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LOCAL1445

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a VOICE for New England workers and their families since 1938

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AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445

PRESIDENT'S MESSAGE



JEFF BOLLEN

STOP & SHOP VS THE SOLIDARITY OF UNION MEMBERS

Not Need - Just Corporate Greed

The word "union" means "the state of being united or joined"...you know, such as the "United States of America", or the "union" of two people in marriage being joined as one,

or a "labor union", which is **an organization of workers who act together to secure benefits and rights in the workplace.**

"Solidarity" is the word that describes members of a union sticking together to create power and security for all. Labor unions have always espoused the belief that an injury to one of us is an injury to all of us: that is the true spirit of all labor movements in the world. Every free industrialized country in the world currently has a union movement. One cannot have a free country without its workers having a free trade union movement. Those who try to destroy unions destroy democracy.

Not so long ago one man named Lech Walesa led a solidarity movement in Poland, through the union movement, that changed the entire political landscape in Europe, breaking up the Soviet Union and all the countries under its control, beginning with his country of Poland. The Wall came down between East and West Germany and the entire communist bloc was gone.

Today, in what many call the new "global economy", brought about by so-called "free trade agreements" like the North American Free Trade Agreement (NAFTA), the Central American Free Trade Agreement (CAFTA). and the new and very secretive Trans Pacific Partnership Agreement (TPPA) being proposed by Washington politicians (both Republicans and some corporate-sympathizing Democrats), corporations under the guise of "free trade" are searching for countries where they can find cheap labor and where workers don't have free trade unions or rights to organize, and are often forced to work very long days under dangerous, harsh conditions, often side-by-side with children.

Continued on page 5

Stop & Shop Locals Turn a Contract Campaign into a Grocery Workers' Movement

'Stronger Together' is more than a slogan for Stop & Shop workers in New England. In an unprecedented display of solidarity, 35,000 Stop & Shop workers in New England, represented by five UFCW locals, have come together to strengthen their position at the bargaining table. Bargaining committees from UFCW Locals 328, 371, 919, 1445 and 1459 have stayed at the table for two months fighting for a fair deal for the hardworking men and women that make the company successful.

Local unions are holding joint actions in the stores to educate customers and build support for protecting good jobs at Stop & Shop. While the company draws out the bargaining process, members are building a contract campaign into a movement that has brought customers, workers, community leaders, union members, and even four U.S. Senators into the fight for good jobs in the grocery industry.

Continued on page 2

GUEST EDITORIAL



TOM CLARKE

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

2016 Official Quarterly Meeting

**Reunión oficial trimestral 2016
Próxima reunião em 2016**

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

Esta reunião será realizada no dia:

**Tuesday, April 19, 2016
6:30 p.m.**

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

TOM BROWN



AT YOUR SERVICE

We're All In This Together

I wanted to tell all our union members – whether you work at Stop & Shop, Macy's, our nursing homes or hospitals, Gorton's, or any of the many other companies we represent – *it makes a*

difference when you act like a union.

Most recently, members have been handing out flyers at Stop & Shop and holding signs for political causes – **companies take notice and they don't like it.**

When we work together, we are unstoppable and that, my brothers and sisters, is the key.

We must work together to show our strength. We may work at many different companies doing many different jobs, but we are all one union.

So if you see a union brother or sister passing out flyers, go over, shake their hand, and stand with them. Show their employer that you care about your fellow union members, no matter what union they may belong to, because we are all in this together.

Remember: United we stand, divided we fall.

In solidarity,



Guest Editorial continued from page 1

Over the past two weeks, the five New England locals have held rallies across the region, drawing out hundreds of workers and supporters to call on Stop & Shop to provide a fair deal and a better life for its employees. More than 20 UFCW locals gathered for the kick-off rally in Braintree, Mass., a few miles from the company's headquarters. "As a former member of UFCW and of the original Stop and Shop family, I stand, in solidarity, to support the rights of the workers to the good pay and good benefits they deserve," said Deb Goldberg, treasurer of Massachusetts, whose family founded Stop & Shop in 1892.

The crowd that turned out for a rally in Quincy, Mass., was triple organizers' expectations as workers brought family members and customers and community members joined in to call on Stop & Shop to provide a fair deal and better life for its employees.

The following day, neither a rain storm nor Boston's famous St. Patrick's Day celebrations could keep supporters away from a rally in Dorchester. Hundreds turned out to make their voices heard on the same day that the company returned to the bargaining table to resume negotiations. When workers were asked to take their rally off of store property, the Boston Police helped close down a lane of traffic to make room for crowds that overflowed the sidewalk.

U.S. Senator Edward J. Markey put the coordinated effort of the New England Stop & Shop workers who stand strong for a fair contract in perspective: "As the income gap in our country continues to grow and the middle class gets hollowed out, it is imperative that our labor unions take this fight to every negotiation where the potential for economic injustice is a real possibility."

