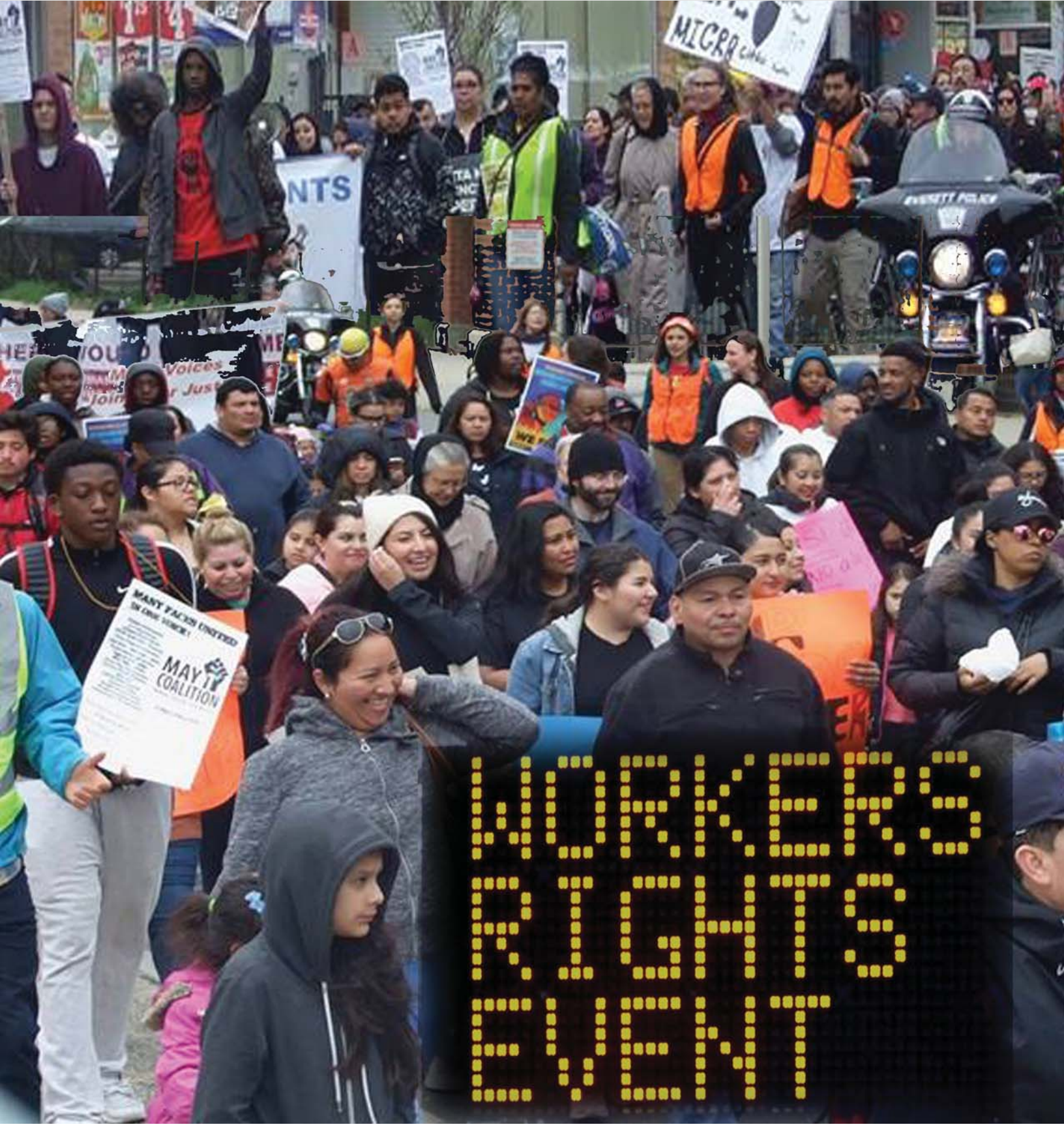


UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



BUILDING UNION POWER IS EVERY MEMBER'S RESPONSIBILITY

Local 1445 trains its representatives in basic labor law and grievance handling techniques and skills to best represent you when you - the member - are disciplined for whatever policy the boss claims you allegedly violated.

The union rep's job is getting you returned to work as soon as possible when fired or suspended, and representing you when you file a grievance against the management for whatever clause or right they have broken or violated. Business agents also get trained in negotiating union contracts early on. They actually participate in negotiations with different BAs in all types of industries to gain a well-rounded education in the best practices of collective bargaining. We also have a trained legislative agent who fights in the halls of the Statehouse and lobbies in Washington, DC to ensure our legislators are looking out for our needs as workers. Unions fight for all workers in America! Other national goals are to protect and strengthen Social Security, pensions, quality and affordable health insurance, our kids' education, safe work standards, and the right to have a union and bargain for wage and benefit improvements in our places of employment and to maintain the security of a union shop!

