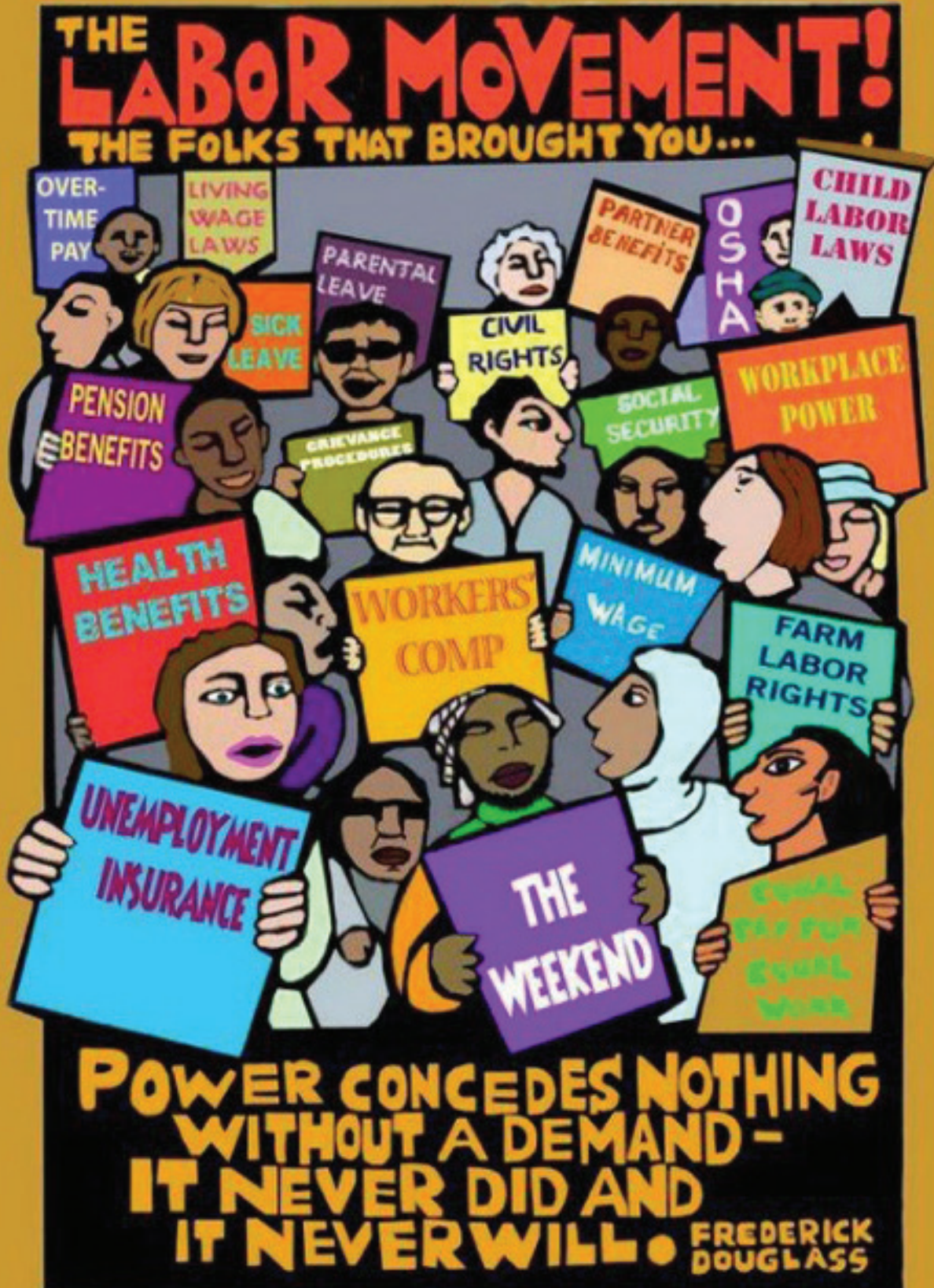


UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



PRESIDENT'S MESSAGE

The holiday season brings an array of emotions as families gather together to give thanks for the good fortunes they have and hope for a healthy future for themselves and their children.

