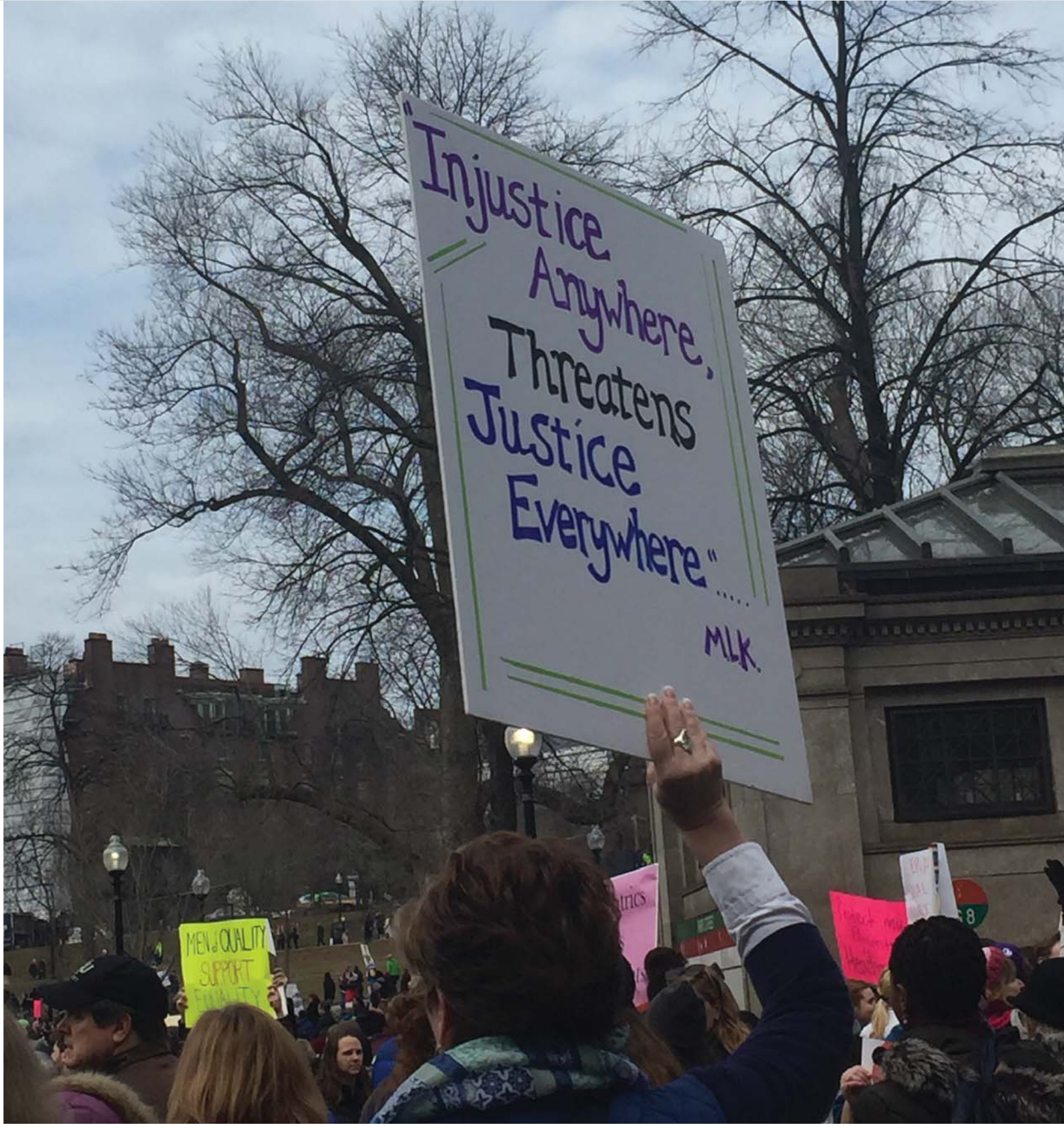


UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



Injustice
Anywhere,
Threatens
Justice
Everywhere"
MLK.

MEN & QUALITY
SUPPORT
EQUITY

atics

pink sign

white sign

8

PUTTING THE FIGHT BACK IN THE LABOR MOVEMENT

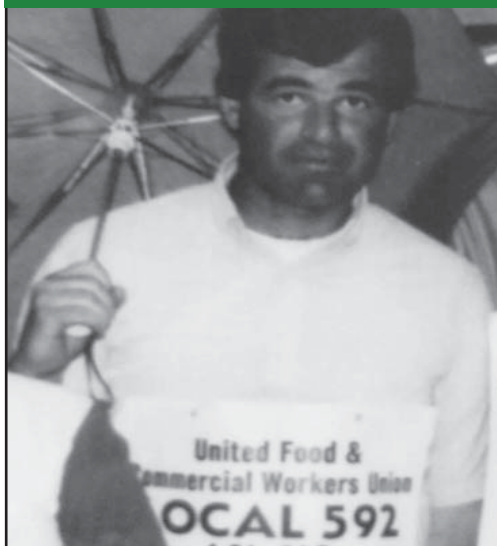
OK, so a frustrated and less tolerant America voted in what I would call the “perfect storm”, sending anti-union corporate CEOs to the White House without necessarily knowing it at the time. Now that we are witnessing some of the president’s early cabinet appointees, we clearly see we have the wolves in charge of the henhouses in several department agencies that are supposed to protect America by formulating and supervising regulations to balance the corporate power in our democracy. After President Trump said he would create good jobs with good pay and fight against unfair trade agreements, and save the American worker, the president has appointed Wall Street to run the country! No liberal or conservative can dispute that. Some folks may think these appointees will do good for workers; I don’t!

