

UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445

UFCW FREE COLLEGE BENEFIT



EARN A DEGREE ONLINE AT YOUR OWN PACE

SEC.Y-TREAS REPORT PG 21

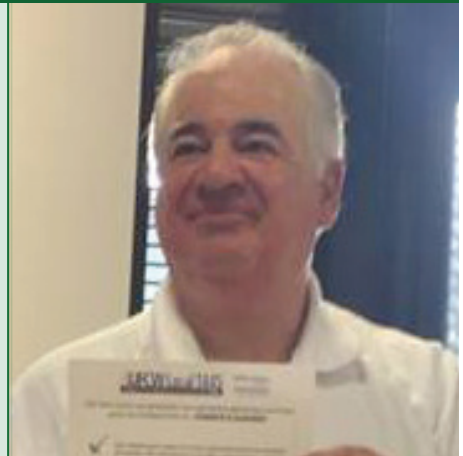
PRESIDENT'S MESSAGE

I hear members say from time to time, "Why can't my union stay out of politics and just concentrate on our bread-and-butter issues, like getting us more money and perks at the bargaining table?" In a country as divided as ours is currently, between liberals and conservatives, some of those in power are using individual social issues to sidetrack and further divide us and take our eyes off the issues that SHOULD be uniting and bringing us together as workers.

Some of these divisive issues include gun control vs the right to bear arms, anti-abortionists vs pro choice folks, and immigration reformists vs people who believe in closing our borders. There are also organizations such as the neo-Nazis, white supremacists, and similar groups that believe they have the right to preach racism, hatred and violence. These last groups identify themselves with the right-wing of the political spectrum and like to label those who demonstrate and march for peace, and human rights, and equal rights, as left-wingers. **I like to think that mainstream America believes in non-violence and human dignity and respect for all races and people**

Today, Corporate America has entrenched itself firmly in the right-wing camp as they support legislation that weakens labor laws and workers' rights on-the-job by pushing to expand "Right to Work" (for less!) in more states than ever and by quashing the Employee Free Choice Act.

LEFT-WING?
RIGHT-WING?
SOMEWHERE IN
THE MIDDLE?
EITHER WAY,
I'M STICKING WITH
THE UNION!



JEFF BOLLEN

Right-wing policy also advocates the elimination of unions!

There was a time, years ago, when our government functioned more successfully and less divisively, when both parties could find common ground and compromise, and when the Republican Party was more centered and not as extremist and antiunion as it is today. President Eisenhower (Republican!) even stated with pride that unions had grown under his administration because the collective bargaining process had been strengthened by labor and management being able to settle their differences at the bargaining table without the interference of the government.

For years, unions have been labeled as a faction of the left-wing because most of labor supports Democrats, who are considered these days to be "leftists" by corporate Republicans. "Leftist" is now a label demonized by FOX NEWS and the right-wingers, as they had earlier demonized the word "liberal".

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GUEST EDITORIAL



**DAVE
YOUNG**

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

Standing Together Against Work for Less Laws

Imagine for a moment that you work with someone who enjoys the benefits of belonging to a union without paying for them.

That's exactly what's happening right now in 28 Work for Less states. These laws are pitting workers against workers, and making it easier for companies to offer jobs in our communities that come with low wages and few benefits.

Members of Local 1445 know that Work for Less laws are not about earning a better life and better wages. They're about cutting wages and benefits so that irresponsible corporations make more profits and hard-working people earn less than they deserve.

Work for Less laws do not boost economic growth or attract employers to one particular state over another. Work for Less laws undermine the ability of working people to improve their workplaces and hold irresponsible employers accountable. These laws reduce wages and adversely affect the level of discretionary spending in the local retail, real estate, construction, and service industries.

And that's why we must continue to reach out to our friends, neighbors and coworkers and let them know about the value of belonging to our union family.

We must spread the word that union workers earn better wages and benefits than nonunion workers, and union workers are more likely to have jobs that provide health insurance, retirement security, paid vacation, holidays and sick leave, scheduling overtime protection and other benefits. We must make the point that unions are also good for the private sector and help employers create a more stable and productive workforce.