Unions are the **ONLY** organized entities in the country that stand up for workers and fight for the poor and middle class. Unions stand up against corporate greed.

You, the members. hold the power because **YOU ARE THE UNION**. When you stick together **YOU** are strong, the **UNION** is strong. You have seen all the statistics in our past newsletters where

PRESIDENT'S MESSAGE

Together Unions Make America Great



JEFF BOLLEN

union workers prosper far better than our non-union counterparts in all jobs. We have better coverages and more affordable health benefits, higher wages, more paid holidays, more paid time off, and many union workers still have a defined benefit pension. And union workers are protected from "at will" employment.

Every union shop steward carries the responsibility to make sure management is not violating our members' rights or violating the contract. **NO** union member should ever be reluctant to file a grievance when they have been wronged, for **ANY** reason. **IF YOU DON'T UNDERSTAND WHAT A GRIEVANCE IS, OR HOW TO FILE ONE, CONTACT YOUR SHOP STEWARD AT YOUR JOB OR CALL US AT 800-439-1445!**

Never go into a meeting with management alone, **ALWAYS ASK FOR A STEWARD OR BUSINESS AGENT TO GO WITH YOU!** If none are available you don't have to answer any questions and the meeting should end there: that's your right as a union member (Weingarten Rights)?

Union workers **MUST** be treated with dignity and respect on the job. Managers who scold and raise their voices at members need to be reported to the local union right away; members who don't file grievances weaken the organization. And

Continued on page 5

GUEST EDITORIAL



**DAVE
YOUNG**

*Guest editorial by Dave Young
Director, UFCW Region 1*

The Value of Belonging to Our Union Family

As the new Director of Region 1, I know how hard members of Local 1445 work to produce quality products and provide dedicated and exceptional service to customers in northeastern New England.

At the UFCW, we believe that hard work and dedication should be valued and afford people the opportunity to build a better life. By standing together as a union family and negotiating strong contracts, members of Local 1445 have the better wages, benefits and schedules they have earned and deserve. On top of that strong contract, members have exclusive access to discounts that can save their families up to \$3,000 this year alone. UFCW membership brings people truly great value and we're proud of that.

Unfortunately, too many workers without union representation are struggling in jobs with low wages, little to no benefits, and erratic schedules that make it almost impossible to care for family members, hold down a second job or go back to school—leaving these workers unable to support their families and causing communities across the country to suffer.

These hard-working men and women have earned the right to a better life. And for their sake, we must continue to spread the word about the benefits of belonging to our union family.

With that in mind, let's all make an effort to talk about the values the UFCW has always stood for—namely, fairness, dignity and respect in the workplace. We must reach out to our friends, neighbors and community members who may not have a collective voice in their workplace and let them know that workers who belong to a union are more likely to have jobs that provide health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, overtime protection and other benefits.

No worker should have to struggle alone or in silence. By standing together, we can help workers attain the better lives they have earned and deserve and strengthen the communities that we call home.

Thank you for being part of our union family. We appreciate you and all the hard work you do to make Local 1445 better and stronger.

For more information about exclusive UFCW member benefits, please visit www.uncw.org/value.

DAVE YOUNG

Director, UFCW Region I
UFCW International Union

Dave Young is the Director of Region 1 at the United Food and Commercial Workers International Union (UFCW).

Raised in Virginia and New York, Young began his career in the labor movement in 1994 as a cashier at A&P with UFCW Local 342 in Staten Island., N.Y. During that time, he served as the youngest member of the A&P bargaining committee at the age of 16. In 1997, he moved to ShopRite with UFCW Local 342, where he worked as an Assistant Deli Manager. In 2001, he was promoted to full-time staff at UFCW Local 342, and worked as a Political Representative and Research Director. Over the next

Continued on page 7

IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

February 2017 and April 2017 842

GRIEVANCES HANDLED:

February 2017 and April 2017 415

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

February 2017 and April 2017 \$68,379.75

UFCW Interstate H & W Fund Claims Paid - Experience Report

March 8, 2017 through May 24, 2017

Coverage:

Dental	\$1,101,443.77
Vision	738.00
Disability	462,536.14
R _x (3/1/17 - 5/15/17)	1,593,569.32
Medical (3/1/17 - 5/15/17)	9,275,018.70
Total	\$12,433,305.93

Local 1445 Receives Recognition for New ABC Recruitment

Thanks to our members' willingness to contribute to a cause that helps working people make their voices heard in local, state, and federal politics, UFCW Local 1445 received multiple awards for our contributions to the UFCW Region 1 Active Ballot Club (ABC).

Of all the locals in Region 1, Local 1445 came in second for total new accounts, and our business agent and VP, Laurie Lemus, came in second from among all Region 1 union representatives who signed up new ABC contributors.

Many members may not realize the importance of the UFCW's Active Ballot Club. This is the way working people can pool their funds to counter the millionaires and billionaires who make huge campaign contributions to buy the favors of elected representatives. No one working person can hope to have the influence of these 1%ers, but when our members contribute a reasonable sum from their paychecks each week, our ABC fund grows large enough to become a serious contender in the bid for politicians' attention. Just another example of how our union solidarity is our strength.