The political climate has changed dramatically in the last year or so and the Grand Old Party (GOP) has gained control of the White House, the Senate, and the House of Representatives. These groups have put forth a new tax reform bill that Americans are anxiously waiting to hear about, to find out whether it will help or hurt working people in this land of ours.

President Trump and many Republicans believe that giving tax breaks to the wealthy corporations spurs big businesses to invest in creating more jobs with higher wages for Americans. I believe that is what they will use to sell their plan to the rest of Congress and us.

Although the tax reform plan is still being tuned up to its final package, the fact remains: the plan gives lucrative breaks to top corporations, and I would like to know how that will help working folks. I weigh all bills that come from the political bodies on Capital Hill by one simple litmus test: Will this bill help the majority of American families, i.e., working class people? Not the privileged few, but those who create the wealth for those so privileged. Unfortunately, they - the privileged - are currently in power, and they make the laws the rest of us have to live by. With wages stagnant and benefits disappearing, especially for the non-union worker, and many kids still going to bed hungry, veterans sleeping in streets and shelters...everyday Americans need help the most!

The president tweets that this is the biggest tax cut in US history and states "...it benefits the middle class." However, the Tax Policy Center, a nonpartisan think tank, states that most of the plan benefits go to the top 1%.

**DON'T LET THE
GRINCH/
TRUMP/GOP
TAX PLAN
STEAL
AMERICA'S
CHRISTMAS!**



JEFF BOLLEN

What we have learned so far is that the tax plan cuts the corporate tax rate from 35% to 20% while eliminating the personal exemption and most itemized deductions for families, including state and local taxes, student loan interest, and medical and moving expenses. The plan also includes a "Territorial Corporation" tax cut for big businesses, eliminating taxes paid by American companies' profits made overseas. That is a major tax break for corporate America once again. How will that be an incentive for companies to invest in business here in the USA? How does that make America great?

The plan is also supposed to double the children and dependent deduction from \$12,000 to \$24,000 and the House and Senate are still up in the air on eliminating or reducing the seven tax brackets currently in place.

Democratic House leader Nancy Pelosi claims that 80% of the plan benefits the top 1% and will cost the country \$2.6 trillion in lost revenue while costing the middle class \$4.2 billion in tax increases. A Wall Street Journal and NBC News poll states that from the information they have, 52% of Americans disapprove of the new tax bill while 61% believe the plan will better benefit the wealthy. The poll also states that 25% of American Republicans approve of the new measure.

There is talk of reducing Medicare that millions

Continued on page 17

GUEST EDITORIAL



**DAVE
YOUNG**

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

Preparing Our Members for the Workforce of the Future

We all know that technology is shifting the way many of us shop and has the potential to impact some of our jobs. Advancements in artificial intelligence, robotics, and the rise of automation has made it increasingly important for people to increase their skills through education or other trainings. However, the expense of acquiring a college degree and the fear of accumulating massive student loan debt has stood in the way of many of our members.

So, in order to ensure hard-working members of our union family are prepared to thrive in the workforce of the future, we created the UFCW Free College Benefit.

This benefit provides UFCW members and their families with the opportunity to earn an associate degree online through Eastern Gateway Community College (EGCC), and covers costs for tuition, fees, and online books so that participants can concentrate on their studies without worrying about out-of-pocket costs or the need for loans.

The UFCW Free College Benefit is designed to help UFCW members and their families balance work and home life. You can attend school part-time or full-time – whichever fits your schedule. All you need to get started is a high school degree or GED, and there are no entrance exams to worry about. Available programs at EGCC include Business Management, Accounting, Paralegal, and Early Childhood Education. This benefit is available exclusively to UFCW members, retired members, and family members, including children, spouses, grandchildren, domestic partners, and dependents.

Together, we are preparing for the future by getting our union family ready today. If you're interested in learning more about this incredible benefit, visit <http://www.ufcw.org/college/>.

Thank you for all that you have done and continue to do to make Local 1445 better and stronger. We wish you and your family a happy and healthy holiday season.



IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

June 2017 through August 2017 1,139

GRIEVANCES HANDLED:

June 2017 through August 2017 306

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

June 2017 through August 2017 \$1,740.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

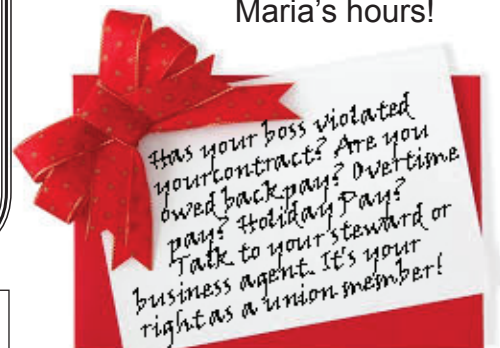
Sept. 6, 2017 through Nov. 13, 2017

Coverage:

Dental	\$597,232.73
Vision	93.00
Disability	387,128.77
R _x (9/1/17 - 10/31/17)	1,095,179.50
Medical (8/25/17 - 11/9/17)	9,110,673.92
Total	\$11,190,307.92



Above: Local 1445 member Maria Romero with steward Rob Sheedy (Stop & Shop #4 - Natick). Local 1445 got Maria the backpay she deserved after the store manager violated the contract by doing bargaining unit work after cutting Maria's hours!



Know someone who needs a union?

Tell them to call **Local 1445!**

Organizing Department

1-800-439-1445

LOCAL 1445 UNION NEWS



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!



*\$100 winner Alan Taylor
(Macy's - South Shore)
Photo not available at press time*



*\$100 winner Peter Tinch
(Stop & Shop - Revere) with steward
Trevor Bean and BA Gene Giacobbe*



*\$50 winner Scott Pelletier
(Stop & Shop - Gloucester)
with BA Kevin McGaffigan*



*\$50 winner Peter Perry
(Stop & Shop - Swampscott)
with BA Kevin McGaffigan*



*\$50 winner Michael Rawston
(Stop & Shop - Malden) with steward
Joe Bono and BA Tony Flanagan*



*\$50 ABC winner Maria Romero
(Stop & Shop - Natick) with steward
Rob Sheedy and BA Tony Flanagan*

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.

AT YOUR SERVICE

I would like to wish everyone a happy, healthy, and prosperous New Year 2018.

During this seasonal time we think of family and friends, both with us and those who have passed. It is also a time to open our hearts to those less fortunate than ourselves. We look out for one another by collecting food and donating gifts to children who would otherwise have nothing.

Local 1445 is truly a family because we do many more things to help our brothers and sisters when called upon. That is what our union is all about. I have been in this local union for over 40 years and I've never been more proud to be part of such a great organization. The union has made our members' lives better.



TOM BROWN

We are thousands, and the employers pay attention when we speak because we are one voice: **WE ARE UNION**. Employers will try to diminish our numbers and take away our power by going with Right-to-Work (for less). Don't be fooled by these people who say, "It's a good thing for workers to have a choice." This is NOT a choice; the REAL choice is being able to make decisions for the good of all - not the few - in your workplace and for your future, and by having members to back it up.

Brothers and sisters, in the next few years we will be tested because we have in the White House a president who, along with his party, claims to believe in Right-to-Work, and they are going to do everything they can to make it the law of the land.

Right to Work (for less) does NOT guarantee your job; it does NOT guarantee your raises; it does NOT guarantee your benefits; and it does NOT guarantee your pensions. Only your union contract can do that. Right-to-Work means you can be hired and fired without any representation, and that you have to take whatever wages and raises and benefits the boss decides he'll give you. You have no say whatsoever.

The next few years will be trying times for union members because the anti-union, anti-labor Right-to-Work agitators will try to tear us apart, divide us, and pit us against each other... Don't let that happen! Whether you are a Republican, a Democrat, or undeclared –

YOU ARE UNION FIRST!

In solidarity,



MASSACHUSETTS AFL-CIO 60th ANNUAL SCHOLARSHIP APPLICATION

Deadline for Local 1445 students has been extended to Jan. 5, 2018

The scholarship exam will be given at the student's high school on
Wednesday, February 7, 2018

Please note that a student cannot receive more than two (2) awards from this program.
Please submit application to guidance to register for this exam.