We need to share our belief that hard work should be rewarded with a better life. We need to underscore our position that the basic rights of workers must be respected, including the right to stand together and negotiate better wages and benefits, fair scheduling, and workplace safety.

Continued on page 3

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

May 25, 2017 through Sept. 5, 2017

Coverage:

Dental	\$1,162,734.68
Vision	114.00
Disability	557,286.63
R_x (5/16/17 - 8/31/17)	2,102,162.43
Medical (5/16/17 - 8/24/17)	11,753,437.21
Total	\$15,575,734.95

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

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- JIM RONAYNE - Secretary-Treasurer**
- TOM BROWN - Recorder**
- JEFF BOLLEN - Executive editor**
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Guest Editorial cont'd from pg 2

The key to economic prosperity for working people is power in numbers. When we stand strong together, we have the power to change lives for the better.

Thank you all for helping to share the incredible value of belonging to our union family. We appreciate you and all the hard work you do to make Local 1445 a better and stronger union.

President's Message cont'd from pg 1

The conservative media still use the words "liberal" and "leftist" as derogatory and somehow anti-American, when these words truly denote beliefs that are pro-labor, pro-equality, pro-human rights, pro-middle class, and firmly and emphatically PRO-AMERICAN.

But as working people and union members, let's drop all the labels and just concentrate on working together on strengthening our unions – and our future and our children's future – in spite of all the opposition we working people are facing from the Big Money-owned factions of our government.

Let's agree to disagree on other political issues, but let's remain united on the issue of the right of all middle-class working Americans to a living wage and a working environment that offers opportunities for a decent life.

In solidarity,

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.



\$100 winner Lawrence Vitale (bfresh - Allston) with BA Gene Giacobbe



\$100 winner Mary Whitmore (Stop & Shop - Danvers) with BA Gene Giacobbe



\$50 winner Steven Morell (Stop & Shop - Framingham) with steward Jackie Brennan-Thomas



\$50 winner Robert Moseley (Stop & Shop - Worcester) with steward Kevin Johnson



\$50 winner Deborah Ward (St. Vincent Hospital) with BA Richard Poole



*\$50 ABC winner - Hector Vinales (St. Vincent Hospital)
Photo not available at press time*

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.

Are you ready for some football?

Football season is here. Whether you are entertaining at home or heading out and plan to tailgate, we have some great union-made products to help you enjoy the game this fall. Maybe you are headed to the stadium to watch your favorite NFL team. Players in the NFL belong to the National Football League Players Association (NFLPA). And workers at most stadiums are unionized. Food and drinks are brought to you by the Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM), the UAW, Machinists (IAM), the United Food and Commercial Workers (UFCW) and the Teamsters (IBT).

CHIPS AND DIPS

- » Kraft/Heinz Cornuts
- » Frito Lay
- » Dan Dee Pretzels
- » Mikesell's Potato Chips
- » Mission Chips
- » Old El Paso Chips
- » Old El Paso Dips and Salsa
- » Pace Salsa
- » Stacy's Pita Chips
- » Tostitos Chips and Salsa

MAIN DISHES AND SIDES

- » Alexander & Hornung
- » Always Tender
- » Ball Park
- » Banquet
- » Butterball

- » Dearborn Sausage Co.
- » Farmer John
- » Farmland
- » Hebrew National
- » Hormel
- » Omaha Steaks
- » Oscar Mayer
- » Thumann's
- » Tyson
- » B&M Baked Beans

BEER

- » 1845 Pils
- » Bass Pale Ale
- » Beck's
- » Blue Moon
- » Budweiser
- » Busch

- » Butte Creek
- » Goose Island
- » Hamm's
- » Henry Weinhard's
- » Hoegaarden
- » Iron City
- » Keystone Light
- » Killian's
- » Kingfisher Premium Lager
- » Kirin
- » Labatt Blue
- » Land Shark Lager
- » Leffe Blond
- » Lionshead
- » Michelob
- » Mickey's
- » Miller
- » Molson Canadian
- » Moosehead
- » Natural
- » O'Doul's (non alcoholic)
- » Olde English 800
- » Pabst
- » Red Stripe
- » Red Tail Ale
- » Rolling Rock
- » Sam Adams
- » Schlitz
- » Shock Top
- » Steel Reserve
- » Steelhead
- » Stegmaier
- » Stella Artois