Let’s take a close look at the president’s appointments to cabinet positions that are supposed to oversee and protect the balance of power and insure the smooth operation of the greatest country in the world.

We have Betsy DeVos as head of the Department of Education, appointed to oversee and improve the **public** school system. She has never set foot into a public school and believes nonunion private schools, coupled with her religious preference, are the answer to making America better. I translate this to mean that her agenda will be to promote the support and financing of private schools with tax payers’ money, at the expense of our public school system.

The president also appointed Gary Cohn, president of the infamous Goldman-Sachs, as his top economic advisor. Goldman-Sachs is a large banking investment group that not only helped cause the “great recession” of 2008 through

PRESIDENT’S MESSAGE



**We must
STOP whining
and
KEEP
FIGHTING!**

JEFF BOLLEN

shifty loans and dubious business practices but was instrumental in bankrupting the country of Greece, a good ally of the USA, according to former labor secretary Robert Reich.

Jeff Sessions, the person appointed as attorney general, the highest law enforcement officer in the country, has been accused of having ties with white supremacist groups and was a major force in the “Jim Crow” South not so long ago. Is he kidding? Today he is facing charges of outright lying to Congress under oath about having conversations with Russian officials, after vehemently denying any contact with that country. Under US Code 1621, anyone who lies under oath is guilty of perjury, a crime that carries a penalty of a fine and up to five years in prison.

Trump’s appointment as Secretary of Defense, Lieutenant General Michael Flynn, was forced to resign after lying to Congress about conversations he had with Russia.

And of special interest to working people, Trump’s first choice as Secretary of Labor was Andrew Pudzer, the head of CKE Restaurants, which owns Hardee’s and Carl’s Jr. He’s been a loud opponent of minimum wage and overtime provisions, and is accused of hiring undocumented workers. Early in his law career, he unsuccessfully defended a casino owner

Continued on page 5

The Value of Belonging to Our Union Family

The UFCW is proud to bring tremendous value to hard-working families and their communities.

Thanks to our strong union contracts, members of Local 1445 enjoy great benefits like health care, vacation pay, and retirement security. But that's not all. Every UFCW member automatically qualifies for exclusive discounts that can save their family money on common things we all buy. From more affordable cell phone plans to insurance discounts and even cheaper movie tickets – being a part of Local 1445 truly brings people a better life.

Unfortunately, too many irresponsible employers continue to fight against hard-working families by threatening, intimidating, and sometimes even firing workers who want to stick together and negotiate for more economic stability.

For the sake of the millions of workers who are falling further behind and struggling to make ends meet, we must continue to reach out to people and talk about the ideals the UFCW family has always stood for—namely, fairness, dignity, and respect in the workplace.

We need to reach out to our friends, neighbors, and community members and let them know that workers who belong to a union are more likely to have jobs that provide good wages, paid sick leave, fair scheduling, and overtime protection.

We need to underscore the fact that unions are good for the economy and our communities and help employers create a more stable and productive workforce.

We need to drive home the point that no worker should have to struggle alone or in silence.

And most importantly, we need to emphasize the fact that all of us share a strong desire to build an economy that will build up working and middle class families.

In unity there is strength, and the key to economic prosperity for working people is power in numbers.

Thank you all for being a member of our union family. We appreciate you and all the hard work you do. For more information about exclusive UFCW benefits, please visit www.ufcw.org/value.

**And for more great offers for Local 1445 members, see pages 8 - 14
(scholarships) and the Secretary-Treasurer's Report
(UnionPlus information).**



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

IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

Nov. 1, 2016 to Jan. 31, 2017 1,429

GRIEVANCES HANDLED:

Nov. 1, 2016 to Jan. 31, 2017 879

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

Nov. 1, 2016 to Jan. 31, 2017 \$15,072.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

Nov. 15, 2016 - March 7, 2017

Coverage:

Dental	\$911,184.69
Vision	5,342.00
Disability	696,957.42
R _x (11/1/16 - 2/28/17)	2,753,294.55
Medical (11/5/16 - 2/28/17)	14,276,457.85
Total	\$18,643,236.51

MEMBERS@WORK



On Sunday, January 29, at Gloucester City Hall, Local 1445 members who work at Gorton's gathered for the opportunity to vote on changes to their healthcare plan and to discuss proposals for their

Continued on page 22



Know someone who needs a union?

Tell them to call
Local 1445!