Part 1 Student Information

Full Name	
Male/Female	
Address	
City, State, Zip	
Phone	
Email Address	
School	

Part 2 Parent Information

Parent Full Name	
Parent Full Name	

Part 3 Member Information

Only students that come from a union affiliation need to complete this section

Member's Full Name		Active <input type="checkbox"/>	Retired <input type="checkbox"/>
Relationship to student applying (select one)	Self <input type="checkbox"/>	Parent/Step-parent <input type="checkbox"/>	Grandparent <input type="checkbox"/>
Union			
Local Number	UFCW Local 1445		
Union Telephone	800-439-1445		
Home Address			
Phone			

Member's Full Name		Active <input type="checkbox"/>	Retired <input type="checkbox"/>
Relationship to student applying (select one)	Self <input type="checkbox"/>	Parent/Step-parent <input type="checkbox"/>	Grandparent <input type="checkbox"/>
Union			
Local Number			
Union Telephone			
Home Address			
Phone			

Deadline to register: Friday, January 5, 2018

REMIT TO GUIDANCE

GUIDANCE: Please note that the deadline for UFCW Local 1445 applicants has been extended to January 5, 2018.

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 2018 – 2019 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 2018 – 2019 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 2018 – 2019 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 2018 – 2019 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 2016 or 2017, 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 an 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
2018 - 2019 Essay Scholarship Application
(High school seniors only)
Suggestions regarding essay content

General instructions: 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 their 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 returned to the address on the application and postmarked no later than July 13, 2018.**

Students: Your 750 – 1000 word essay should be double-spaced and printed out on single-sided sheets; it should 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.)

What should you include in your essay? *Think about how you would talk to your friend about the union. Let’s say your friend doesn’t know anything about unions, only what s/he might have heard from other people. You could explain the history of unions – when they were originally formed in this country, and why:* What conditions led workers to organize into unions, even at the risk of being seriously injured or killed by company agents and dishonest law enforcement personnel? What were some of the scandals and tragedies that eventually led to the public support and passage of laws protecting workers and their right to organize, such as the NLRA? Why was it necessary to actually pass laws to guarantee these protections? **Then you could describe conditions today:** What legal rights do workers have that will help to guarantee living wages, benefits, safe working conditions, and respect on the job? And how do these rights help to protect the American middle class and give everyone a shot at “The American Dream”? What are some of the advantages ALL workers enjoy today – such as overtime pay, days off, paid holidays, etc. etc. etc. –thanks to the Labor Movement? **You could add the benefits of being in a union:** Unions make sure workers are covered by collective bargaining agreements (contracts) - what’s the advantage of that? What’s so great about “seniority”? If nonunion workers are treated unfairly all they can do is complain, while union workers can file “grievances” – what’s that all about? What’s the advantage of having an outside professional representative, i.e., a business agent, to handle any disputes and resolve any problems you or your coworkers might have with your boss? Even if you’ve never had to contact the union, being a union member means the union is there for you if you ever need help – who can nonunion workers call to protect their interests if they get into trouble? **You might go on to explain what’s involved in organizing:** How do workers at a nonunion employer organize into a union? Can just one person decide to call in the union? Does everyone have to agree? Why would a company object to having workers unionize? **Etc. etc. etc.:** OSHA is supposed to protect all workers – how is having a union an advantage? And more, such as the fact that a union is completely democratic and all members are considered equal, regardless of where they work or their job description.

These are just some of the points you might want to discuss in your essay – you may have personal experiences you can include or other issues you feel are important to address. All in all, your essay should demonstrate your understanding of the history and evolution of the Labor Movement, and why worker solidarity today will be crucial in the fight to save America’s middle class, and **why you are proud to be associated with UFCW Local 1445.**

UFCW Local 1445
2018 - 2019 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, 2018.**

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 2018 – 2019 Scholarships Application in order to be considered for those.** (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 2018: _____

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, 2018.

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

2018 – 2019 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 2018 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, 2018.**

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 random drawing 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 2018: _____
Year of study - Fall 2018 (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, 2018.

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
2018 - 2019 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 random drawing 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 “2018-2019 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, 2018.**

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 (2017 – 2018), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2018; 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 2018 – 2019 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 2018: _____

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, 2018.

