficial to working men and women, such as the bill seeking to forbid retailers to open no earlier than 5 a.m. on Black Friday.



JIM CARVALHO

While all the bills 1445 worked to defeat or pass were important, we knew going into this session that we would face one of the biggest pushes we had ever seen to repeal time-and-one-half Sunday pay. After successfully working to pass a minimum wage increase last session, raising the wage \$3.00 over three years, and with a strong nationwide push for a \$15 minimum wage this session, the retailers of Massachusetts put more resources and effort into repealing Massachusetts' time-and-one-half law than ever before.

Local 1445, along with our sister UFCW locals, took a more pro-active approach to defending time-and-one-half than ever before. Just days after inauguration in January 2015 we hit the entire Senate, House, and governor with a mail piece outlining our priorities, focusing on protecting Sunday pay. We followed that with consistent lobbying and testimony at the State House, speaking with representatives and senators seeking their support to protect the law, and reminding them how important that income on Sundays is to our members, and thousands upon thousands of retail and grocery workers in the state.

To no one's surprise, legislation was filed, as it is every session, to repeal time-and-one-half Sunday pay by Rep. Muratore of Plymouth; however, for the first time since I had been on staff a Sunday pay repeal bill made it out of committee, as Rep. Muratore's legislation was voted favorable out of the Labor and Workforce Development Committee. Even so, Local 1445 successfully worked to ensure it would stay buried on the docket and not come to the floor for a vote.



During the whole session the retailers were making their most public push in the press, appealing to legislators to repeal the law. Locals 1445 and 328 responded with members' stories being pub-

Continued on next page

(Continued from previous page)

lished in the Boston Globe, explaining the significant financial benefit of Sunday pay. Knowing the retailers were still intent on eliminating the law, we kept our focus on a couple of key bills we believed they would try to attach an amendment to in a last effort at repeal. Our intuitions proved correct as Rep. Scibak of South Hadley filed an amendment to the economic development bill looking to eliminate Sunday time-and-one-half for any employee hired after January 2017. Within a couple of hours of Rep. Scibak filing his amendment, Local 1445 emailed the entire House, urging them to oppose his amendment, and by the end of the day we began hearing back from our friends and key people in leadership, assuring us they would oppose it. The immediate response we received was encouraging, but we didn't take it for granted and Local 1459 in western Massachusetts flooded Rep. Scibak's office with member calls blasting him for his actions. Our efforts were successful and during debate of the bill he withdrew his amendment, essentially keeping time-and-one-half Sunday pay safe for now.

While we have made it through another session protecting Sunday pay, the retailers' attempts at repeal will continue to get stronger and stronger. Going forward we will almost certainly need the help of all of our members in protecting this important law. If you wish to find out more ways that you can help, please contact Jim Carvalho at the office, 800-439-1445, ext. 110.

OUR NEWEST RETIREES

| | | |
|---------------------------|-----------------------|---------------------------|
| <i>Danny Anzivino</i> | <i>Ellen Hatch</i> | <i>Christopher McLean</i> |
| <i>Patricia Arsenault</i> | <i>Greg James</i> | <i>Mary Mussulli</i> |
| <i>Mary Bonilla</i> | <i>Sheldon Keezer</i> | <i>Karen Nardella</i> |
| <i>Abed Bouyous</i> | <i>John Leblanc</i> | <i>John Davidis</i> |
| <i>Thomas Brennick</i> | <i>Donald Lester</i> | <i>Edward Pecten</i> |
| <i>Lorraine Connors</i> | <i>Edward Lyons</i> | <i>Paul Prefontaine</i> |
| <i>Stephen Cunningham</i> | <i>Pamela Lyons</i> | <i>Diane Rusconi</i> |
| <i>Josephine Devlin</i> | <i>Steven Manseau</i> | <i>Marie Storm</i> |
| <i>Ann Garcia</i> | <i>Cynthia Marine</i> | <i>William Wakeling</i> |
| <i>Patrick Gillespie</i> | | <i>Nimet Zaloshnja</i> |

Happy 95th Birthday to Eddie Holmes!

Local 1445 members who worked at Filene's and Filene's Basement in Boston will have happy memories of Ed, their staunch friend and outstanding business agent. Ed was one of those rare union representatives whose honesty and integrity in standing up for his members earned him the respect and admiration of everyone he dealt with, including the company. Filene's even went so far as to allow him to set up a desk in the Basement with its own extension, all the better to be available to his members if they ever needed him – he even had his own listing in the company directory as the Local 1445 business agent!