U.S. Senators Christopher Murphy and Richard Blumenthal joined hundreds of Connecticut Stop & Shop workers and community supporters at rallies in Norwalk and East Hartford, while Senator Elizabeth Warren sent a letter of support to Massachusetts workers who held a final rally in Holyoke.

"When I started working here, Stop & Shop was my path to the American Dream – a house, a future for my family. But with the company's current proposals, that dream will be out of reach for my coworkers," said Barbara Begley, who has worked for Stop & Shop for 33 years. "We take great pride in the work we do to serve our customers and communities. Stop & Shop should do what is right and accept a fair deal."

Supported by their customers, the hard-working men and women at Stop & Shop are standing together and calling on the company to stop its threatened cuts to benefits, offer fair wages, and do what is right for the community.



Know someone who needs a union?

Tell them to call Local 1445!

Organizing Department

1-800-439-1445

LOCAL 1445 UNION NEWS



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



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More Winners for Local 1445 in the UFCW International ABC Drawings



Above: October 2015 winner Deborah Mahoney (Sodexo at St. Vincent's) with BA Laurie Lemus



Above: November 2015 winner Carlos Canizalez (Sodexo at St. Vincent's) with BA Laurie Lemus

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



\$100 winner Maria Marchetti (Stop & Shop - Revere) with BA Gene Giacobbe



\$100 winner Alan Muise (Stop & Shop - Stoneham)



\$50 winner Charles Frayne (Stop & Shop - Watertown) with BA Joe Hayes



\$50 winner Robert McGovern (Stop & Shop - Westborough) with steward Kristen Hanney



\$50 winner Robert Owens (Stop & Shop - Framingham) with steward Jackie Thomas



\$50 winner Daknseesha Wintzel-Tolson St. Vincent Hospital
Photo not available at press time

Every month, the UFCW International holds ABC drawings from among all the members across the country who've signed up for ABC.

Local 1445 has consistently excelled, with winners for 8 out of 12 months last year, and the January winner so far this year.

All our members who sign up for ABC are entered in the International drawings, in addition to the drawings held at Local 1445 quarterly meetings.

Have you signed up yet? →

UFCW Interstate H & W Fund Claims Paid - Experience Report

November 23, 2015 through March 24, 2016

Coverage:

Dental	\$1,161,507.27
Vision	7,897.49
Disability	637,880.14
R _x Medical	2,252,026.96
Total	\$18,715,901.37

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.

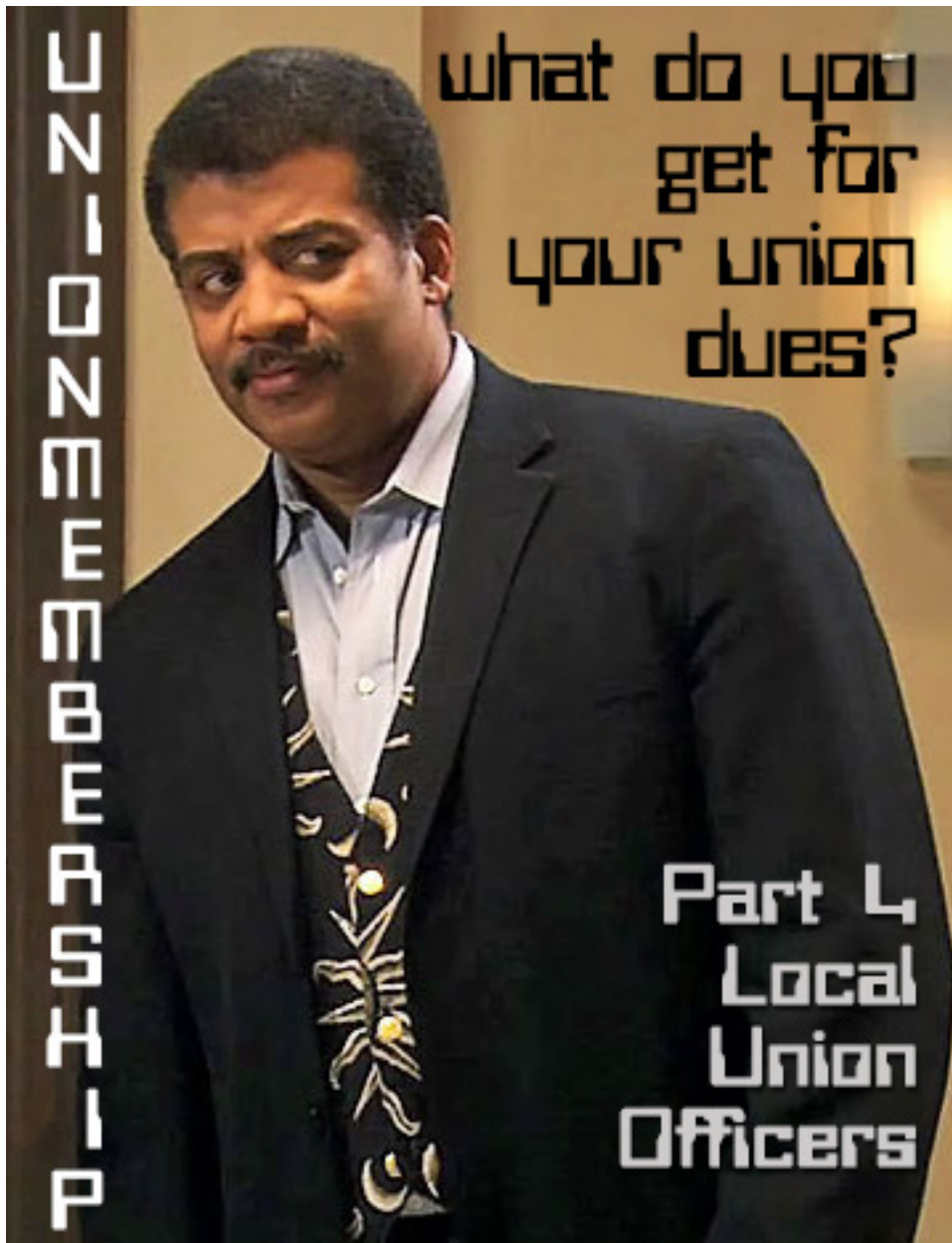
If you've signed up for ABC, you're automatically entered in the Local 1445 raffle and **YOU** could be one of our next winners!