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.

THE TABLE

- ❖ Homer Laughlin China (GMP)
- ❖ Fiestaware (GMP)
- ❖ Anchor Hocking (GMP)
- ❖ Libbey Glassware (USW and GMP)
- ❖ Claus Knives (USW)
- ❖ Pyrex (USW)
- ❖ Corning Ware (USW)
- ❖ Bennington Pottery (UNITE HERE)

THE FEAST

FRESH WHOLE TURKEY

- ❖ Butterball (UFCW)
- ❖ Foster Farms (UFCW)

HAM

- ❖ Appleton Farms Ham (UFCW)
- ❖ Black Forest Ham (UFCW)
- ❖ Butterball Ham (UFCW)
- ❖ Cook's Ham (UFCW)
- ❖ Farmland Old Fashioned Pit Ham (UFCW)
- ❖ Farmland Original Pit Ham (UFCW)
- ❖ Hormel Honey Roasted Ham (UFCW)
- ❖ Tyson Ham (UFCW)

STUFFING

- ❖ Manischewitz (UFCW)
- ❖ Strohmann Bakery Products (BCTGM)

CRANBERRIES/ CRANBERRY SAUCE

- ❖ Ocean Spray (IAMAW)
- ❖ Dole (IBT)

VEGETABLES

- ❖ Andy Boy (UFW)
- ❖ Muranka (UFW)
- ❖ Eurofresh (UFCW)
- ❖ Birds Eye (UFCW)
- ❖ Mann's (UFCW)
- ❖ Sunripe Produce (UFCW)

POTATOES

- ❖ Dole Fresh Potatoes (IBT)
- ❖ Mann's Fresh Culinary Cuts Sweet Potato (UFCW)
- ❖ Betty Crocker Specialty Potatoes (BCTGM)

BREAD

- ❖ Pillsbury Rolls (BCTGM)
- ❖ Strohmann Bakery Products (BCTGM)
- ❖ Aunt Millie's Bread Products (UFCW)

PIE

- ❖ Entenmann's (BCTGM)
- ❖ Marie Callender's (UFCW)
- ❖ Pillsbury Pie Crust (BCTGM)
- ❖ Sara Lee (BCTGM)
- ❖ Banquet Fruit Pies (UFCW)

PIE FILLING

- ❖ Kroger brand pumpkin puree (UFCW)
- ❖ Food Club canned pumpkin (UFCW)
- ❖ Del Monte Fresh Apples (IBT)



Holiday DINING



From the kitchen of:

RECIPE

Union-made Double Layer Pumpkin Cheesecake

INGREDIENTS	DIRECTIONS
<ul style="list-style-type: none"> 2 (8 ounce) packages of Horizon or President Choice cream cheese, softened 1/2 cup of Domino Sugar 1/2 tsp Kroger or other union label vanilla extract 2 union-label eggs, like Horizon 9 in. prepared graham cracker crust from union-label grocery store 1/2 cup Kroger brand pumpkin puree 1/2 tsp cinnamon 1 pinch ground cloves 1 pinch ground nutmeg 1/2 cup Giant brand or other union-label frozen whipped topping, thawed 	<ul style="list-style-type: none"> Preheat oven to 325 degrees F (165 degrees C). 1) In a large bowl, combine cream cheese, sugar and vanilla. Beat until smooth. Blend in eggs one at a time. Remove 1 cup of batter and spread into bottom of crust; set aside. 2) Add pumpkin, cinnamon, cloves and nutmeg to the remaining batter and stir gently until well blended. Carefully spread over the batter in the crust. 3) Bake in preheated oven for 35 to 40 minutes, or until center is almost set. Allow to cool, then refrigerate for 3 hours or overnight. Cover with whipped topping before serving.