After retiring from Local 1445, Eddie continued his service to his friends and members by stepping up as president of the Local 1445 Retirees' Club, presiding over club meetings and organizing tours, dinners, parties, and other activities. He also shared his wisdom and observations in his quarterly "Senior Notes" column for the UFCW Local 1445 Union News. Even now, people STILL remark how much they always looked forward to reading it and how much they miss it!

A very happy, happy birthday to you, Eddie Holmes!!

Union members have the benefit of a contract, a legally enforceable document that defines not only what they can count on as terms of their employment but also what the employer may do or not do and what recourse members have when their employer does not conform to the terms of the contract.

One of the most important and powerful weapons union members have in their contract armory, which guards against employer exploitation or victimization, is the grievance procedure: All union contracts include definitions of exactly what steps are included in the grievance procedure. They are basically the same for all Local 1445 contracts.

So why and when would a union member need to invoke this grievance procedure? What is it, anyway?

Take a look at your contract. (If you don't have one, you should! Ask your shop steward or business agent for a copy, or call the Local 1445 office at 800-439-1445 and we'll be happy to send you one.) Somewhere in that document, prominently listed with its own article, is the description and steps involved in the grievance procedure.

First and foremost, when would you need to invoke the grievance procedure? When you feel your employer has violated your rights or the conditions of the contract. (Again, take a look at your contract and make yourself familiar with the articles and the subjects that are covered. You might be surprised at the many benefits and protections your union has negotiated for you. And it's important that you're aware of these terms and conditions so that if any of them are violated you will know when it's time to approach Local 1445, either through your steward or your business agent, and file a grievance.)

So say you've spoken to your union representative and determined that the company has definitely violated the contract. Now it's time for your

union to stand up for you and try to work out a solution with the least amount of grief. If you have a reasonable manager or supervisor, that may involve simply making him or her aware of the

problem and figuring out the easiest remedy that's agreeable to both you and the company. Many grievances are settled at this first step – that's certainly the most favorable outcome for everyone.

But what if your manager or supervi-

sor is not backing down and is refusing to change his/her mind? Then the grievance proceeds to the second step, which also involves trying to work out a mutually agreeable solution between you (with the Local 1445 on your side) and the company. At this second step the company may be represented by your manager's boss, so even though your manager may have refused to budge, his/her boss may decide to settle the matter and that will be the end of it.

However, if step two doesn't produce an agreeable resolution, then the grievance proceeds to step three: arbitration.

This is the final resort, the most expensive and time-consuming step of all. An impartial outside arbitrator is assigned to settle the dispute. Both sides – the company and you (represented by Local 1445) – present their arguments to the arbitrator who then weighs the various facts as presented and renders a binding decision, which both sides must honor. It may cost, literally, thousands of dollars to escalate the grievance to this step, an expense which must be split equally between the company and the local union. This explains



The Grievance Procedure *continued*

why the company and the union try to find a solution before the grievance has proceeded this far and why the conditions that sparked a complaint must be seriously evaluated before a grievance is allowed to continue to this extreme step.

While many grievances are settled at the first or second step, and others may be judged as not having sufficient merit to proceed, there are important grievances that do end up at arbitration and may result in safer workplaces, restored jobs, recovered wages – again, sometimes thousands of dollars! - and changes in company policies and procedures to better comply with the conditions spelled out in the contract.

So how do you know when to

take advantage of the grievance procedure?

Have you been accused of wrongdoing or disciplined when you feel you did nothing wrong? Have you seen instances where your manager or supervisor has not followed the provisions of your contract, or has blatantly flouted those provisions? Have you seen unsafe working conditions or procedures? Do you simply feel that something is going on where you work that just isn't right? In any of these cases, first talk to your shop steward or business agent and they should be able to advise you on how to proceed.

At the very least, a conversation with your business agent will give you the satisfaction of knowing that, having spoken up

and made Local 1445 aware of your concerns, you will be protected if and when the situation worsens or becomes serious.

Who can nonunion workers contact when they are taken advantage of or mistreated or unfairly disciplined or fired? No one, really. If they feel they have a strong enough case against their employer, they might decide it's worth it to retain a lawyer to fight for them – a big expense that might not even pay off in the end.

Union members always have someone to consult. **Never** hesitate to contact your business agent with ANY question regarding your working conditions or your employer's conduct – that's just one more advantage you have as a union member.