From the kitchen of:

RECIPE

Union-made Buffalo chicken dip

1 (8 oz.) pkg. Horizon Dairy or Kraft Philadelphia Cream Cheese, softened

1/2 cup FRANK'S RedHot Original Cayenne Pepper Sauce or FRANK'S RedHot Buffalo Wings Sauce

1/2 cup Kraft Bleu cheese or Hidden Valley Ranch dressing

2 cups Shredded cooked Foster Farms fresh chicken.

1/2 cup Kraft Crumbled bleu cheese or your favorite Hiland Dairy shredded cheese

DIRECTIONS:

PREHEAT oven to 350°F.

BAKE 20 min. or until mixture is heated through; stir. Serve with Nabisco crackers, Bimbo Bakeries breads and/or Mann's Carrots and other crunchy companions by Eurofresh Vegetables.



AT YOUR SERVICE

MAKE NO MISTAKE: Your Benefits Are **UNION** Benefits, **NOT** Company Benefits!

The nights are cold, the days are crisp and so ends summer. Fall will be here and soon the holidays will be upon us and the busy season will start.

I'd like to tell you about what a few new members were discussing, in a conversation I recently overheard. It was regarding pay and raises, holidays, short term disability and vacations, but unfortunately they believed that these

benefits came from the company...WOW, I couldn't believe what I was hearing!

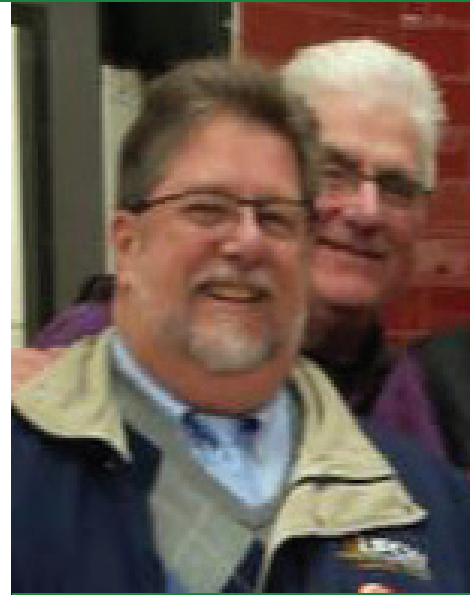
They had no clue as to where these benefits come from: They come from years of negotiations and, in some cases, the threat of a strike, and the worst scenario - an actual strike!

Everything a union member gets comes from their contract and is guaranteed, unlike the benefits workers may get at nonunion companies where conditions can change at any time. As an example, many years ago, associates at Filene's cosmetic departments used to receive a 5 % commission on their sales. One day the company decided it would keep 2% of that 5%, leaving the employees with just a 3% commission, which was a big cut in their take home pay. However, now that the cosmetics departments of some Macy's stores are opting to organize, these associates know their commissions are safe from company interference and are guaranteed for the life of their contract. No more unexpected pay cuts!

A nonunion company can giveth and it can taketh away, at any time and for any reason; however, in a union facility the **union giveth** and the **company can't taketh away** because there is a legally binding document - the contract - in place.

If you hear this misguided information about how the company provides your benefits, you should speak up and let whoever seems to believe this misinformation know that it's the union contract that guarantees them their benefits: wages, raises, vacations, holidays, disability insurance, the right to representation on the job (which I believe is

Continued on page 14



TOM BROWN

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.