Reprinted from UFCW

*"If we had no winter, the spring would not be so pleasant.
If we did not sometimes taste of adversity,
prosperity would not be so welcome."*

~ Anne Bradstreet

*To all in our union family ~
We wish you peace and prosperity this
holiday season and throughout the coming years*

Your officers and staff ~

Jeff Bollen, President

Jim Ronayne, Secretary-treasurer

Tom Brown, Servicing Director

Fernando Lemus, Negotiations Director

Im Carvalho, Political Director

Fabricio DaSilva, Organizing Director

Bob Berman

Linda Ferrazzara

Tony Flanagan

Kelli Goodrow

Gene Giacobbe

Sara Lopes

Laurie Lemus

Eileen O'Meara

Lucy Lugo

Tina Parsons

Kevin McGaffigan

Kathy Roy

Richard Poole

Miguel Vasquez

Civita Fulchini

Eldemira Pires



Your Executive Board ~

Celine Blaisdell

Jackie Brennan-Thomas

Bill Burton

Connie Coleman

Luis Cosme

Bob LaBrecque

Joe Lafleche

Omar Ortega

Ana Ruth Rodriguez

Yetzaida Rosario

Brian Sangster, Sr

2017 Annual Stewards Seminar

On Wednesday, October 11, UFCW Local 1445 held our annual Stewards Seminar at Lombardo's in Randolph, MA.

More than 200 stewards attended, from the many employers and industries we represent, to hear the presentations from speakers on the legal, political, and practical issues affecting our members. They had a chance to compare notes and discuss everyday problems with other stewards, and just catch up with old friends.

Among the speakers were Steve Tolman, president of the Massachusetts AFL-CIO; Mark Mead, senior vice president and fund manager for the UFCW National Pension Fund; Paul Feeney, legislative director for IBEW 2222 and new state senator (see the photo on page 20); Paul McCarthy,

president of Collective Bargaining Associates; Dave Young, director of UFCW Region 1; and Al Gordon O'Connell and Wendy Bittner, both labor attorneys.

Local 1445 was also pleased to announce the winners of the annual **Steward of the Year Achievement Awards**: **Ted Baron** (Clerks, Stop & Shop #5 – Peabody); **Pedro Rodriguez** (Macy's – Boston); **Glenn Phillips** (Cambridge Packing); **Deborah Ward** (St. Vincent Hospital); and **Paul Collupy** (Meat, Stop & Shop #472 – Franklin). Congratulations to these stewards, for their outstanding service to our members.

And THANKS TO ALL OUR STEWARDS, who have taken on the difficult and often thankless job of being the first line of defense at their workplaces, when our members have questions or problems or need a helping hand. Local 1445 members and the Local 1445 staff owe you a big debt of gratitude for making sure contracts are enforced and members are always treated with dignity and respect.



Massachusetts Senate Creates Special Retail Task Force

Over the past few sessions the elected officials at the Massachusetts State House have been facing increased pressure from retail groups to change laws in the state to be more favorable toward businesses. Citing strains placed on their businesses from factors like increasing minimum wage, high sales tax, and lack of sales tax-free holiday weekends, retail groups have been increasing their pressure to eliminate Sunday time-and-one-half pay, and have threatened to place on the 2018 ballot a number of questions looking to eliminate the state's sales tax, as well as institute a permanent sales tax holiday.



In late July we were concerned to learn that the State Senate was planning on creating a special retail task force to analyze how state and local government can help strengthen the retail sector in Massachusetts. We knew that first on the retailers' list would be eliminating time-and-one-half Sunday pay, and unfortunately the original make-up of the task force included only state senators and retailers. Concerned that workers in the retail and grocery sectors would have no voice in this discussion we immediately reached out to the Senate president's office and urged him to allow workers in this industry to have a seat at the table during these important discussions.

The Senate president agreed that this would be an important view in the discussion and created two additional seats on the task force for union leaders. Jim Carvalho, Political Director of Local 1445, and Harris Gruman of the SEIU State Council were both appointed to the task force to represent workers in the industry. Following the task force's initial meeting in October, this past November they held a hearing in Boston where they heard presentations from a number of professors and experts. Many of the presenters reinforced what most of us already know: that if you invest more in your workforce in terms of wages and training, your business will be more successful. However, there was still significant pushback from retail experts and many of the retailers who sit on the task force, arguing that the high wages and the sales tax in Massachusetts are making it hard for them to compete, especially at locations along the New Hampshire border and against online retailers/ecommerce.