[#strongertogether](#)

Photos taken at the awards luncheon on January 31 are on page 5.

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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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 Abel Martinez (Angelica) with Negotiations Director Fernando Lemus



\$100 winner Siraj Ahmed (Stop & Shop - Milford) with steward Mary Polcari



\$50 winner steward Cheryl Stanley (Stop & Shop - Westborough) with fellow steward Clyde Furbish



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



\$50 winner Maxwell O'Neill (Stop & Shop - Shrewsbury)



\$50 ABC winner - name and photo not published per member's request

President's Message *continued from page 1*

stewards who ignore contract violations and don't stop managers from doing our jobs should not be stewards, as they are weakening the union as well. It is also important for stewards to stop and control abusive managers from yelling and embarrassing our members.

When union representatives do their jobs well and stewards aggressively police their places of work and communicate with members, the union is empowered.

When members feel they are protected on the job and can perform in a relaxed environment each workday, members remain united, the company benefits from a motivated workforce, and the union is effective and strong.

**UNITED WE STAND,
DIVIDED WE BEG**

In solidarity,



**UFCW Region 1
ABC Awards Luncheon
January 31, 2017
at UFCW Local 464A
Little Falls, NJ**



The Region 1 ABC second place award for recruiting the most new members contributing to the UFCW Active Ballot Club was accepted by Local 1445 Negotiations Director Fernando Lemus, seen above with UFCW International President Marc Perrone and Region 1 Director Tom Clarke.

Pictured at the left, with President Perrone and Director Clarke, is Local 1445 business agent and vice president, Laurie Lemus. Laurie came in second in the region for signing up new ABC members.

All together, Local 1445 members make a substantial contribution to the UFCW ABC fund and in doing so enable the UFCW to back the politicians, legislation, and programs that benefit union members and all working Americans.



“COST NEUTRAL” Contracts? **NEUTRAL** for the company = **CO\$TLY** for workers

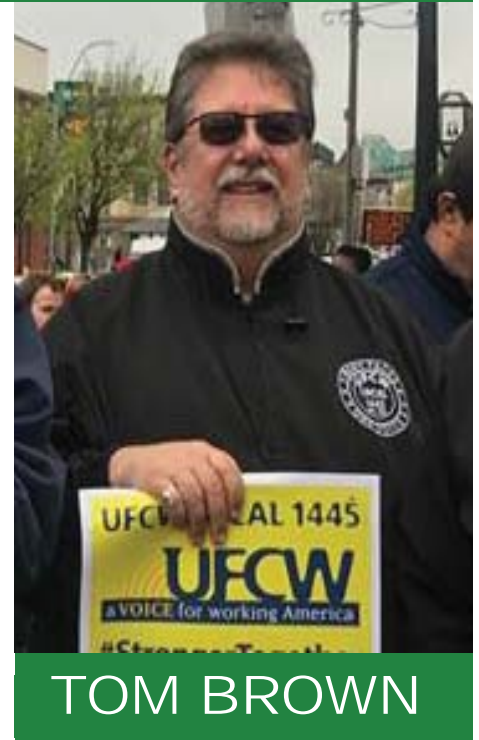
Well, the rain has finally stopped and I think summer is here, and I hope you have a wonderful Fourth of July.

I would like to talk about our upcoming contracts - they're not as far away as you may think – and to warn you about a new trend that's out there that companies are trying to use to their advantage (and workers' disadvantage): “cost-neutral” contracts.

As you know, we always try to negotiate the very best contracts we can for our members, especially when it comes to increasing wages and benefits as much as possible. But now the companies talk about “cost-neutral” provisions. “What does that mean?” you ask. Well, it means that any increases in benefits, or wages, or pensions, or holidays, or **WHATEVER** must be offset, according to the company, by corresponding decreases to benefits (or wages or pensions, or holidays, or **WHATEVER**) to you in the future or to brand new hires; in other words, the company ends up effectively paying nothing. Examples might be increases in wages that are offset by fewer holidays, or increases in wages to **current** employees that are offset by decreases to **new** hire rates. In the first case, you might get a quarter-an-hour raise instead of 20¢, but you'd lose a holiday and holiday pay; in the second case, you might get a decent raise while someone who ends up working next to you and doing the same job would be earning substantially less with fewer benefits, including a smaller (if any) pension, more expensive insurance, fewer holidays, and on and on. Fewer holidays? Decreasing benefits? Unreasonably expensive insurance? Coworkers who are penalized for being new? And each new contract with fewer, if any, improvements. Giant steps backwards for each tiny step forward...Great for the company – **TERRIBLE** for workers!