ORGANIZING REPORT



FABRICIO DASILVA

Organizing Begins at Home

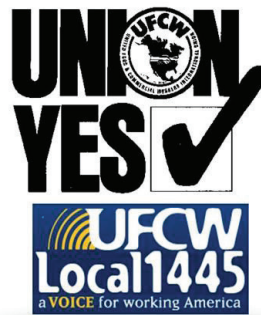
Yes! It starts with you, our valued union member, who understands what it means to belong to a union. When you are talking to your neighbors, with your family over dinner, at a soccer game, or simply hanging out, you always have an opportunity to share your experience with someone and teach them what it means to belong to a union and what it means to be part of an organization that fights not only for its members but for the wellbeing of workers across this country.

Sure, an organizer can talk to anyone and agitate them, but over the years the best experiences we organizers have had working in the field is when we encounter a worker who was approached by a union member who took the time to make sure that worker understood the union difference and who took the time to share what it means to have a contract and work with dignity and respect.

Yes, I am asking you to talk to your friends and family, to educate them about the value of being a union member and explain how belonging to a union can give you the opportunity to have a better life. By doing so, you are organizing! You are helping us continue to grow your union - with little steps - but you are helping us achieve great results. To those who are already doing that we want to say, "Thank you!" for helping us strengthen not only our local union but the entire labor movement.

If you've talked to someone who's interested in finding out how to organize their workplace, tell them to contact us through the online organizing or contact form, or give us a call - it's completely confidential.

~ Fabricio DaSilva, Organizing Director
(781-858-0509)



**Congratulations
to the workers @
Apple Cinemas
Cambridge MA who just
voted **Union yes!****

CONGRATULATIONS to our 2017-2018 scholarship winners!

Each year Local 1445 awards more than \$10,000 in scholarships to our members, or their family members. These scholarships go to graduating high school seniors, undergraduate students, and non-student members who have decided to resume their educations.

For more information on Local 1445 scholarships see pages 7 - 11. And don't forget about the **UFCW Free College** benefit. (See the Secretary-Treasurer's report on pages 21-22!)

Some of our winners this year, from top left down: Jerry Nico-tera (Stop & Shop, Arlington); Brandon Bistany (Stop & Shop, Acton) with BA Tony Flanagan; Kristina Campbell (Stop & Shop, Milford) with mom, Roseann (also from Stop & Shop, Milford; father Scott works at Stop & Shop, Plainville); Macy Celona (Tops, Gardner).

From top right down: Kylie McGaffigan (Stop & Shop, Medford); father Kevin works at Local 1445, mother Kathleen is stop steward at Stop & Shop, Malden); Amy Putvinskas (former member at Stop & Shop, Walpole; father Scot works at Stop & Shop, Walpole) with shop steward Ann McElroy; Christopher Colbert (Stop & Shop, Stoneham) with BA Kevin McGaffigan; and John G. Silva winners Claudia Lopes and dad, John, and Sophia Pata and grandmother, Marylin.





UFCW Local 1445 Women's Network Toy Drive

As in past years, the Local 1445 Women's Network will be collecting toys to distribute to the children of deserving families, to help make their Christmas season a little brighter. Please bring new unwrapped toys to the next quarterly meeting on October

24, in Dedham, Marlboro, or Peabody, or give them to your stewards or business agents to bring to the meetings, and we will make sure they end up under the Christmas trees or in the stockings of our Local 1445 families' boys and girls. **Thanks!**



At Your Service cont'd from pg 6

worth your business agents' combined weight in gold), **and so much more.**

Changing the subject, some companies are operating as if they are not required to comply with the conditions of our contracts, and it seems to be happening more and more. This is patently illegal! But without your cooperation, your local is unable to step in and stop these violations from continuing. If you see a manager doing work, or anything that violates the contract, don't be afraid to report it to your steward... or even ask the manager yourself why they are doing your work. Even if you aren't sure whether something is a contract violation or not, report it to your steward or business agent and they will determine if any action is warranted.

Some members have said that they are happy to have someone else (the manager or company rep) do the work, thinking

they are getting a free pass to just stand around and do nothing. But if the company decides that paying you for those hours while someone else is doing that job is an unnecessary expense, guess what happens to your schedule? And then guess what happens to your job? Your union wants to negotiate contracts that guarantee jobs and wages and hours that will keep working people WORKING and will help maintain a decent standard of living. Allowing the company to take those jobs away, by not reporting contract infractions, is just playing into their hands.