The grievance procedure - one more benefit you get for your union dues!

MAKE A DIFFERENCE: JOIN ABC



ABC levels the playing field by fighting for the issues that matter to you and your family.

- ✓ HIGHER WAGES ✓ PAID LEAVE ✓ A BETTER LIFE
- ✓ WORKER RETENTION ACT ✓ PROTECT SUNDAY TIME AND A HALF PAY

It's simple, you and your family deserve better.

ABC helps you get it.

JOIN ABC TODAY.

ABC is nonpartisan and independent of any political party. Your contribution will directly support the important work of UFCW activists like yourself.



SAVE THE DATE!

Making Strides of Boston

Sunday, October 02, 2016 8 a.m.

DCR Hatch Shell

47 David G Mugar Way

Boston, MA

Help us finish the fight.



To join the Local 1445 Women's Network in the fight against breast cancer, contact Lucy Lugo at 617-462-9939 or llugo@ufcwlocal1445.org

Congratulations, Marie O'Meara!!

(Below with steward Brian Sangster and Servicing Director Tom Brown)



Marie has worked at Filene's, and now Macy's, for almost 50 years - half a century - most recently in Peabody in Women's Shoes.

"Marie has always been a real pleasure to work with and a staunch union supporter," said Brian. "We will miss her, and we wish her the happy and healthy retirement she has earned and deserves after so many years of service."



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About Us...

The Alliance Express/The Oil Express has been in business for 90 years. We are a full service energy company offering automatic or one-time heating oil deliveries, 24/7 emergency service, affordable budget plans, and service/sales of heating and cooling equipment. We are Union Proud – Teamsters Locals 25 and 59, and IAM Local 47.

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Full Service/Automatic Heating Oil Delivery

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If the price on the day of your delivery exceeds your cap price, you won't have to pay more than the cap price. If the price on the day of your delivery is lower than your cap price, you will be able to take advantage of the lower price. A pricing agreement that defines your price is required for this plan because we secure your gallons upfront for the year ahead.

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* Currently available to Massachusetts residents only.

ORGANIZING REPORT



FABRICIO DASILVA

Joseph's Bakery, located in Lawrence, MA, is a unit of 150 workers, most of whom are from the Dominican Republic. Local 1445 filed for an election on August 11; election day was August 31. This was our first campaign under the new rules requiring less time between filing and the actual election.

Forty-eight hours before the election, Organizing Director Fabricio DaSilva was able to accurately predict an unfavorable outcome... unfavorable, that is, for the workers, who are being paid minimum wage, are allowed only ONE WEEK for vacation regardless of length of employment, must work under unsafe and dangerous conditions, have lost benefits, and are treated with contempt and disrespect by their supervisors.

"In spite of warnings from Local 1445 organizers, workers succumbed to antiunion pressure tactics and sob stories from managers who begged for a second chance and promised to do better,"

said Fabricio. "Too often, workers are intimidated and end up voting AGAINST their best interests, like the workers at Joseph's. But this campaign has allowed us to test and revise our strategies to better mobilize workers in our future campaigns."

Fabricio thanked the many members who encouraged the Joseph's workers by sending videos and voice messages and by commenting on Facebook: Luis Cosme, Vanessa Santiago, Clara Padilla, Ana Ruz Rodriguez, and members at United Linen Service. He also thanked International organizers Carlos Orellana and Angel Hernandez, and had special thanks for Milagros Grillon from CCF Ministries who graciously allowed us to use space in her church for meetings. Much appreciated!

"We continue to work closely with Primark," Fabricio added. "And have 2 more programs in the works: JSB Bakery, a unit of 120 workers also in Lawrence, and 100 workers at Ming Express in Bellingham."



SECRETARY-TREASURER'S REPORT

Don't Forget to Vote on November 8, 2016!!

On November 8, 2016, we won't just choose our next president, we will choose a direction for our country on issues from gun violence prevention to women's rights to building an economy that helps the middle class get ahead and stay ahead.