Maybe it seems like that shouldn't concern you. People say, “Oh, it's the ‘unborn’ (meaning the new hires). They don't matter.” Well, remember that these ‘unborn’ are going to be your fellow union workers. And it will get worse! As time goes on, the day will come when these former new hires will be in the majority and longtime employees in the minority, and when contract time rolls around, this new majority will say, “Give the longtimers less so you can give me more!” This is the worst case scenario but it's something every current union member should be thinking about. Not only that: Any progress we've made in contracts over the last 75 years of arguing and fighting and negotiating could be virtually wiped out! And every time a contract came up for renewal it would be like starting off from Square One, all over again! Who wants to do that?????

It is imperative that we do our best to protect new hires, and negotiate contracts with that in mind, because it's the only way to protect yourselves – you and your fellow union members - against a “cost-neutral” contract that is **BAD NEWS** for ALL workers. Period. We have to remain vigilant, because companies are always looking to save money and make bigger profits for their shareholders, and it won't be by cutting **THEIR** salaries or benefits – it will be by cutting **YOURS**.



TOM BROWN

Continued on page 7

At Your Service (continued from page 6)

A little bit of Macy's news: In some of our Macy's stores, the company was requiring our commission members to fill online ("fulfillment") orders but was refusing to pay them the commission rates they would have earned, claiming that even though the commission employees were taken off the sales floor, the company was exercising its right to assign associates to other duties as it sees fit. The union maintained that even though the company does have the right to temporarily assign commission employees to fulfillment duties, the contract precludes the company from refusing to pay them the wages they've earned at the rates that are guaranteed in the contract. Local 1445 filed, and won, an arbitration on behalf of our Macy's commission members, which means that the company is legally bound to pay these members the backpay they are owed.

It's been a long and tedious struggle – we even had to go back to the arbitrator to have him force the company to supply the information needed to calculate the awards – but the first checks are out, and by the time this newspaper reaches you, the second wave of checks should be in members' hands. Thanks to all our affected members for their continued patience and understanding. It wasn't easy, but it was certainly worth it! Another reason it pays to belong to Local 1445.

**Have a great summer,
and I'll be writing to you again**


In solidarity,



Dave Young continued from page 2

14 years, he served in various other positions at UFCW Local 342, including as a Business Agent, Organizing Director, and Assistant to the Secretary-Treasurer and President.

In 2015, Young moved to the Washington, D.C. area to serve as the Special Assistant to UFCW International President Marc Perrone. He also served as the interim Director of Communications at the International office. He was promoted to Director of Region 1 in March of 2017.



STUDENTS! PARENTS!

This is your last chance to apply for the UFCW Local 1445 scholarships for the coming school year beginning in the fall of 2017.

Don't delay! Check out the following 4 pages with the forms and information on the scholarships that are available.

The deadline is July 13, 2017.

If you have any questions at all, give us a call at 800-439-1445, ext. 101 (Linda) or send us an email at LFERRAZZARA@UFCWLOCAL1445.ORG.

GOOD LUCK TO ALL!

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 11.) 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.

ORGANIZING REPORT

Commemorating Dr. King's Legacy



FABRICIO DASILVA



On Martin Luther King Day, we celebrated Dr. King's legacy and renewed our support for the **Fight for \$15** around the country. Unions and community groups joined to march from the Boston Common to the State House to demand a higher minimum wage for all workers, not just those in the fast food industry.



ORGANIZING REPORT



May Day, or Workers International Day, is celebrated around the world. But this year it held a special significance for working families in Massachusetts, focusing on pushing back against Trump's anti-immigrant agenda. Marchers from Everett and East Boston gathered at Chelsea, MA, City Hall, where community leaders, union organizers, and politicians joined in renewing our commitment to protect immigrants and remain united against the Trump regime's efforts to divide us.

Among those marching were workers from **be relax**, one of Local 1445's organizing campaigns.

From the Be Relax website: “[**be relax**]... offers well-being and beauty services to airport passengers worldwide. Located at the heart of airports, requiring no appointments, [**be relax**] airport spas are now a must try for any passenger looking for an oasis of wellness before take-off.”

At the May Day March, **be relax** employee Doug McKeown described the injustices professional massage therapists must endure on the job. Therapists must go to school to get certified, only to find themselves in an entry-level job with poor pay and a stressful work environment. Local 1445 organizers are working with the 26 **be relax** employees at Logan Airport to help them become part of our Local 1445 family and gain the respect and benefits, including decent wages, that their education and skills deserve.

Also on the organizers' radar: Tropical Foods in Dorchester, and Old Neighborhood Foods in Lynn, as well as several coops in the Cambridge area. Local 1445 organizers have found that many of these hardworking employees are underpaid and have no benefits or job security, even as the companies' profits continue to rise. Together with ongoing Whole Foods and Hannaford campaigns, orga-

nizers are homecalling , gathering information, and educating and mobilizing these nonunion workers to unite grocery workers in Massachusetts and help solidify one of the UFCW's core industries - retail food – throughout the United States and Canada..