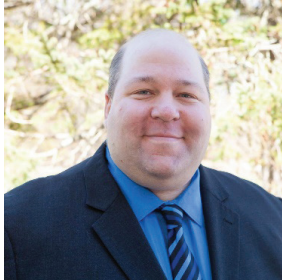
One more thing: The Saugus Macy's cosmetic department is in negotiations, so if you happen to be in the store, wish them luck and welcome them to Local 1445.

I wish everyone a happy Thanksgiving.

In solidarity,

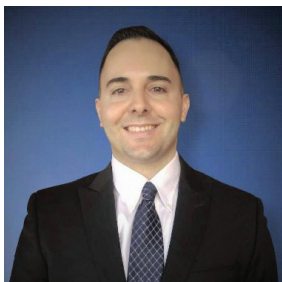
LEGISLATIVE REPORT

Local 1445 Endorsements



Paul Feeney - State Senate, Bristol Norfolk
Paul is running in a special election for the Bristol-Norfolk state senate seat. He is a union brother, Chief Steward, and Legislative Director of IBEW Local 2222. If elected Paul is committed to protecting Time and One Half Sunday Pay, and keeping retail and grocery stores closed on Thanksgiving and Christmas.

His election is Tuesday October 17th.



Eric Lampedecchio - Revere City Council Ward 5

Eric is a fellow Local 1445 member who has been working at the TD Garden for 15 years. He is running in his first race with the hope of improving the lives of the

hard working men and women of Revere.



Tom McGee - Mayor, City of Lynn

As State Senator Tom tirelessly fought for union members and all working families. He is committed to creating and protecting quality jobs with good wages and benefits, and a secure retirement.



Candy Mero-Carlson - Worcester City Council, District 2

Candy is a great friend of Local 1445 and in her first term in Worcester City Council was a staunch ally of UFCW and all unions in

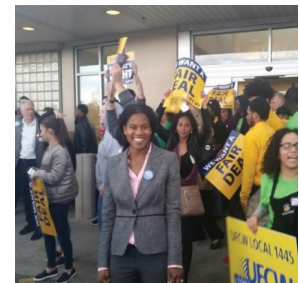
the city. There is no doubt she is the best choice to represent Worcester's working families.



JIM CARVALHO

Lydia Edwards - Boston City Council, District 1

Lydia is a former union member, and an incredibly strong progressive candidate. During her campaign for State Senate she stood up and spoke out for Local 1445 Stop & Shop members during the difficult 2016 contract negotiations.



Ed Flynn - Boston City Council, District 2

Ed is a fellow union member and veteran. He is committed to quality public education, public safety, and improving services in District 2. As a fellow union member he truly understands the issues and priorities facing Boston working families.



How you vote is a personal decision. Local 1445 endorses candidates that we know will best represent the needs of our membership and respectfully request that you consider these candidates when casting your vote.

Due to printing timelines, some candidates may not appear on the general election ballots.



GBLC Labor Endorsed Candidates 2017 Municipal Elections

Boston

Martin J. Walsh for Mayor of Boston

...
Annisssa Essaibi George for City Council, At-Large
Michael Flaherty for City Council, At-Large
Ayanna Pressley for City Council, At-Large
Michelle Wu for City Council, At-Large

...
Frank Baker for City Council, District 3
Tim McCarthy for Boston City Council District 5

Kim Janey for Boston City Council District 7

Cambridge

Richard Harding for City Council
Denise Simmons for City Council
Alanna Mallon for City Council
Marc McGovern for City Council
Jeffrey Santos for City Council
Paul Toner for City Council