Organizing Department

1-800-439-1445

LOCAL 1445 UNION NEWS



73

Published Quarterly at Boston, MA by:
UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 1445 ~
Chartered by the United Food & Commercial Workers International Union

JEFF BOLLEN - President
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.**

NOW MORE THAN EVER 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 Colleen Perry (Stop & Shop - Amesbury)



\$100 winner Allan Smith (UMass/Memorial Medical Ctr) with BA Doug Belanger



\$50 winner Lawrence Smith (Stop & Shop - Revere) with steward Bruce Bolen and BA Gene Giacobbe



\$50 winner Lillian Igo (Stop & Shop - Woburn) with BA Gene Giacobbe and Communications Rep Sara Lopes



\$50 winner James Houde (Stop & Shop - Revere) with BA Kevin McGaffigan



Steward Yezaida Rosario (UMass/Memorial) accepting \$50 prize for winner Zofia Myslinska

President's Message (continued from page 1)

accused of stealing millions of dollars from his employees' union pension funds through fraudulent investment schemes. According to Daly D. E. Temchine, the lead Department of Labor lawyer in the case, Pudzer's history makes his nomination for the post of Secretary of Labor seems especially ironic. "Back then, he represented a guy who thought it was O.K. to screw his employees," Temchine stated. After strong objections from Democrats in Congress, and even the erosion of support from his own party, Pudzer was forced to withdraw from consideration for the post.

The point is that these billionaires and their cronies have nothing in common with working people and can do more to hurt us than protect us.

HOWEVER, THE ELECTION IS OVER WE MUST CONCENTRATE ON THE FUTURE OF OUR UNION AND OUR COUNTRY! WE MUST MOVE ON AND FIGHT TO PROTECT WHAT WE HAVE FOUGHT FOR OVER THE YEARS.

Unions have always had to fight for every penny and benefit we receive at the bargaining table. Workers have been murdered, just for the opportunity to have a union.

Today we are faced with the worst possible threat in modern history to working families: "Right to Work" (RTW) (for less!) legislation, now spreading through northern and eastern states such as Kentucky, Michigan, Wisconsin, West Virginia and Indiana. An attempt as recently as last month in our neighbor state, New Hampshire, to pass this anti-worker legislation was defeated, at least for this election cycle, by New Hampshire and Massachusetts activists working together. This month workers beat back RTW in New Mexico as well, a great victory because working people from both labor and the communities stood together and fought back TOGETHER.

Union busting is second nature to Trump and his confederates, who see unions as the enemy of their extravagant lifestyles, and we must get ready for what will be coming at us in the near future.

Are we strong enough to fight back and win? We need to put our political and religious differences aside and join with our allies, the people who are fighting for social justice in the streets along with the immigrant movement, to stop this anti-worker front that is plaguing our country right now. I have written in the past about this war at home, the corporate agenda to eliminate organized labor. Together we are not powerless against the might of the very rich. We need to be focused on the entire labor movement, not just our

own union; we need to see the big picture. Our voices need to be heard across America. Don't let news of the war on terror deflect you from the war on YOU, your families, and ALL workers in this country. Labor's war is just as important!

As union members we cannot afford to just go to work, do our jobs, and go home. We all need to put in the extra time to show up at political hearings, rallies, town halls, and picket lines, and speak with one loud voice against those who threaten to crush us and the labor movement.

We must put the word "FIGHT" back into our vocabulary and prepare to take on Trump's Wall Street gang when they come for us. We must continue to organize new members and increase our strength by growing the union.

No country can call itself a democracy, and freedom cannot ring, without a STRONG free trade union movement.

In solidarity,



AT YOUR SERVICE

Unions:

Without them there would be NO WEEKENDS

Every American should have what a union member has, not the other way around.

Some people say, "**You** shouldn't have [fill in the blank] because **I** don't!" This type of attitude needs to change. **Everyone** should have the guaranteed benefits that the union promises its members.

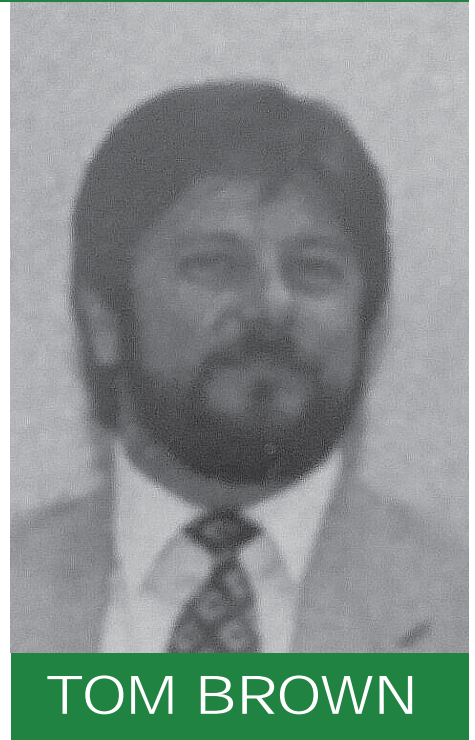
The saga continues with Macy's. The decision that has been upheld in many different courts for the last four years, that employees in the Cosmetics Department should be allowed to negotiate a contract and become union members, has been challenged by Macy's, and because of this decision they are taking the matter to the Supreme Court.

Macy's doesn't want workers to be allowed to have a say in what they receive in wages, vacation, health care and more. **Macy's** wants to pick and choose who they give benefits to.

It makes you stop and think: Why would any company want to keep the union out so badly? I'll tell you some of the reasons. The company can't just take away benefits from union workers because **union workers have a contract**, which spells out what benefits they have and that their benefits are locked in, unlike non-union workers who are workers-at-will. The company can take away anything from workers-at-will, any time it feels like it.