It is clear that the retailers on the task force will seek to create negative recommendations such as reducing the state sales tax (which would create budget gaps that would have to be filled by raising other state taxes and fees) and eliminating Sunday pay. Fortunately, we now have a seat at the table and will be part of the discussion going forward. The task force plans to hold a number of meetings over the next few months, including three regional meetings, and will make its recommendations to the State Senate by June 2018.

Working Families' Candidates Win Big in the 2017 Elections

This past November saw huge wins for the progressive candidates that Local 1445 endorsed in local elections. Starting in October, union brother Paul Feeney won his special Massachusetts Senate election for the Bristol and Norfolk seat that stretches from Medfield all the way down to Seekonk. This was a very close election in a somewhat moderate district and the Republican Party spent huge resources to try to switch this seat to their party. Thankfully Paul had the full support of organized labor behind him, and scores of his union brothers and sisters volunteered many nights and weekends, knocking on doors and making phone calls for him. Paul won the election by 500 votes and there is no doubt that WE made the difference.

Other elected officials have taken notice on how big a difference the support of working men and women can make in a campaign and more importantly, Local 1445 has gained a staunch ally in the Senate in Paul, who will fully support protecting issues we hold dear, such as Sunday pay and holiday store closings.

Following Paul's victory in October, the local municipal races in November had huge victories for our endorsed candidates and allies. In Boston, two of our endorsed candidates won their campaigns for open seats: Lydia Edwards in District 1 and Ed Flynn in District 2. Over in Somerville, former Local 1445 member Jesse Clingan won his race to fill an open alderman seat, and up in Lynn, state senator and huge labor ally Tom McGee easily won the mayor's office, while union brother Brian Lapiere once again topped the at-large city council ticket with the most votes.

In Worcester, Candy Carlson and union brother Khrystian King both won re-election to the city council, and in a huge number of other races progressive labor friendly candidates won seat after seat.

On the national level as well, progressive candidates in states across the country won their races.

It was clear that these election victories were the result of the voices of working

Continued on page 20



**We are accepting nominations for the
“Bozo Boss” and “Best Boss” awards.**

To be eligible as a **Bozo Boss**, your nominee must be inconsiderate, disrespectful, think he/she is always right and can do no wrong, purposely violates your contract and makes you hate your job.

To be eligible as a **Best Boss**, your nominee must treat you with respect and consideration, take your opinions seriously, and make you and your coworkers feel you are important members of a team.

Be sure to give us the name of your nominee(s) and the employer/facility/location where they work. Nominations should also include one or more specific examples to illustrate why you think this boss deserves to be recognized as a **Bozo Boss** or a **Best Boss**.

Nominations can be made anonymously but if you include your name, where you work, and your email address or cell phone #, we will keep your information **CONFIDENTIAL** (we will not reveal who has made the nomination) and if your nominee is selected, you'll win a Local 1445 t-shirt!

President's Message (cont'd from page 1)

of Americans - the elderly, disabled, veterans, and poor - depend on to survive. There is also talk of Medicare being reduced and cut back as well to help fund these tax cuts; all working people depend on Medicare to help pay our healthcare bills when we retire. Finally, there is nothing in this bill to strengthen or protect the greatest government safety net of all, for all of America: Social Security. That will be the next program hit when Republicans need more cuts to offset the huge deficit created by this new tax plan!

I WANT YOU TO KNOW THAT THE UNION VALUES YOUR MEMBERSHIP AND YOUR HARD WORK - WE HAVE YOUR BACK ON THE JOB! Never hesitate to call on your union representatives when you have questions or concerns.