...
Fred Fantini for School Committee

Chelsea

Roy Avellaneda for City Council, At-Large
Calvin Brown for City Council, Ward 8

Malden

Steve Winslow for City Council At-Large

...
Nichole Mossalam for School Committee Ward 7

Medford

Stephanie Muccini Burke for Mayor of Medford

...
Adam Knight for City Council

Newton

Nicole Castillo for City Council, At-Large/Ward 1

...
Scott Lennon for Mayor

Revere

John Correggio for City Council, At-Large
Dimple Rana for City Council, At-Large

...
Ira Novoselsky for City Council, Ward 2
Eric Lampedecchio for City Council, Ward 5

Somerville

Dennis Sullivan for Alderman, At-Large
Matthew McLaughlin for Alderman, Ward 1
Bob McWatters for Alderman, Ward 3
Jesse Clingan for Alderman, Ward 4

...
Payton Corbett for Mayor of Somerville

Greater Boston Labor Council | 6 Beacon Street Suite 910 | Boston, MA 02108

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Tom Bracey Stop & Shop #5 (Peabody)

Tom Bracey is retiring after almost 30 years at Stop & Shop, the last 18 of them working in the bakery department.

Tom appreciates being a union member at Stop & Shop because it means that he can retire with a pension! Most people who start working don't know or care about a pension, with retirement something that only happens to older people and only in the dim far distant future. But ask Tom and he'll tell you that time goes by so fast, and before you know it it's thirty years later and you're **READY** to retire. Knowing you have a pension to fall back on makes retirement something to look forward to!

Good luck, Tom – enjoy your retirement!



We are accepting nominations for the “Bozo Boss” award.

To be eligible, a nominee must be a boss who is inconsiderate, disrespectful, thinks he/she is always right and can do no wrong, and who purposely violates your contract.

Be sure to give us the name of your nominee and the employer/facility/location where he/she works. Nominations should also include one or more specific examples to illustrate why you think this boss deserves to be recognized as a Bozo 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 your nominee is selected, you'll win a Local 1445 t-shirt!

Our Newest Retirees

Debra Aiello
Derek Amico
Michael Anderson
Sam Aucoin
Paul Babineau
Ella Bacon
Corinne Barisano
Douglas Belanger
William Black
Richard Blazon
Bruce Bolen
Sherry Borge
Thomas Bracey
Lorraine Brennan
Marlene Brooks
Arlene Buckley
Ronald Burman
William Burnham
Lydia Callwood
Marciana Cameron
John Capobianco
Filomena Colafrancesco
Elizabeth Collier
Eusebio Deleon
Anna Deveau
Thomas Deyak
Laureen Fischer
Kathleen Gagnon
Denise Gantick
Francis Garin

Victor German
Robert Glover
Joseph Greene
Jacqueline Groccia
Patricia Grover
Norma Gummo
Reshma Hakim
Michael Hallene
Nancy Harding
Lynn Hart
Robert Hawes
Christine Huchowski
David Hudson
William Inglis
David Kenny
Robert Lamarche
Joseph Lawlor, Jr.
Holly Leadbetter-Carr
Wayne Leclerc
Richard Lord
Terrance Mahoney
Linda Martin
Anne Mason
George McCarthy
Margaret McGlone
Robert McGrail
Owen McKenzie
Carol Micalchuck
John Migliacci

Paul Nelson
Manuel Nunes
John O'Brien
Charles O'Brien
Lee Anne Oliveira
Dorinda Pierce
Louise Pirrotta
Robert Quinn
Ann Read
Bobbie Reed
Jose Restrepo
Joanne Schickle
Maryann Sciasfani
Giuseppe Scuderi
Carmela Seniti
Xinying Shen
Dawn Sherman
Mary Skelly
Jeanne Spartichino
Judith Stepanian
Robert Sueltenfuss
Kamla Tahsir
Luis Terenal
Barbara Townsend
Peter Trottier
Kenneth Vachon
Betty Vining
Thomas Waple
David Woundy
Janet Fee

Only a fool would try to deprive working men and women of the right to join the union of their choice. ~Dwight D. Eisenhower



MEMBERS@WORK

UMass Contract Negotiations

UFCW 1445 members at UMass Memorial Medical Center and at the ACC building at UMass both recently ratified contracts.