ORGANIZING REPORT



Bay State Laundry worker Maritza Lainez testifying at the Attorney General's office as part of the AG's investigation into allegations of wage theft by the company

UFCW Local 1445 Stands Up for ALL Workers

While working on the campaign to organize workers at Bay State Laundry in Dorchester, MA, Organizing Director Fabricio DaSilva and Lead Organizer Miguel Vasquez became aware of serious wage theft going on at the facility.

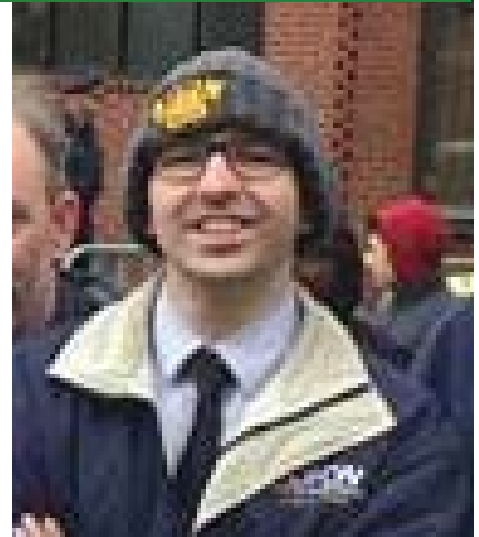
Temporary workers were being paid less than minimum wage, not being paid for overtime, and were being intimidated and threatened if they complained. Local 1445 organizers cooperated with Massachusetts Attorney General Maura Healey's office to help make sure that these workers receive the pay – and justice – they have earned, and to educate the workers at these and other facilities about the job security and respect that union representation guarantees.

"There is no place in Massachusetts for employers who cheat their workers, subject them to poor working conditions and intimidate and retaliate against them for speaking out," stated AG Healey. Local 1445 president Jeff Bollen points out that the perfect solution to these problems is, of course, a union contract!



Labor and Community Allies Testify Against Right To Work (RTW) for Less in Maine

After the Labor Movement scored a huge victory earlier this year in New Hampshire, defeating Right to Work (for less!) in a Republican-controlled State House and governor's seat, focus quickly shifted to the state of Maine and two impending RTW bills in that state legislature. On Monday, May 8th, dozens of union members and community activists spoke out against the union-busting bill at the State House in Augusta.



JIM CARVALHO

Local 1445 member Mat Farrell, shop steward at the Hannaford Warehouse in Portland, Maine, testified in front of the Committee on Labor, Commerce, Research and Economic Development at the hearing. Mat spoke of the union-busting nature of Right to Work (for less) legislation, and the benefits that keeping union shops strong in the state have, for not only working men and women but for Maine's economy as well

While Republicans control the governor's seat and the senate in Maine, Democrats hold a majority of seats in the House of Representatives. Through the organizing and hard work of the Maine AFL CIO and the local unions, we should be successful in defeating RTW bills in the state, but it is important to always treat these legislative threats seriously and do whatever we can to ensure the bills DO NOT PASS.

Thank you, Mat, for your great testimony. And, as always, if any members are interested in helping efforts at the State Houses in Maine, New Hampshire, and Massachusetts, please contact Political Director Jim Carvalho at 1-800-439-1445 ext 110.



Hannaford Brothers warehouse shop steward Mat Farrell testifying at the Maine State House on May 8.

Mat explained to those present the economic disadvantages that Right To Work (RTW) legislation would mean for Maine workers and their families, and for the Maine state economy in general. Economic figures from the Department of Labor, and independent studies, have shown that workers in states where RTW laws are in effect have consistently lower wages and standards of living than states that strongly support unions and organizing.



UFCW Local 1445 Women's Network Backpack Drive

Summer vacation is just barely started, but it's already time to start thinking about the coming school year!

The Women's Network is kicking off our appeal to Local 1445 members for contributions to our Backpack Drive - donations of backpacks, paper, pens and pencils, notebooks, and other school supplies to help our less fortunate families' students start off the new school year with some of the things they'll need.

Not all Local 1445 families can afford the many items students typically need, but ALL Local 1445 families and their students can look to their Local 1445 family - their union brothers and sisters - for help and support when they need it.

Please donate whatever items you can. Your shop stewards and business agents will be bringing your donations to the next quarterly membership meeting for distribution to our deserving Local 1445 students.

Thanks to all our members!

Congratulations to Nicole Mansfield-Molina on running the 2017 Boston Marathon

Our Local 1445 family was proudly represented again this year at the 121st Boston Marathon on April 17 by Nicole Mansfield-Molina, the daughter of our longtime member (30 years!), Sandy Mansfield from Stop & Shop #407 in Saugus, MA.

This is the third Boston Marathon that Nicole has run. One of the eligibility requirements is that runners raise at least \$6,000; this year Nicole raised \$7,000 for Spaulding Rehab.



Congratulations to Nicole, for raising such a substantial contribution for a very worthy cause...and for completing the grueling 26.2-mile run!
Well done!