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.**

OK, so far we've covered your **union contract**, your **stewards**, and your **business agents**, all available to you because you are a dues-paying union member. Your contract **guarantees IN WRITING** your benefits and conditions of employment; your stewards are **on-the-job with you** to guarantee that your contract is enforced and you are treated fairly; and your business agents are **always available** to handle the "heavy lifting" - those especially tricky situations and issues that might require additional experience and legal expertise and that might extend beyond your individual store or company.

And never forget: Your union dues pay your business agent's salary so **YOU ARE THE BOSS!** Never hesitate to contact your business agent if you have a question or concern regarding your employment. Because your stewards are right there on the job with you, they are usually your most convenient resource, but your business agent is ALWAYS just a phone call away.

So who else works for you at Local 1445? Who are your LOCAL UNION OFFICERS?



You're probably aware that our Local 1445 president is **Jeff Bollen**, our secretary-treasurer is **Jim Ronayne**, and our recording secretary is **Tom Brown**, all elected officers of Local 1445. Your local also has an elected executive board/vice presidents consisting of rank-and-file Local 1445 members from the companies we represent and additional members from Local 1445's staff. Elections for these offices are held every three years, by secret ballot at meetings that are open to ALL members-in-good-standing, proof yet again of the truly democratic principles by which your union operates.

It is your president's duty to make sure that Local 1445 bylaws and the UFCW International constitution are followed and to generally oversee the smooth operation of the entire local. The secretary-treasurer is on hand to assist the president when necessary, and the recorder is responsible for keeping the minutes of all membership and executive board meetings.

The executive board meets regularly to make decisions regarding local union business, other than that directly overseen by the president, and to handle any appeals or unusual situations that might arise. The rank-and-file members of the executive board, who are drawn from the various industries that Local 1445 represents, make sure that ALL our members' voices are heard when important issues need to be decided.

To run successfully, any large organization needs people at the helm who are familiar with all aspects of its operation; Local 1445 is no exception. Over the years, Jeff Bollen, Jim Ronayne, and Tom Brown have been union members, organizers, representatives, and officers, and have seen to the smooth-running of their local unions from the ground up. There are few (if any!) situations they haven't encountered in their many years of union service, and they are putting their experience to excellent use in representing all our members in all our industries. And their dedication to serving our members – negotiating the best contracts and making sure those contracts are enforced, and making sure all our members are treated fairly and with respect – is beyond question.

These are your UFCW Local 1445 officers, the people who are ultimately responsible for the success or failure of your union, and they are ultimately responsible to YOU, our members. In the democratic organization that is your union, you have every right to hold these officers to account. The best way to do that is to attend the quarterly membership meetings to find out exactly what your union is doing for you and to make sure YOUR voice is heard by the people who are running YOUR UNION. Quarterly membership meetings are held in January, April, July, and October, usually on the third Tuesday of the month, at the Local 1445 union hall and at the Holiday Inn in Marlboro. They are open to all members-in-good-standing. **Your local union officers and business agents urge and encourage you to attend as often as possible; that way, our local membership is informed and united, to the benefit of ALL our members.**

In the next issue: Union membership - What do you get for your union dues? Part 5. Weingarten Rights and more!