Don't be misled by tales that unions don't care about the companies that they represent - quite the contrary! We want our companies to be as successful as possible because if they are doing well, then so are our members. And don't be fooled! Without unions, a lot of the benefits enjoyed by members - like holidays or the 40-hour workweek, just to name a few - would be gone.

Macy's is spending a lot of money to keep us out because we make a difference in the way working women and men live today. We are the middle class and **without us there is no America**.



TOM BROWN



On a sad note, this past year we lost two of Local 1445's best: John Phinney, who was president, and Frank Papineau, who was executive vice president. Both these men cared passionately about working women and men, Local 1445 members in particular. It was my pleasure to work with these two trade unionists, John Phinney in negotiations at Filene's and Frank Papineau with Bradlee's. I learned a lot from them, as did everyone on staff. They will be missed, but have left their mark and will not be forgotten.

In solidarity,



IF YOU WORK, YOU GET PAID!

by Doug Belanger



Since the establishment of the National Fair Labor Standards Act (FLSA) in 1938, and the related Massachusetts Wage and Hour Legislation, rules protecting an employee's right to be paid have been regularly updated to reflect the evolving workplace.



One such adjustment was the recognition of those worksites that require a worker to com-

pletely change out of their street clothes into employer-provided (usually sterile) attire. Such required activity is considered part of their work and thus must be done "on the clock".

It came to the attention of UFCW Local 1445 business agent Doug Belanger that some members were not punching in prior to the required change in certain areas of UMass/Memorial Hospital. Although the union's role is primarily limited to enforcing the terms and conditions of the collective bargaining agreement and not state or federal legislation, Doug interviewed potentially affected members with an eye to guiding or assisting them to whatever degree allowed under law. With the very able assistance of union steward Pam Blake-Holmes and support from numerous UFCW 1445 members, a series of statements and concerns were delivered to the Human Resources Division of the hospital.

The hospital's initial investigation seemed to confirm the union's suspicions of either misunderstandings or potential violations of FLSA, and a more in-depth review was ordered. Over the following months, the hospital's audit team dug deeply into the comings and goings of the specific area's employees and concluded that there were a number of potential irregularities.

The hospital immediately re-educated their managers and employees on the requirements of the law and, without admitting fault or assessing blame, created a metrics that established backpay for those members who were determined to have, more likely than not, changed on their own time.

Twenty-eight members have each been offered varying amounts of back pay, which in total exceeds \$40,000. As of this writing, most have graciously accepted the offer and thanked the union for their assistance. However, each member has been notified by the union that they have the right to either



accept the hospital's offer or to individually request the Federal or State Wage and Hour Division to pursue their own case further. Still, the fact remains that these workers might not have been aware of their legal rights if they had not had Local 1445 on their side.



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.



Central Massachusetts AFL-CIO



400 Washington Street, Auburn, MA 01501
Phone/Fax: 508-832-4218 • www.centralmassaflcio.org



PRESIDENT Joseph P. Carlson USW Local 2936	TREASURER Doug Belanger UFCW Local 1445	RECORDING SECRETARY Paul Soucy USW Local 2285	EXECUTIVE VICE PRESIDENTS		
			Brian Brousseau Roofers Local 33	Lynne Starbard MNA Region 2	Lowell Alexander USW Local 12004

February 2, 2017

To: All Affiliated Locals of the Central Mass AFL/CIO.

We are pleased to announce that we will be awarding six \$1,000.00 scholarships as well as a number of \$500 Platinum sponsored scholarships.

The scholarship recipients will be drawn by lottery at the May community services committee meeting and the winners will be announced at the Annual Scholarship Golf Tournament on Friday, June 2, 2017

The scholarships will be presented at the Labor Day breakfast September 4, 2017

To be eligible, the student must be a 2017 graduating high school senior going on to college and a child, grandchild or member who's local is affiliated with the Central Ma. AFL/CIO. Union members must live or work in the jurisdiction of the Central Ma. AFL/CIO.

All names must be submitted by April 28, 2017 and returned to:

Paul Soucy
AFL/CIO Labor Community Services
Central Ma. AFL-CIO
400 Washington St
Auburn, Ma. 01501

In Solidarity,

Joseph P. Carlson, President
Central Massachusetts AFL/CIO

**The Central Massachusetts AFL-CIO scholarship application form
is on the next page.**

Deadline for entering is April 28, 2017 - Don't wait!



Central Massachusetts AFL-CIO



400 Washington Street, Auburn, MA 01501
Phone/Fax: 508-832-4218 • www.centralmassaflcio.org

PRESIDENT
Joseph P. Carlson
USW Local 2936

TREASURER
Doug Belanger
UFCW Local 1445

RECORDING SECRETARY
Paul Soucy
USW Local 2285

EXECUTIVE VICE PRESIDENTS
Brian Brousseau
Roofers Local 33

Lynne Starbard
MNA Region 2

Lowell Alexander
USW Local 12004

MEMBER Information (Please Print)

NAME: _____

ADDRESS: _____

City/Town _____ State _____ Zip Code _____

Member's Phone Number _____ E-Mail _____

Union Information (please Print)

UNION AFFILIATION _____

LOCAL UNION NO: _____

Place of Employment _____

Employer's Address _____

Applicant Information (Please Print)

APPLICANT/GRADUATE NAME _____

RELATIONSHIP TO MEMBER: _____
(MEMBER, SON, DAUGHTER OR GRANDCHILD)

2017 GRADUATE OF: _____
(Name of School)

COLLEGE ENTERING: _____

To be eligible, the student must be a **2017** graduating high school senior going on to college and a child, grandchild or member who's local is affiliated with the Central Ma. AFL/CIO. Union members must live or work in the jurisdiction of the Central Ma. AFL/CIO. All names must be submitted by April 28, 2017 and returned to:

Central Ma. AFL/CIO
400 Washington Street
Auburn, MA 01501
Attn: Paul Soucy

Applications available online until May 8!