UFCW negotiation team members, with the assistance of Negotiations Director Fernando Lemus and business agent Richard Poole (chair and co-chair respectively), went to the negotiation table in May. A month later they secured a good, strong contract that preserved their benefits and included several additional items, such as a new starting minimum wage of \$12.50 (Year 1) and \$13.50 (Year 2), and new on-call language that allows for sleep time.

The bargaining unit team also dealt with the issue of per diems, who had not been paying dues and who were being used in a way that was adversely affecting the bargaining unit. Thanks to the team's perseverance and persistence, per diems will now become union members after working a specific number of hours.

The negotiation team showed UMass management their resolve by not accepting certain proposals that would have rolled back some of their protections, such as no outsourcing language within the housekeeping and dietary departments. UFCW members at UMass showed true solidarity and it proved to UMass management that they were a force to be reckoned with. Local 1445 members at UMass will continue to have good health insurance, job protection, and yearly wage increases, and were able to organize an additional 100 members. Hats off to them!

Immediately following the victory at UMMHC, negotiations started with Crothall at the ACC building (UMass) for the house workers there. The UFCW negotiation team, led by Richard Poole, was able to bring the "Fight for \$15" to the forefront of those negotiations by securing new hiring rates that guarantee that all members will be making a minimum of \$15 by the end of the contract. Some members will receive as much as a \$1 an hour raise each year! Again, the UFCW members showed solidarity by sticking together and forcing management to recognize that the wages they were being paid made it impossible for the company to retain help and, quite frankly, simply weren't enough to live on.

All in all, these two contracts are prime examples of why being a member of a union is so beneficial: Unions help drive up wages and provide security to workers at a time when so many nonunion families are worrying about how to put food on the table.

It pays to belong to Local 1445!





Senator Elizabeth Warren

Local 1445 Political Director Jim Carvalho met with Elizabeth Warren, senior United States Senator from Massachusetts, to discuss important issues affecting UFCW members in Massachusetts and across the country. Jim and the Senator discussed how Amazon's merger with Whole Foods could negatively impact UFCW members, as well as the Senator's views on immigration reform and possible ways to ensure that consumers are better informed about pre-packaged meats.

ufcw.org/harvey-relief

UFCW Helps Victims Of Hurricane Harvey

Donate now to help Houston UFCW members in need.

Photo Credit UFCW Local 455. Hurricane Katrina Relief.

Even MORE scholarships are available to UFCW Local 1445 members and their family members!

You can get more information on additional scholarships at the following websites:

<http://myufcw.org/benefits/ufcw-charity-foundation-scholarship/>

<https://www.unionplus.org/benefits/money/union-plus-scholarships>

<https://unionhall.aflcio.org/massachusetts-afl-cio/scholarship-program-0>

These scholarships may not be accepting applications yet - bookmark these pages or make a note of these URLs so you can check them periodically and won't miss the chance to apply once they begin accepting applications.



SECRETARY-TREASURER'S REPORT

UFCW Free College Benefit

A free college degree? What's the catch?

There's ONE BIG catch – you (or your parent/step-parent/guardian or grandparent/stepgrandparent or spouse or domestic partner) must be a UFCW member, i.e., a member of UFCW Local 1445.

If you're reading this, there's a better than even chance that you've already overcome that first big hurdle, UFCW membership. Wasn't that easy? Now, the next requirement is a high school diploma or GED equivalent... (You didn't think you would get accepted into a college program without that, did you? Of course not!)