President's Message continued from page 1

I don't have to tell you that many good companies have left the USA to have their products manufactured in China, Bangladesh, Vietnam, Mexico, and other countries where workers are greatly oppressed. This is to get away from unions and democracy and workers rights. Corporations value the shareholders and not the workers - you know, the folks that actually produce the goods and services.

This corporate greed is now showing its ugly face in a company once admired as a great place to work; a union company where its employees enjoyed good salaries, great working conditions, and top-of-the-line benefits such as affordable quality medical coverage and a defined benefit pension plan. Union contract negotiations were always tough but in the end management did the right thing in continuing to allow its employees to grow with the company as it grew. Management respected the workers that served the customers every day, and never tried to decimate the employees' wages and benefits. Today, the new conglomerate only cares about its shareholders and the astronomical profits they can rake in at the expense of their employees. Now that Royal Ahold (Netherlands) has merged with Delhaize (Belgium), they will sell off or close scores of stores, with little regard for the welfare of the hardworking men and women who made these companies great. They will dominate the East Coast in the grocery business and continue to pick apart union contracts, demanding give-back after give-back from the employees unless the union members stand up and fight back!

Sisters and brothers, we need to act in total solidarity, from New England through New York, New Jersey south to Chesapeake Bay, and stand as ONE UNION. We – members of the UFCW - have the power to beat back the unfair demands of this powerful corporation and we must fight them. Solidarity among union members can win this battle even if this means we have to use

our ultimate weapon by going on strike. All of us need to make the sacrifices to maintain the integrity of our contract and fight against unnecessary take-aways, not only for ourselves but especially for those not-yet- hired, because unless we do, it will destroy the entire contract in a short period of time. The sad part of all this is that the company does not need to take back wages and benefits: they are making shameful profits.

The strategy of the company is to divide and conquer! They may negotiate a wage and benefit package that satisfies many of the current union members but offers a horribly deficient package to the people who will be hired after the contract has been voted on. The company wants a big chunk of the pensions back, a lower wage scale, significantly fewer holidays and sick days for new employees, and higher out-of-pocket costs for health benefits as well. The company also wants current parttime employees who put in for fulltime positions in the future to fall under the reduced "new clerk" wages and benefit plans they have on the table.

WE CANNOT ALLOW THIS – WE MUST FIGHT BACK! IF WE ARE A REAL UNION, WE MUST NOT ALLOW THE COMPANY TO DESTROY ALL WE HAVE FOUGHT FOR AND WON OVER THE PAST 70+ YEARS. WE MUST NOT ALLOW CORPORATE GREED TO DESTROY THE FUTURE OF THIS COMPANY, THE INTEGRITY OF OUR CONTRACT, AND THE LIVELIHOODS OF OUR UNION SISTERS AND BROTHERS! TOGETHER WE MUST SHOW MANAGEMENT THE MEANING OF SOLIDARITY - OF ALL UNION MEMBERS, FULLTIME AND PARTTIME, CURRENT AND FUTURE - AND BEAT BACK THIS ATTACK ON OUR UNION!

In solidarity,

JOIN US TODAY!
@ the SOUTH BAY PLAZA

1100 Massachusetts Ave.
Dorchester

UFCW LOCAL 1445
STOP & SHOP rally

@ 4pm

RAIN or SHINE



#strongertogether

BEST BUY
Marshalls
OLD NAVY Party City
OfficeMax
TJ-maxx
BED BATH & BEYOND

WE WANT A
FAIR DEAL

Stop & Shop:
DO WHAT'S RIGHT

FAIR DEAL

UFCW LOCAL 1445
UFCW
merica

WE WANT A FAIR DEAL

SCHOLARSHIP OPPORTUNITIES

UFCW International scholarship program – Be sure to check the UFCW International website for information as it becomes available, including contact info for the UnionPlus scholarships: www.ufcw.org/

Local 1445 members are eligible for MANY benefits through the **UnionPlus** program including scholarships, credit cards, various types of loans and refinancing programs, insurance, discounts on cell phones, and many other services and products too numerous to list here. Go to www.unionplus.org to find out more.

Every year **UFCW Local 1445 offers scholarships** to our members and their family members - to high school seniors who plan to attend college or university once they graduate; to high school seniors who plan to attend vocational or trade school following graduation; to members who are not currently in school but are serious about re-summing their education; and to undergraduate students who are in college or university. These are the UFCW Local 1445 Lottery Scholarship, Essay Scholarships, Women's Network/Beppie McNally Scholarships, the Nicole Berman Scholarships, and the Dennis Norton Scholarships.

In addition, Local 1445 has continued the Local 15 John G. Silva scholarships, which are awarded to deserving college-bound Gloucester High School seniors.