**I WISH YOU ALL A SAFE AND HAPPY HOLIDAY SEASON
FILLED WITH KINDNESS AND PEACE!**

In solidarity,

Our Newest Retirees

TERRANCE AHEARN

HELEN EVANS

DENNIS QUINN

HENRY BEATRICE

LEANNE FELDBERG

ARUNKUMAR SHAH

STEPHEN BOCCUZZI

SHEILA FITZGERALD

CAROL SMITH

DIANA CHAGNON

JOHN GUNNING

MARGARET STAMULIS

DANA DECARO

DENNIS HEALEY

EDWARD SULLIVAN

DAVID DERUBEIS

MARILYN HEALEY

BETTY UNDAG

NIMAL DUNUHINGA

KATHLEEN KELLY

REMO ZIMBALDI

RONALD MOLTER

MEMBERS@WORK

STOP & SHOP #492 ~ EVERETT, MA



MEMBERS@WORK



STOP & SHOP #410
GLOUCESTER, MA



STEWARD SCOTT PELLETIER JOHN FROST

STEWARD ANN CAPILLO



JASON DEMERS

KAI KENNEY



BOBBIE CHEPULIS

DEBBIE BERGMAN

Victory for Working families cont'd from page 16

men and women standing up and using their votes to help move the agenda in a more favorable direction for working families. This is proof of how important it is for all of us to show up and vote in EVERY election, not just every four years when there is a presidential race; many of the policies that affect us the most are decided by local elected officials. It will be important to continue this momentum into next year's election, and for all of us to not just get out and vote, but to take the time to get out into the field and proactively support our allies running for office. If anyone is interested in learning how you can become more involved please contact Jim Carvalho at 1445's office. (800-439-1445, ext. 110)



Left: Union brother Paul Feeney being sworn in to the Massachusetts State Senate. Local 1445 supported Paul's candidacy in the special election held to fill the seat vacated by resigning state senator James Timilty.

Paul is dedicated to representing the best interests of the working people in his district, and in the entire state of Massachusetts, on issues such as affordable health-care and quality education.

We are confident that Paul will continue to fight for all of us!

S*TOP & S*HOP #410
G*LOUCESTER, M*A



S*TEVE C*ITRO

J*ASON B*BLACK

SECRETARY-TREASURER'S REPORT

The Difference Between a Union Worker and a Nonunion Worker

Union workers have better healthcare and retirement benefits!

Union workers are more likely than their nonunion counterparts to be covered by healthcare and to receive pension benefits, according to the (nonpartisan) federal Bureau of Labor Statistics. Union workers are also more likely to have short-term disability benefits.



JIM RONAYNE

Dignity: The presence of a union means employees – YOU - must be treated fairly by your employer, and that you have a VOICE and a VOTE in important workplace decisions that affect you.

Protection: Without a union there is no due process at work; nonunion workers are “employees-at-will”, meaning they can be fired for almost any reason – or no reason at all! Union workers can take advantage of grievance and arbitration procedures that insure fairness for all employees.

Union workers earn better wages and benefits than workers who aren't union members. On average, union workers' wages are more than 25% higher than nonunion workers with equivalent jobs in the same industries.*

While only 14% of nonunion workers have guaranteed pensions, fully 68% of union workers do! More than 97% of union workers have jobs that provide health insurance benefits, while only 85% of nonunion workers do.

Unions DO make a difference, but workers had to **fight together** for:

- ★ The 40-hour workweek
- ★ The 8-hour workday
- ★ Overtime
- ★ Sick leave
- ★ Paid vacation
- ★ Employer-paid health insurance

- ★ Pensions
- ★ Safety and health protections
- ★ Grievance procedure for wrongful discharge or discipline
- ★ Fairness in promotions
- ★ Higher wages

These are the gifts that we, and our predecessors in the labor movement, have won by standing up and fighting for our rights to fair treatment and decent jobs.

New Year's Resolution #1: Let's resolve to KEEP FIGHTING TOGETHER to guarantee that this legacy – and more - will survive for the benefit of future generations of American UNION workers.

In solidarity,


* “Among full-time wage and salary workers, union members had median usual weekly earnings of \$1,004 in 2016, while those who were not union members had median weekly earnings of \$802.” (“Economic News Release”, *US Dept. of Labor, Bureau of Labor Statistics*, January 26, 2017, accessed November 14, 2017, <https://www.bls.gov/news.release/union2.nr0.htm>)



LOCAL1445

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2018 Official Quarterly Meeting

Reunión oficial trimestral 2018

Próxima reunião em 2018

This quarter's official membership meeting will be held on the following date:
Esta reunión oficial de membresia trimestral se celebrará en la siguiente fecha:

Esta reunião será realizada no dia:

Tuesday, January 16, 2018 6:30 p.m.

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