2017



SCHOLARSHIP PROGRAM PROGRAMA DE BECAS DE LA UFCW CHARITY FOUNDATION

Education is the most powerful weapon which you can use to change the world.
La educación es el arma más ponderosa que usted puede usar para cambiar el mundo.

– Nelson Mandela

En el año 2017 la UFCW Charity Foundation, la fundación benéfica de la UFCW, otorgará varias becas de hasta \$8,000 a los miembros de la UFCW o sus dependientes no casados menores de 20 años de edad.

In 2017 the UFCW Charity Foundation will award several scholarships, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

Para más información y averiguar si usted es elegible, visite:

For more information, and to find out if you are eligible, please visit:

www.ufcwcharityfoundation.org/scholarship

La solicitud de beca estará disponible en línea comenzando del 6 de febrero al 8 de mayo de 2017.

The scholarship application will be available online from February 6 – May 8, 2017.



Si no le es posible presentar la solicitud en línea, puede pedir una solicitud por correo a la UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street NW, Washington, DC 20006 o por correo electrónico a cfscholarship@ufcw.org. Si usted necesita las reglas de la beca o una aplicación en otro idioma, por favor contáctenos al 1-800-551-4010 y obtendremos ayuda para usted. Los directivos, el personal de la UFCW y sus familias inmediatas no son elegibles para las becas.

If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street NW, Washington, DC 20006 or by email at cfscholarship@ufcw.org. If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you. UFCW employed officers, staff, and their immediate families are not eligible.

Working Families Win in New Hampshire Union Busting Right to Work Legislation Is Defeated

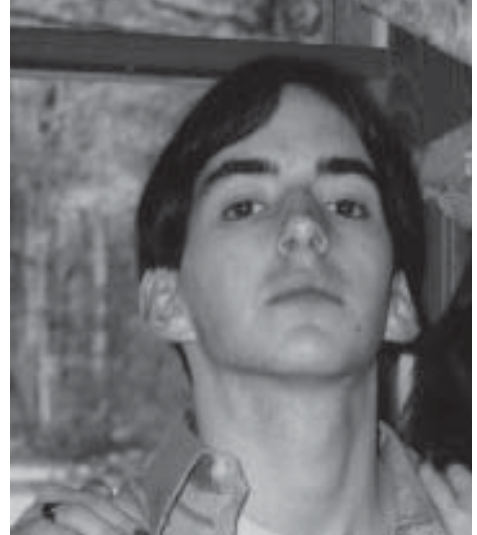
For nearly the past 40 years, so called Right-to-Work (RTW) legislation has been defeated time and again in the state of New Hampshire. RTW legislation has been a tool used by businesses in an unfortunately growing number of states to weaken union members' power to collectively bargain and to further increase income inequality. By every metric, states with RTW laws have lower wages, poorer safety records, and lower standards of living.

Recently in 2011 working men and women, community groups, and labor unions fought back an aggressive effort in New Hampshire to pass RTW. After Republicans won super majorities in both the State House and Senate in the 2010 elections, Democratic governor John Lynch vetoed RTW legislation. After a long campaign we were able to gain enough bi-partisan support to sustain his veto in the State House and save New Hampshire from this detrimental law for a few years.

Unfortunately after this November's election Republicans have won control of all three branches of state government and we knew we could not count on Governor Sununu vetoing any bill after announcing he would make passing RTW one of his top priorities as governor. While it did not seem promising that we would be able to hold back this legislation again this session, the New Hampshire AFL CIO still did not hesitate and immediately instituted their campaign to defeat this bill in December.

The state Senate quickly passed their version of the bill in January, even before taking up more pressing matters, and it moved to the House's labor committee. Fortunately, this committee was made up of a number of bi-partisan opponents of the bill, including several union members, and after a lengthy hearing they voted the bill unfavorably out of the committee, recommending to the entire House that RTW ought not to pass. This was a small achievement but not the end of the battle because the State House was still going to take up the bill for a vote shortly after.

In the middle of February the House scheduled a vote on the Senate's version of RTW. Through the hard work and tremendous effort of the New Hampshire AFL CIO, its unions, and our allies, we were able to gain enough Republican votes to defeat the Senate bill 200 – 177, and the subsequent vote to table the issue itself indefinitely 193 – 184 defeated RTW in New Hampshire for the next



JIM CARVALHO

two years and scored a huge victory for working families in the state!

Thank you to all Local 1445 members who took the time to reach out to their senators and representatives and, of course, thank you and congratulations to the New Hampshire AFL CIO for running and completing another successful campaign.