Hillary Clinton has proved she's the candidate who can take on tough fights and get things done. But that's not the only reason she should be our next president. There are many reasons that Hillary should be president:

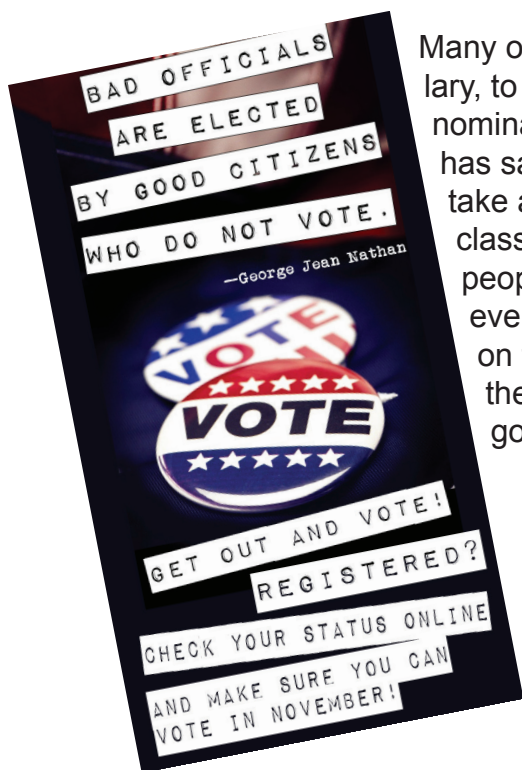


JIM RONAYNE

1. Hillary is a former secretary of state, US senator, first lady, and a lifelong advocate for women and families. No one on the ballot is more qualified to be president than Hillary.
2. Hillary knows childcare, equal pay, and paid leave are fundamental economic issues, not just women's issues.
3. We can't afford another Republican in the White House.
4. The next president could make multiple appointments to the Supreme Court.
5. We need comprehensive background checks on gun purchases.
6. Hillary will fight to overturn Citizens' United to curb the outsized influence of big money in politics.
7. The top 1% should pay their fair share in taxes.
8. Hillary will defend Planned Parenthood and women's healthcare from Republican attacks.
9. Hillary's New College Compact would mean students would never have to borrow to pay for tuition to attend a four-year public college in their state, and millions of Americans who have student debt will be able to refinance at a lower interest rate.
10. As first lady, she helped get healthcare coverage for 18 million American children.
11. Our veterans should have access to timely and high quality healthcare.

Continued on next page

12. Hillary believes that raising middle class incomes is the defining economic challenge of our time.
13. Hillary will invest in infrastructure, and rebuild or expand our roads, bridges, rail, broadband, public transit, and water and energy infrastructure.
14. She will protect Americans' right to vote, not the billionaires' and corporations' right to buy elections.
15. Hillary will defend Social Security and Medicare against Republican attacks.
16. Hillary will fight to restore the protections of the Voting Rights Act that were effectively nullified by the Supreme Court in 2013.



Many of our members were upset by the UFCW's endorsement of Hillary, to the exclusion of Bernie Sanders, and by the Democratic Party's nomination of Hillary as presidential candidate. But as Bernie himself has said, Hillary is the best qualified candidate and now is the time to take action to work toward what is best for our country - for our middle class workers who are being left in the economic dust, and our young people who are incurring massive educational debt before they've even had a chance to begin a career, and for our seniors who rely on the safety nets of Social Security and Medicare. With Hillary in the White House we have at least a chance of accomplishing the goals that will improve life for working Americans and their families.

In solidarity,
Jim

**Don't let everyone else decide
who's in charge**

MAKE YOUR VOICE HEARD!

**Your vote is your voice - check your
status and make sure you're registered.**

*"I am pleased
to announce that all
members, retirees,
and their spouses
now have additional
benefits at
NO COST TO YOU".*

- Jeff Bollen, President



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*Working with Unions
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**Additional Benefits for
You and Your Family:**
Personal Injury •
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Criminal Law •
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Social Security
Disability •
Domestic Relations Law

In addition to a free simple will for union members, we are offering a 25% reduction in hourly rates for members and their families. We are on-call 24 hours a day and offer evening appointments for union members. Please call us with any legal issues that may be affecting you.

LOCAL1445

UNIONNEWS

30 Stergis Way
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UFCW Local 1445 UNION NEWS
a VOICE for New England workers and their families since 1938

2016 Official Quarterly Meeting

Reunión oficial trimestral 2016

Próxima reunião em 2016

This quarter's official membership meeting will be held on the following date:

Esta reunión oficial de membresía trimestral se celebrará en la siguiente fecha:

Esta reunião será realizada no dia:

Tuesday, October 18, 2016 6:30 p.m.

Local 1445 union hall, 30 Stergis Way, Dedham, MA