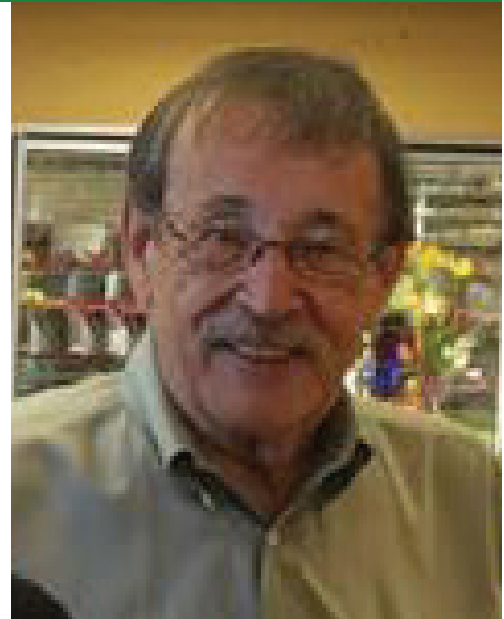
So that's two big steps out of the way – you're already well on your way to that free college degree! The next couple of steps involve the dreaded PAPERWORK. But, again, I'm sure you didn't think you could get away without filling out SOME forms, right?

This program is in conjunction with Eastern Gateway Community College (EGCC), an accredited institution in Ohio. But because it's an online program, where you live doesn't matter – it's convenient to aspiring students throughout the country.

So the next step is to contact EGCC by applying at www.egcc.edu and clicking on the "Apply Now" link at the top right of the page, or by calling 888-590-9009 and talking to an enrollment advisor.

Then you'll need to complete the Free Application for Federal Student Aid (FAFSA) form, which will take between 30 to 60 minutes; have your tax and employment history handy, and enter EGCC school code (007275) to have the info sent to EGCC. Whatever you might receive in federal or state aid will be applied toward your EGCC tuition, and the UFCW Free College benefit will cover the rest.

You'll also need to send EGCC your official high school or GED transcripts, and any copies of transcripts from previous college courses if you'd like to receive credit for them.



JIM RONAYNE

Once EGCC has all your information, they'll ask you to set up a phone appointment with one of their advisors to get you registered and on your way to an online degree.

All this requires a serious investment of your time, but it will be worth it. As a

“last-dollar” scholarship, the Free College benefit will cover whatever costs of tuition, fees, or e-books are not paid for by any federal or state aid you might receive. That means there are no out-of-pocket costs to you for these expenses that are specifically involved in taking the courses at EGCC. However, the Free College benefit will not reimburse you for pencils, computers, computer access, internet, parking or professional fees, etc., in other words, for expenses that you’re probably already paying anyway.

This Free College benefit in conjunction with EGCC grants associate degrees in a variety of programs. With an associate degree under your belt, you’ll have plenty of options. For instance, you can look into transferring these credits towards a bachelor degree at another institution. The UFCW is working towards establishing an expanded program that will grant bachelor degrees; you could get your associate degree now and work on a bachelor degree once a new UFCW program is in place. Or maybe the associate degree is just exactly what you want – done.

Any way you look at it, the Free College program is more proof that YOUR UNION is working to better your future and your family’s future, and is another of the many valuable benefits of being a member of UFCW Local 1445.

Go to www.ufcwfreescollege.org for more information and to get started on the registration process.

In solidarity,

LOCAL1445

UNIONNEWS

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**Hurricane
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2017 Official Quarterly Meeting

Reunión oficial trimestral 2017

Próxima reunião em 2017

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

Esta reunião será realizada no dia:

Tuesday, October 24, 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 delegates to the UFCW International Convention to be held April 23 - 27, 2018

Nominations will take place on October 24, 2017 at 6:30 PM at the following locations:
UFCW Local 1445 office, Dedham, MA;
Holiday Inn, 265 Lakeside Ave, Marlboro, MA;
Holiday Inn, Newbury St. Rte. 1, Peabody, MA.

There will be 18 delegates, including the president and secretary-treasurer who are automatic delegates as a result of their positions, and up to 3 alternates nominated. An eligible member may be

a candidate for delegate or alternate but not both.

Eligibility requirement for delegates and alternates: Must be an active member of Local 1445 who has been an active member of the UFCW or another organization merged with or chartered by the UFCW for a continuous aggregate of at least one year since August 2016. To remain eligible, delegates and alternates must maintain continuous active membership through April 23, 2018.

If elections are necessary, they will take place on Wednesday, November 8, 2017 at the same locations from 9:00 AM to 7:00 PM.