Legislative Priorities at the Massachusetts State House

The 2017-18 legislative session for the Massachusetts General Court will be a busy two years for Local 1445. As is the case every session we know we will have to work hard to defeat the same batch of bills that have negative impacts on our members. Legislation has been filed to eliminate time-and-one-half pay on Sundays, and to allow grocery and retail stores to open on Thanksgiving Day. While

Continued on page 20



On January 21, 2017, members of Local 1445 and the Women's Network took part in the Women's March in Boston, where they were joined by close to 175,000 other women and men in demonstrating opposition to Trump's perverted plans for America.

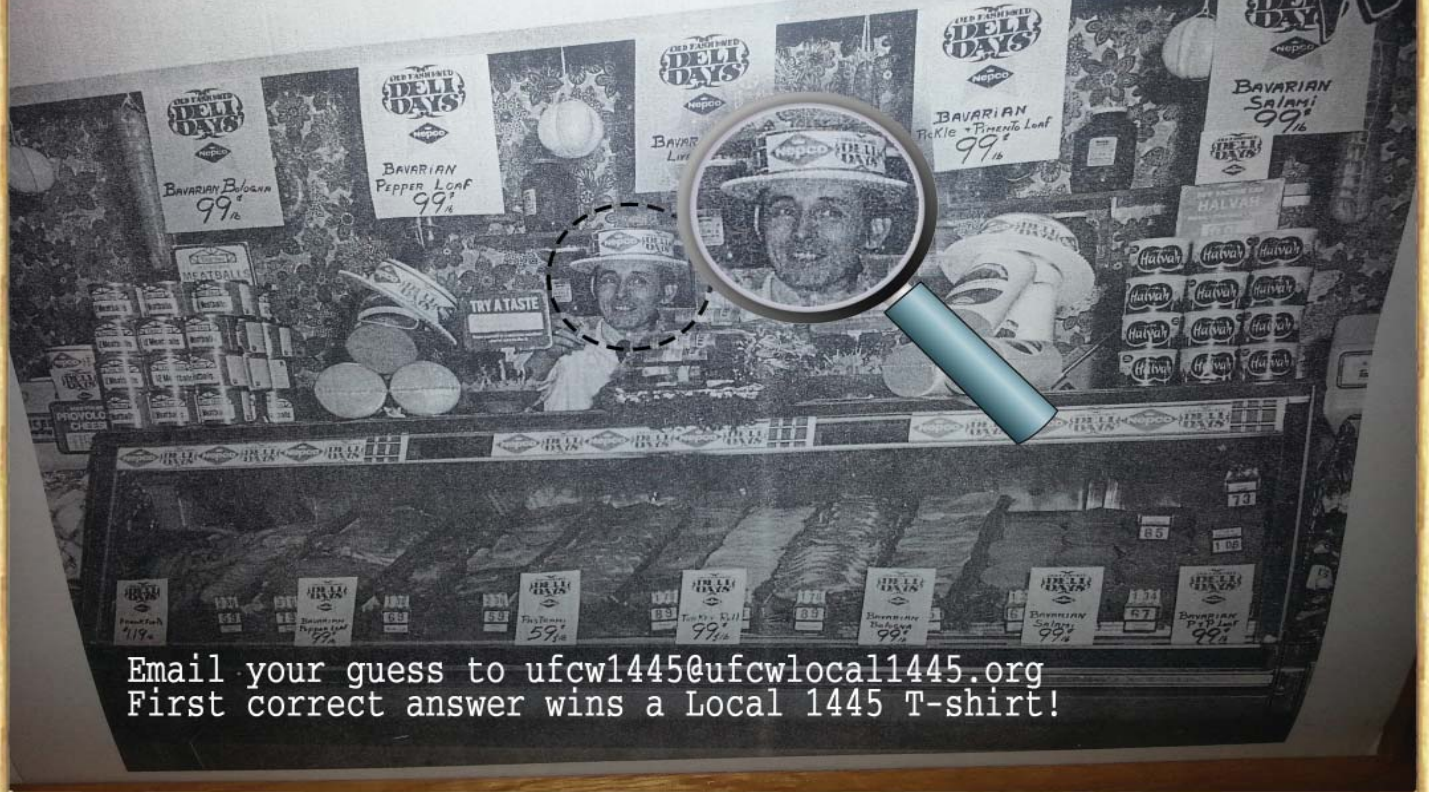
Speakers at the event included US Senators Elizabeth Warren and Ed Markey, Boston Mayor Marty Walsh, and Attorney General Maura Healey. According to the Boston Globe, one of the important causes they urged demonstrators to support was protecting unions. Union members have found out from personal experience that by joining together, whether in public demonstrations or by organizing into a union at their workplaces, individuals can achieve their goals, make their voices heard, and accomplish much more than if they try to do it alone.

Speakers also urged marchers to keep on resisting Trump's policies after the march was over by running for office and lobbying their elected officials.

"This is one more example of the power of solidarity," said President Bollen. "Local 1445 members have demonstrated, time and time again, that solidarity is the key to winning a great contract, and to overcoming any roadblocks that big bank accounts and union-busting lawyers throw at us. #strongertogether is not an 'alternate fact' – it's an absolute truth!"



Who is that man behind the deli counter selling bologna for 99¢ a pound?!?!?