Giuseppe "Joe" Scuderi Retires

After more than 40 years on the job as a Local 1445 member, working at Gorton's, Giuseppe "Joe" Scuderi has retired.

We wish Joe a long, healthy, and happy retirement! After more than 40 years of dedicated union membership, he has certainly earned the very best that retirement can bring.

Pictured on the right are Joe, his wife, and his daughters.



Potential retirees (no matter how young!) – It's never too early to think about getting ready for retirement; just ask anyone who's had to scramble to send in the required documentation and had to wait for the approval process to run its course. Remember that once you've retired you won't be getting that paycheck each week. The UFCW Industry Pension office estimates that it could take 6 months for your pension to be processed, so they advise you to plan on submitting your application at least 6 months in advance. IMPORTANT: You can submit a pension credit request well in advance of when you expect to retire, and by doing so you will greatly streamline the application process. For additional information and to speak to a Participant Services Representative, call the National Pension Fund office at (800) 531-2385, Monday through Friday, 8:30 AM to 4:30 PM (CST).

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

*Thomas Adamec
Maria Aliano
Gregory Allenwood
Antonio Amado
Theresa Arena
Llukean Arrami
Carlos Barrera
Carol Bourque
Gloria Campos
Paul Carideo
Floyd Carman
Robert Carroll
Rose Caruso
Jane Chambers
Mary Chicoine
Kamaluddin Chowdhury
Gary Coe
Carol Condrate
Quintin Connell
Margaret Coyne
Thomas Crahan
Audrey Crawford
Maryanne Curran
Dennis Donahue
Barbara Donovan
Diane Dwyer
Margaret Edwards
Dennis Egan
David Ferguson
Paul Fisher
Chester Flowers
Robert Fuller*

*David Jagliardi
Michael Gianatasio
Thellenza Gorezi-Cardiman
Diane Graham
Sandra Hal
Floyd Hardwick
Jean Hoban
Joanne Hooper
Richard Jodice
Carrie Jones
Jeanette Joseph
William Knowlton
Sarah Lanza
Maria Leonard
Mei Leung
Richard Mah
Antonio Maniaci
Ann McElroy-Kenefick
Matina McGibbon
Anne McNally
Anthony Milano
Elizabeth Milton
Leonora Mita
John Modono
Augusto Monteiro
Christine Montejo
Sui Mui
Caryl Murray
Michael Nadile
Charles Ndabalinze
Judith Needham
Linda Nelson*

*Hiep Nguyen
Barbara O'Connell
Kathleen O'Neil
Anthony Odierno
Owen Pennell
Muralidhar Ranchagnula
Judith Plante
Diana Price
Eugene Raymond
Christine Reeves
Charlotte Rizzitiello
Alda Robillard
Synthia Roze
Laurie Sannella
Nancy Searle
Natalie Sears
Richard Stachowski
Sharon Symmes
Louis Terramagra
Mary Thayer
Richard Thayer
Marie Toomey
Albert Touchette
William Trudrung
Karen Tumasz
Mary Turano
Imelda Vargas
James Wade
John Waters
George Wiggins
Lois Wilson
Dorothy Wright-Irvin*

“Believe in truth. To abandon facts is to abandon freedom. If nothing is true, then no one can criticize power, because there is no basis upon which to do so. If nothing is true, then all is spectacle. The biggest wallet pays for the most blinding lights.”

~Timothy Snyder, Yale history professor in a November 15, 2016 Facebook post

MEMBERS@WORK

Hannaford Brothers Warehouse Fire

On the evening of April 26, a fire broke out at the Hannaford Brothers warehouse in South Portland, ME, where more than 250 UFCW Local 1445 members are employed. The fire started in a refrigerator truck that was being unloaded and quickly spread, causing significant damage to areas of the building where fresh items, such as meat and produce, are stored. Deliveries to Hannaford stores were disrupted, causing widespread shortages in many of the Hannaford stores.

“Fortunately no one was hurt, thank goodness!” stated Local 1445 business agent Kevin McGaffigan. “And just as fortunately for our members, their contract includes language regarding joint labor/management meetings, meaning that in this emergency situation we were able to sit down with the company to discuss how to keep our members working until the warehouse could be restocked and deliveries resumed.”

Local 1445 president Jeff Bollen agreed: “This is one more example of how a union contract can help protect workers, even in the most unforeseen and unfortunate circumstances.”



Gorton's Members Ratify a New 3-Year Contract

UFCW Local 1445 members working at Gorton's Seafood gathered at the Gloucester City Hall on May 7 to vote on the new contract brought to them by their negotiating committee and Local 1445 representatives.

In addition to improvements in wages, the contract provided for maintaining their pension and locking their insurance for the duration of this contract and the next.

Attending members ratified the contract by an overwhelming margin of 143-4-1.

BA Kevin McGaffigan congratulated our Gorton's members for their hard work and determination that, once again, has guaranteed them an outstanding new three-year contract, one of the best in the country!