Local 1445 members and family members may also be eligible for scholarships awarded through other labor organizations and regional labor councils, such as the Massachusetts AFL-CIO, the Central Massachusetts Labor Council, and more.

Applications and information about Local 1445 scholarships are below and on the next couple of pages. Keep your eyes open for more information in future issues of the Local 1445 Union News and on our website (www.ufcwlocal1445.org) on scholarship opportunities as it becomes available. It's NEVER TOO SOON to start thinking about financing your education!

Scholarship check list
School year 2016 - 2017

1. Are YOU a Local 1445 member? If YES go to A; if NO go to item 2.
 - A. Are you a high school senior? If YES, go to I; if NO, go to 1B.
 - I. Will you be attending a vocational program? If YES, see below; if NO, go to II. You are eligible for LS, NBS, BMS, DNS.
 - OR
 - II. Will you be attending an undergraduate/degree program? If YES, see below; if NO, there are no scholarships for which you are eligible. You are eligible for ES, NBS, BMS, DNS.
 - OR
 - B. Are you an undergraduate student? If YES, see below; if NO go to 1C. You are eligible for NBS, BMS, DNS.
 - OR
 - C. Are you going back to school (vocational or undergraduate) after a year or more? If YES, see below; if NO, there are no scholarships for which you are eligible. You are eligible for LS.
2. Is a FAMILY MEMBER (spouse, parent, or grandparent) a Local 1445 member or retiree? If YES, go to 2A; if NO, there are no scholarships for which you are eligible.
 - A. Are you a high school senior? If YES go to I; if NO, go to 2B.
 - I. Will you be attending a vocational program? If YES see below; if NO go to II. You are eligible for LS, NBS, BMS, DNS.
 - OR
 - II. Will you be attending an undergraduate/degree program? If YES, see below; if NO, there are no scholarships for which you are eligible. You are eligible for ES, NBS, BMS, DNS.
 - OR
 - B. Are you an undergraduate student? If YES, see below; if NO, there are no scholarships for which you are eligible. You are eligible for NBS, BMS, DNS.

Gloucester High School students: Are you a Local 1445 member, or the child or grandchild of a Local 1445 or Local 15 member or retiree, who's also a college-bound Gloucester High School senior? You might be eligible for the John G. Silva scholarship. See your Gloucester High School guidance counselor or call Joe Hayes at the Local 1445 office (800-439-1445, ext. 144) for more information.

In addition, Local 1445 members/family members may be eligible for Local 1445 scholarships administered by the Massachusetts AFL-CIO, and for UFCW International Union and UnionPlus scholarships. See these websites for more info: MA AFL-CIO (www.massafclcio.org); UFCW International (www.ufcw.org); and Union Plus (www.unionplus.org).

KEY: LS Lottery scholarship

Lottery application OR Scholarships application (see application forms for more info)

ES	Essay scholarship	Essay application
NBS	Nicole Berman Memorial scholarship	Scholarships application
BMS	Beppie McNally Memorial scholarship	Scholarships application
DNS	Dennis Norton Memorial scholarship	Scholarships application

UFCW Local 1445
2016 – 2017 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 15, 2016.**

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 500 – 1000 word essay, to the address below. Your essay must be on the theme "History Proves Stronger Unions Protect American Workers and Their Families" and should be double-spaced on single sided sheet(s). Application forms submitted without an accompanying essay will not be considered.

IMPORTANT! You may also be eligible for the Nicole Berman Memorial scholarship, the Local 1445 Women's Network/Bepie McNally Memorial scholarship, and the Dennis Norton Memorial scholarship; **be sure to fill out and submit the 2016 – 2017 Scholarships Application in order to be considered for those as well.**

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

School to attend - Fall 2016: _____

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 Essay Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 15, 2016.

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 ufcwlocal1445@ufcwlocal1445.org and put "Scholarship question" in the subject line.

UFCW Local 1445
2016 - 2017 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 15, 2016.**

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 2016 – 2017 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 lottery from eligible applicants 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, at the time of the drawing. Previous winners are not eligible. **Applications must be postmarked no later than July 15, 2016.**

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 all three

Local 1445 scholarships that are awarded by lottery to high school seniors and undergraduate students: the **Nicole Berman** Memorial scholarship; the **Beppie McNally/Local 1445 Women's Network** scholarship; and the **Dennis Norton** Memorial scholarship.

IMPORTANT! Please note: **If you are a high school senior who will be attending a vocational school (rather than a college or university) upon graduation, please be sure to indicate that on this form and you will also be considered for the Local 1445 Lottery scholarship. HOWEVER, 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). Your business agent can get you the form, or call the Local 1445 office: 800-439-1445. **The Lottery scholarship is open only to MEMBERS who have been out of school OR to members and their family members who will be participating in a vocational program.**

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

School to attend - Fall 2016: _____
Year of study - Fall 2016 (freshman, sophomore, etc.): _____

Or vocational program (**eligible for Lottery scholarship; see 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 15, 2016.