Email your guess to ufcw1445@ufcwlocal1445.org
First correct answer wins a Local 1445 T-shirt!

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.

Our Newest Retirees



Retiring Local 1445 member and Woburn Stop & Shop meat steward Dave Gagliardi with Local 1445 business agent Gene Giacobbe



30-year Local 1445 member Norma Gummo with Franklin Stop & Shop stewards Paul Col-lupy, Bob Laferte, and Derek D'Amico, and Frank Pernini



Local 1445 member and Malden Stop & Shop retiree Carol Micalchuck with stewards Kathy McGaffigan, Joe Bono, and Pat McNeil

Nelson Alvares	Gail Brigham	Kendrick Francis	Roger Jacob	Janice Malouin	Elaine Reeves
Mary Andreotti	Victor Carlevale	Michael Furey	Joann Kascavitch	Athina Mertiri	Terrance Reilly
Gregory Baldwin	Donna Carlino	Michael Garofalo	Diella Keka	Sebastiano Moceri	English Snyder
Gerard Barbeau	Azalea Castro	Anneli Gavalekos	Luana Kittelson	Sylvia Moore	Dennis Winter
Eleanor Barrett	Paula Cournoyer	Robin Graham	Joan Lynch	Ronald Oliveira	Conrad Wozniak
William Bianchi	Gregoire Desrochers	Brian Healy	Robert Mahoney	Itilia Pepe	Digna Yalleri
Carolyn Bowie	Suzanne Fantasia	Joanne Howell	Direna Malo	Nancy Reardon	Zylyftar Zenko

Best wishes to all for many happy, healthy years ahead!

(Below) 30-year Local 1445 member Janice Feinberg, 40-year member Monica Salvaggio with South Shore Macy's stewards Connie Coleman and Janet Angeles



**"...if you don't speak up, they [the union] can't help you! If you do, they'll listen and take action."
~ Janice Feinberg**

(Below) 47-year Local 1445 member Westwood DPW retiree John Stanovitch. John plans to devote his new free time to buying and selling antiques and collectibles.



MEMBERS@WORK

FRIDAY

FEBRUARY 24, 2017

BFRESH GRAND OPENING

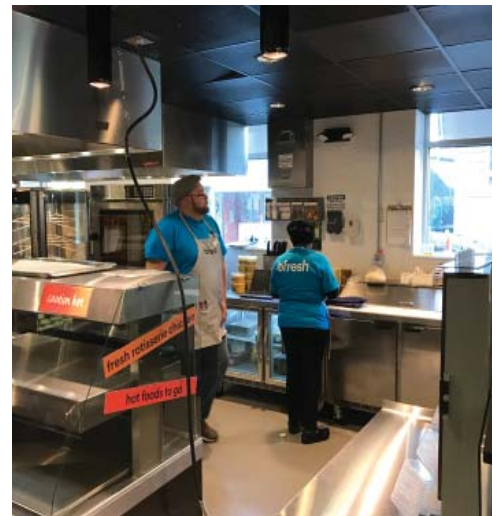
SOMERVILLE, MA



bfresh has added a new location to its growing roster of fresh food markets. In addition to its stores in Allston and Brighton, bfresh is now operating in Somerville.

"Freshify your life" at the bfresh nearest you. With tempting choices from the gorgeous organic produce to tasty fresh meals from their Little Kitchen, hungry shoppers can find plenty to satisfy their appetites!

"We are pleased to welcome these new members into our Local 1445 family," said President Jeff Bollen. "I encourage everyone to stop in and say hello."



Legislative Priorities (continued from page 15)

similar legislation is filed every session, retailers have been working harder than ever to get these bills passed. This time we expect a full onslaught by them and Local 1445 will need the help of our members in an expanded effort to ensure we protect our Sunday pay and Thanksgiving Day store closings.

We will not just be playing defense this cycle however. Local 1445 will be working with our allies to advance important bills seeking to improve the lives of working men and women in the state, such as paid parental leave, and fair scheduling. The local has also filed two bills in both the House and the Senate that we will be focusing our efforts on: *An Act Providing the Retention of Retail Workers*, and *An Act Relative to the Equality of Sunday Pay for Retail Workers*.

An Act Providing the Retention of Retail Workers would make it state law that after a change in ownership of a retail or grocery chain the new ownership must retain eligible employees at the affected locations for a period of 90 days. This would provide stability to employees who, through no fault of their own, would be in danger of losing their jobs, and quite frankly makes it easier for the business itself to transition to new ownership. Similar legislation passed in the state of California last year, as well as in New York City.

An Act Relative to the Equality of Sunday Pay for Retail Workers would expand Sunday time-and-one-half pay to employees working in internet retailer fulfillment centers such as Amazon. Even though companies such as Amazon are directly selling goods to consumers and competing with traditional brick-and-mortar stores like our Macy's and Stop & Shops, they do not have to pay workers time-and-one-half on Sundays under current law. This bill would help level the playing field for brick-and-mortar stores as well as give the workers in these fulfillment facilities a boost in their pay.

Stay tuned for more updates as we learn more about the thousands of bills filed at the State House, and as committee hearing dates begin to be assigned to these pieces of legislation. We will need to work together more than ever before to help improve the lives of all working men and women in Massachusetts, as well as fight off attacks on what is important to us. As always, if you are interested in helping our local in any of these legislative efforts feel free to contact Jim Carvalho at ext 110 at the Local's office (800-439-1445).