The negotiating committee: Phylis Harmon, Ralph Narey, Charles Perullo, Tab Malfa

Weingarten Rights

Leveling the “Playing Field” for Union Members

In 1975 the US Supreme Court made a ruling that has affected union members ever since. Now known as “Weingarten Rights” this decision means that union members are entitled to union representation if they are called in to a meeting with management that may adversely affect their employment or result in discipline of any kind. There is a catch, however: **YOU must request union representation.** Your manager isn’t required to offer to call your union steward or representative, or even mention that you’re entitled to have them there – it’s up to YOU. **AND IT’S YOUR LEGAL RIGHT.**

There was a time when lawmakers realized that workers could be at a disadvantage when it comes to dealing with company personnel. Someone who’s called into the office for what’s probably going to be an uncomfortable or adversarial meeting will feel intimidated, defensive, and nervous, unable to think clearly and logically. Management, on the other hand, is in charge and has the upper hand in any discussion; when the charges and alleged violations start flying, workers may not be able to defend themselves. Having a calm third party present – your union rep – means issues can be investigated and resolved fairly, for all parties.

The National Labor Relations Act (NLRA) was passed at a time when it was appreciated that cooperation between

workers and employers made for a more efficient and profitable economy. Happy workers earning a living wage meant prosperity for everyone, employees and employers alike.

Today working people often have to fight for recognition as equally valuable to the economy as any CEO or company shareholder. The Supreme Court of 1975 noted that unions are established to allow working people to stand together for “concerted activity for mutual aid or protection”, and that’s why employers today are so fearful of organizing campaigns. That’s also why union members should take advantage of every benefit their unions afford them and **INSIST** on invoking their Weingarten Rights whenever a meeting with management may result in discipline or discharge.

That’s why we keep harping on Weingarten Rights. If you feel a meeting may result in discipline or discharge, or if a meeting seems to be moving in that direction, **INSIST ON** union representation right then and there. You **CANNOT BE PUNISHED** for making this request. If a union representative isn’t available, the meeting must be postponed until one is located and you’ve had a chance to speak with them. If the manager denies your request, they must end the meeting immediately or give you the choice of continuing without your union rep. **NEVER AGREE TO CONTINUE WITHOUT UNION REPRESENTA-**

TION! If you do, you have given up an important and valuable legal right!

But if the manager denies your request and insists on continuing, even after you have made it plain that you are NOT giving up your right to union representation, what then? Your manager is committing an unfair labor practice: You must remain in the meeting but should refuse to answer any questions or take part in the discussion. **YOU CANNOT BE PUNISHED** for refusing to participate. However, **you must remain calm and courteous, and avoid any actions that might be interpreted as insubordination.** As soon as the manager terminates the meeting, contact Local 1445 right away to report what has happened; your union will make sure your rights are protected and any actionable offense by management is dealt with appropriately.

With the current Big Money-backed push throughout the country to enact RTW legislation that would weaken unions and nullify pro-labor\ pro-worker laws, it’s important that union members stand up for and take advantage of whatever rights may be left to us. If more nonunion workers reject company propaganda and realize that union membership will give them the chance to deal with their employers on a more equal basis, stronger unions will mean a stronger economy and a better future for all of us.

SECRETARY-TREASURER'S REPORT

State of the Union – Local 1445

Included in this issue of the newspaper are the financial statements for the local, as of December 2015 and December 2016.

For the past ten years or more, your local union was operating at a loss; this last year's figures, from 2016, represent the first time that we have managed to climb up out of the "red" into the "black".

As a member of this local, you are entitled to an explanation of how this final, successful outcome was achieved.

First of all, you should be aware that Local 1445 is a not-for-profit organization, operating for the sole purpose of benefitting our members. We don't have shareholders or sell stock or fight to make a profit each month. Our only concern is to be able to service our members in the best and most efficient ways possible. Granted, we have staff members who work 40 hours – and MORE – every week, and on weekends and holidays, to answer calls, file grievances and arbitrations, attend meetings and rallies, work at spreading the message of organization to the unorganized, testify on behalf of our members and other working families at government hearings, hand out flyers, organize demonstrations and walks, negotiate with companies for weeks at a time to get the best possible contracts for our members, and on and on. The job of Local 1445 officers and staff is never restricted to 8-hours-a-day, 5-days-a-week. And when our members call Local 1445 for help, there is always someone ready and willing to help them.

But staff salaries are only one aspect of the expenses on the local's balance sheet. Local 1445 also has bills to pay that are all part of operating the union hall: telephone expense, heating and A/C costs, water, and other utilities – not very different from the variety of bills most of our members are required to pay every month. But Local 1445 must also pay for renting facilities where contract negotiations can take place and where meetings for contract votes are held. We must also pay lawyers' and arbitrators' fees, when our members get into serious trouble and need more professional, legally binding assistance with company disputes than our business agents can provide. All these costs can add up to quite a large figure, on the expense side of the balance sheet, every month.