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 2016 - 2017 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, or the spouses, children or grandchildren of members*. Scholarship winners will be chosen by lottery from eligible applicants 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 retired member of Local 1445, at the time of the drawing. Previous winners are not eligible.

Applications must be postmarked no later than July 15, 2016.
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 (2015 – 2016), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2016; 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 2016 – 2017 Scholarships application** rather than this application. Your business agent can get you the form, or call the Local 1445 office: 800-439-1445. **This Lottery scholarship application is ONLY for MEMBERS who are not currently in school.** (Submitting the **Local 1445 2016 – 2017 Scholarships application** will also enter eligible applicants in the 3 additional Local 1445 scholarship drawings; see the *Scholarship eligibility requirements* document for more information.)

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

Vocational program/school: _____
I AM a member of Local 1445 at: _____ Employer's name: _____ Location name/number: _____
I understand that this application 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 15, 2016.

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.

#strongertogether



MEMBERS@WORK

Macy's ★

MEMBERS@WORK

Boston ~ Braintree ~ Natick ~ Peabody ~ Warwick

Congratulations to the Macy's members of Local 1445 on their new contracts!



Members who work at the Macy's stores in Braintree, Natick, Peabody, and Warwick overwhelmingly ratified their new three-year contract on January 10, 2016.



Members at the Macy's Downtown Crossing Boston store overwhelmingly ratified their new three-year deal on January 17, 2016.

UFCW Local 1445 Professional Healthcare Division
a VOICE for New England workers and their families since 1938



St. Vincent Hospital Worcester, MA

Meet four of our stewards at St. Vincent Hospital:
(Left to right) Renee Dulmaine, Deb Ward, Amanda McCarthy, Karen Baker

Thank you for all you do for your fellow Local 1445 members!

LIKE us on Facebook
www.facebook.com/ufcwlocal1445
FOLLOW us on Twitter
twitter.com/Ufcw1445
Help spread the word!

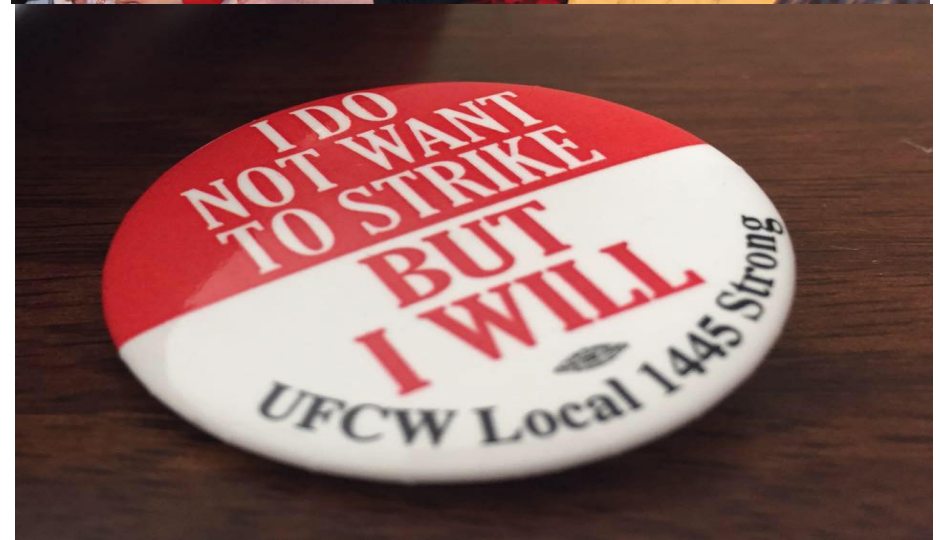
Join the conversation! Get updates! Make your voice heard!

Right now the main topic is Stop & Shop negotiations but once their contract has been settled, other Local 1445 news and business will take center stage.

Share with your friends and SPREAD THE WORD!

MEMBERS@WORK

Sunday, February 28, 2016 - Local 1445 members from Stop & Shop met at Lombardo's in Randolph for updates on contract negotiations and to take a strike vote. The result? Overwhelmingly, members voted to allow Local 1445 leadership to call for a STRIKE if Ahold - the parent company of Stop & Shop - refused to bargain in good faith or to seriously consider union proposals to improve the members' new three-year contract. So far, Stop & Shop continues to demand cutbacks and contract downgrades, and is trying to divide union members and bust the union by proposing contract provisions that will create a "two-tiered" workforce, where newly hired union members will be treated as "second-class" workers.