Union Membership Affects More Than Just You!

by Doug Belanger

The pay, benefits, dignity, and respect that you receive as a member of UFCW Local 1445 is only part of being a member of your union. Whenever you stop an overbearing manager from abusing you or your coworkers, you help other workers elsewhere from being taken advantage of; whenever you stand up for fair pay or improved benefits, other employers are forced to match or exceed those gains in order to keep their workforce and business competitive.

Our collective goal to constantly and fervently push that enve-



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SECRETARY-TREASURER'S REPORT

The **UNIONPLUS** program is much more than just credit cards!

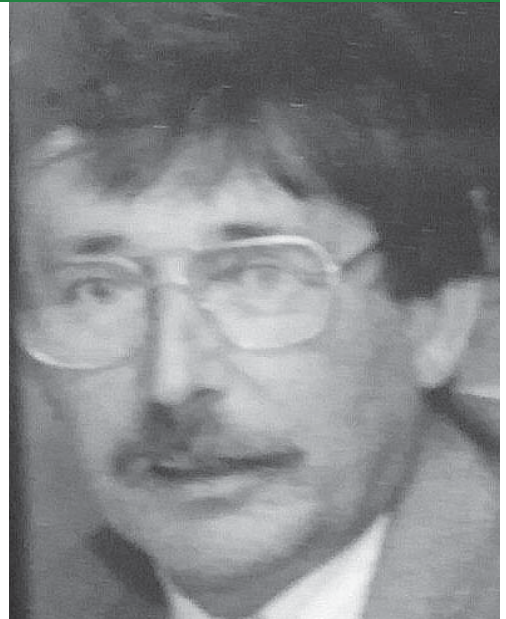
As a member of Local 1445 you are eligible to take advantage of the many programs offered by UNIONPLUS. If you thought they were just a credit card company, think again!

UnionPlus is staffed by union members and has programs to support union members through strikes and layoffs and natural disasters, and offers debt management and credit counseling. UnionPlus also works to help union members better themselves and the lives of their children by offering educational scholarships.

Got a cell phone? Get AT&T service at a discount. Need to find a lawyer? UnionPlus can help with that, too. Need a hearing aid? Vision care? Prescription medication? UnionPlus has programs to help with all of these healthcare needs and more. Even movie tickets, flowers, gifts, clothing, car buying...the list goes on and on.

To find out more and register at UnionPlus to take advantage of these and the many other great offers and programs go to www.unionplus.org.

In solidarity,
Jim



JIM RONAYNE



This is Sara Lopes, new Local 1445 communications representative. Sara has been part of Local 1445's office staff for the past six years and will now be spending a couple of days a week visiting our more than 100 locations for new member orientations and to meet with our members to update member contact information and keep in touch with everyone.

New member orientation meeting setup



If you see Sara in your facility, be sure to say hello and introduce yourself! Have any questions about your union membership, your contract, your stewards, your business agent, or the many benefits and advantages of being a member of Local 1445? **Ask Sara!** In the meantime, help us keep in touch with you by sending your cell phone and email information to Sara at slopes@ufcwlocal1445.org.

Union Membership *(continued from page 20)*

hope, not just for our own interest but for all other workers, is actually part of the obligation we sign up for when we accept membership in the union.

In the early days of America's labor movement, workers of all races, genders, religions, and political leanings were threatened, fired, blacklisted, beaten, and even killed for simply standing up for justice in the workplace. Big Business bought and sold politicians who played to the workers with words while they simultaneously sold them out with anti-worker legislation.

Initially, the greedy bosses' fear tactics and the corrupt politicians' phoniness worked, and the masses were subservient to their corporate masters; but as has been constant throughout history, a line was finally crossed, hopelessness became hope, and small groups of dissidents became a movement... the Labor Movement

Those early heroes of the workforce bled for our legal rights to bond together and bargain, not beg for our rights on the job. We may often think our efforts do not bear the fruits we deserve, but at the very least we have the legal protections to exercise those rights.

President Kennedy said, "To whom much is given, much is required." Brothers and sisters, we have been given a gift that our early labor gladiators suffered blood, sweat, and tears to gain. As recipients of that gift, it is our obligation to strengthen and grow their gains to protect and pass on to others.

If you like your union rights and benefits, tell a nonunion worker. And if you see changes that need to be made, dedicate yourself to making your union better, for you and future generations of workers. You CAN do it, because you're an important part of the democratic organization that is YOUR UNION.

Gorton's of Gloucester *(continued from page 3)*

upcoming contract negotiations and nominate their negotiating team. Members had a chance to ask questions and air their concerns, and to bring up issues that are important to them. Servicing Director Tom Brown, Business Agent Kevin McGaffigan, and Sara and Chris Cote from London Health were on hand to explain the new insurance, and after the Q-and-A session, members voted overwhelmingly to accept the new healthcare insurance.



LOCAL1445

UNIONNEWS

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2017 Official Quarterly Meeting

Reunión oficial trimestral 2017

Próxima reunião em 2017

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

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

Esta reunião será realizada no dia:

Tuesday, April 18, 2017 6:30 p.m.

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