In addition, as part of the UFCW and in order to take advantage of the many services the International provides, we are also required to pay a "per capita" tax each month, which is often close to several hundred thousand dollars - and that's each and every month.

It's easy to see from all these outlays how a not-for-profit organization could operate at a loss, and how increasing dues alone would not make much of an improvement in the situation. So at the advice of our officers – President Bollen, Secretary-Treasurer Ronayne, and Servicing Director Brown – Local 1445 put in place additional cost-saving measures, such as effectively reducing salaries and operating expenses, that served to cut overall expenditures and helped to bring Local 1445's balance sheet figures into the black, where they should be.



JIM RONAYNE

As a not-for-profit, Local 1445 doesn't need or want a huge credit on the balance sheet. All we want or need is enough of a margin that will allow us to provide the very best service that our members have earned and absolutely deserve. That is our mission, and that is what we are now, finally, in an excellent position to deliver.

In solidarity,
Jim

These financial statements are available for inspection by members at the UFCW Local 1445 office.

UNITED FOOD AND COMMERCIAL WORKERS
UNION LOCAL 1445
STATEMENT OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2016 AND 2015

	2016	2015
REVENUE:		
Dues	\$ 6,180,644	\$ 5,525,793
Initiation fees	232,476	206,733
Interest and dividend income	22,946	31,401
Subsidy	6,828	20,000
Function income, net		23,047
Tenant reimbursement		8,526
Realized loss on sale of marketable securities	(95)	(12,223)
Unrealized appreciation/(depreciation) of marketable securities	28,570	(58,347)
Total revenue	6,451,369	5,744,930
EXPENSES:		
Automobile expenses	119,646	155,558
Building expenses	38,588	57,632
Contributions and testimonials	44,623	79,391
Depreciation	42,564	45,291
Education and publicity	68,040	55,000
Employees' benefits	356,178	384,114
Meeting, convention and organizing expenses	250,556	231,694
Office and administrative expense	162,236	153,150
Per capita taxes	2,403,448	2,459,459
Professional fees	127,639	165,202
Refund of dues	3,124	6,648
Salaries and wages	1,877,241	2,119,066
Stewards' dues	50,056	43,326
Taxes	145,770	142,013
Total expenses	5,689,709	6,097,544
INCREASE/(DECREASE) IN NET ASSETS	761,660	(352,614)
NET ASSETS, BEGINNING OF YEAR	2,624,072	2,976,686
NET ASSETS, END OF YEAR	\$ 3,385,732	\$ 2,624,072

UNITED FOOD AND COMMERCIAL WORKERS
UNION LOCAL 1445
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2016 AND 2015

	2016	2015
ASSETS		
CURRENT ASSETS:		
Cash (including certificates of deposit of \$205,425 in 2016 and \$204,422 in 2015)	\$ 1,229,879	\$ 664,236
Marketable securities, at approximate market value (cost \$1,232,007 in 2016 and \$1,237,131 in 2015)	1,217,571	1,175,889
Accounts receivable, net	627,842	454,851
Prepaid expenses	7,951	7,433
Total current assets	3,083,243	2,302,409
FIXED ASSETS, AT COST:		
Land, building and improvements	1,186,953	1,186,953
Office equipment	262,281	262,281
	1,449,234	1,449,234
Less: Accumulated depreciation	847,154	804,580
Total fixed assets, at cost	602,080	644,644
TOTAL ASSETS	\$ 3,685,323	\$ 2,947,053
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 245,626	\$ 262,644
Severance deficit	53,965	60,337
Total current liabilities	299,591	322,981
NET ASSETS	3,385,732	2,624,072
TOTAL LIABILITIES AND NET ASSETS	\$ 3,685,323	\$ 2,947,053

**Congratulations to
UFCW Local1445/
Massachusetts AFL-CIO
scholarship winners:
Allie Caldwell
Christopher Colbert**

Local 1445 members, or the children of members, who will be high school seniors this fall may be eligible to apply for this scholarship. Applications and information become available online in late fall/early winter at www.massaficio.org.

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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 membresía trimestral se celebrará en la siguiente fecha:
Esta reunião será realizada no dia:**

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

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

Important - Please note:

Notice of nominations and elections of UFCW Local 1445 officers

Nominations will take place on Tuesday, July 18, 2017 at 6:30 PM at the following locations:
UFCW Local 1445 office, Dedham, MA;
Holiday Inn, Marlboro, MA.

Officers to be nominated/elected are PRESIDENT, SECRETARY-TREASURER, RECORDER, and 18 VICE PRESIDENTS (designated 1 through 18.)

To be eligible, nominees must be active members of Local 1445 who have either continuous active membership in Local 1445 since June 2016 or continuous active membership in the UFCW since June 2015.

If necessary, elections for contested offices will be held on Tuesday, August 1, 2017 at the same locations and at the Holiday Inn in Peabody, MA between the hours of 9 AM and 7 PM. Appointed election judges will be present at the meetings.