UFCW leadership and the negotiating committees remain committed to securing an excellent contract for current AND future union members. All union sisters and brothers deserve the same respect and consideration, regardless of their hire dates. All Local 1445 members employed by Stop & Shop, whose hard work has made the company the success it is today, should be able to share in that success through a contract that allows them to improve their lives and move forward, rather than one that strips away wage improvements and benefits and makes life harder. The foreign-based parent company of Stop & Shop seems to believe American unions are weak and ineffectual; Local 1445 will show them how wrong they are!



Every year during the holiday season, the Local 1445 Women's Network holds a toy drive to help out our member families who might not be able to put as much under the Christmas tree for their kids as they would like. And every year, without fail, Local 1445 members go out of their way to help their less fortunate union brothers and sisters. This year was no exception! Thanks to all who contributed and collected donations and helped make the holidays a little brighter!!!

Congratulations to our long-time members and new retirees Warren Grant and Ron Gardiner. Best wishes for good health and great times from your union sisters and brothers!



Warren Grant, 62 year member, was one of the original organizers of Boston Garden employees into the union. Oh, the tales he could tell! Next time you see him, ask him about the Beatles concert in 1965...Warren has been a witness to history in the making.



Ron Gardiner receiving his Local 1445 watch and congratulations from steward Matt Farrell. Ron has worked at Hannaford Brothers in South Portland, Maine, for 35 years and has been a loyal member of Local 1445 since 1994.



Above:
\$100 FB Raffle Winner
Taylor Padellaro
(S & S #92, North Andover)
with steward Bill Power

Taylor was chosen from among the first 300 Local 1445 members who answered the call to "LIKE US ON FACEBOOK." Updates, photos, and videos are posted regularly on the Local 1445 FB page at facebook.com/ufcwlocal1445

Our newest retirees

Marilyn Adams
Philip Amero, Jr.
Emily Bailey
Sharon Bertolino
Cecilia Boada
Owen Connell
Quintin Connell
Frank Ciulla
Donna Cote
Jacinta DeAsis
Betty Demers
Florence Dwyer
Antonio Ferrari

Paul Foisy
Richard Garrity
Norman Imbeau
Richard Jannino
Phyllis Kennedy
Michael Labore
Robert Leary
Cheryl Lebel
Leslie Manchester
Donald Maricola
Mark Markuson
Jacqueline Mondello

Kenneth Neergaard
Doris Pomroy
Diana Reis
Craig Richardson
Thomas Rigazio
Karen Romanos
Sarah Sahagian
Claire Spillane
William Stevens
Kevin Sullivan
John Swiatkowski
Paul Theriault
Maria Valastro


Retirees and soon-to-be retirees: Find out about all you can do online and get your questions answered by experienced Social Security representatives at www.socialsecurity.gov

MEMBERS@WORK



WHERE DOES THE MONEY GO WHEN STOP & SHOP GUTS WORKERS' WAGES & BENEFITS?

Stop&Ship Profits Overseas



Stop & Shop's parent company, Ahold, made more than \$1 billion each year for the last three years.

But now, Stop & Shop is asking for unprecedented cuts from local workers.


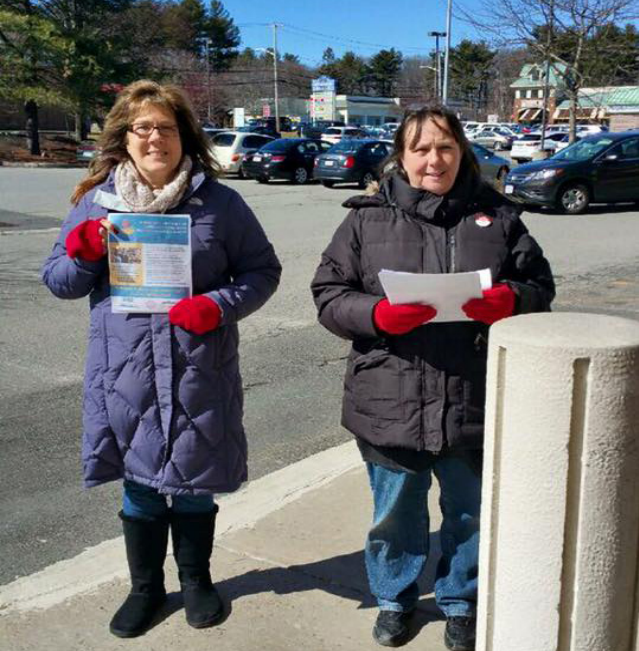
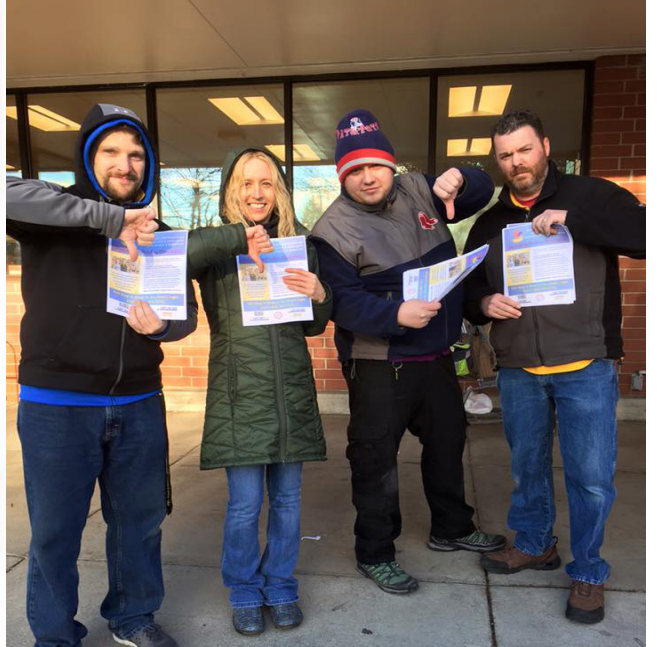
The same month that the company is gutting compensation for hardworking Americans, this Dutch company is planning a multi-billion dollar merger with the Belgian company Delhaize.

This company is making money, and spending money. But the money they spend goes to foreign investors and multi-national corporate mergers while the money your grocery clerk earns stays right here in the community.

Support local workers. Support your community.

"All we're asking for is a fair deal that lets us build a future for our families. My family shouldn't be asked to pay for the Delhaize merger."

Tell Stop & Shop to do what's right. Call 1-800-767-7772

For more photos, videos, and updates check us out on Facebook: www.facebook.com/ufcwlocal1445

LEGISLATIVE REPORT



JIM CARVALHO

Vote April 12th! Local 1445 Endorses Lydia Edwards for State Senate

UFCW Local 1445 is proud to announce that we have endorsed Lydia Edwards for State Senate in the First Suffolk and Middlesex

District. This district includes Revere, Winthrop, East Boston, Beacon Hill, and part of Cambridge. There will be an incredibly important primary election on Tuesday, April 12, 2016.

Lydia has spent her career fighting on behalf of working men and women. She is a public interest lawyer with the Greater Boston Legal Services where she has dedicated her career to standing up for the kinds of workers who too often don't have an advocate in their corner.

Lydia has committed to fight to protect time-and-one-half Sunday pay if elected to the state senate, and is a union sister member of UAW Local 2320! Over recent weeks she has stood up in support of all Local 1445 members at Stop & Shop in their fight for a fair deal!

Please don't forget to vote on Tuesday April 12th and support a candidate who truly wants to fight for UFCW members, Lydia Edwards for State Senate!*



Lydia Edwards @lydiaforsenate · Feb 28

Standing with the @UFCW employees as they negotiate with @StopandShop. All workers deserve good wages and strong benefits. #mapoli #bospoli

*How you vote is a personal decision. Local 1445 endorses candidates we feel will best represent the needs of our membership and all working families, and we respectfully urge you to consider these candidates when casting your vote.

MEMBERS@WORK



Gino Rossi

Stop & Shop #496 Methuen

Christian Ramos Dawn Sweeney Melanie Queenan



Nancy Youssef



Erin Gendron



John Ventresco

SECRETARY-TREASURER'S REPORT



JIM RONAYNE

Major Issues on the Table as of March 28, 2016 at Stop & Shop Negotiations

Stop & Shop proposals:

☞ Employees hired or promoted to a fulltime position after February 27, 2016 will be subject to wage caps. For example, a fulltime clerk cap would be \$18.00 an hour; once a fulltime clerk's wage hit \$18.00, they would only receive a lump sum bonus from then on, rather than any wage increases.

☞ Elimination of the \$10.00 weekly premium for fulltime dairy clerks hired or classified after February 27, 2016.

☞ Elimination of the retiree health benefit program at the end of the contract.

☞ Company wants more than \$30 million in reserves from the health and welfare fund.

☞ Eliminate 3 paid holidays for new parttime employees: Patriots' Day, Columbus Day, and Veterans' Day. And for the first 9 months, parttimers would not become eligible for any holidays!!

For new fulltime clerks hired or promoted after February 27, 2016:

☞ Sick days – 5 days of sick time which will be available to use at the beginning of the year, provided they have one year of service. That's FOUR fewer than we have now!

☞ Vacations – 5 weeks after TWENTY-FIVE years of service. Currently employees get 5 weeks after 20 years of service.

☞ Holidays – 3 fewer than they have now: Patriots' Day, Columbus Day, and Veterans' Day eliminated. Fulltimers would become eligible for 3 personal days after 12 months.

☞ New fulltime pension - \$45 per month per year of service. It's \$69 now for present fulltime employees.

General wage increase (GWI) for all other fulltimers and parttimers is "small change" – you could only buy "penny candy" with it!

Stay strong and stay together!

In solidarity,
Jim

