

Fall 2018 Vol. 43 No. 3

www.ufcwlocal1445.org

UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



The **QUESTION ONE** referendum is a classic example of **MANAGEMENT vs WORKERS**, and **MANAGEMENT** is trying to confuse the public so that we vote **AGAINST** the **WORKERS**.

The working nurses - the REAL bedside nurses of the Massachusetts Nurses Association (MNA) - are asking us to vote **YES** on **ONE!**

The MNA is fighting for safe patient-to-nurse ratios, which will help guarantee the best and safest care for patients, but may end up forcing the FOR PROFIT HOSPITALS to hire more nurses at hospitals that are now critically understaffed.

It's really very simple: Profit-making hospitals want us to vote NO for fewer nurses and bigger profits for the for-profit hospitals, while the MNA, representing the REAL nurses, is asking us to vote **YES** for safe staffing and better patient care.

The best way to get people to vote the wrong way in any election on a referendum or any issue where there are two opposite sides in conflict is to confuse people into making the wrong decision.

THE LIES: The Hospital Association, which backs the for-profit, money-making hospitals, wants you to believe that voting NO on Question One is better for nurses and patients. So they inundate us with phony TV commercials that are similar to MNA ads. Instead of real testimony from real nurses, the Hospital Association ads use actors posing as nurses who tell you that voting NO is what nurses want because they know what is best for their patients. One BS caption shows a nurse/actor saying she "is the patient's quarterback" and knows what's best for her patients. People are falling for this propaganda because they are confused by the similar commercials; this is done on purpose to get us scratching our heads.

The Hospital Association claims they are backed by a nurses' organization, the so-called American Nurses Association (ANA). That would confuse even the best observers if they didn't know that **the ANA is an executive management group**



GUEST EDITORIAL



**DAVE
YOUNG**

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

Get Involved This Election Season

At UFCW Local 1445, we know that actions have consequences—and that's why getting involved in the midterm elections is so important.

A lot is at stake this election year for our union family and all hard-working men and women. Our economy has been rigged to benefit the wealthy few, while working and middle class people are left to worry about how they will earn enough to pay for housing, feed their families, educate their children, and save enough to retire. To add insult to injury, the very idea of a worker's right to stand with their colleagues for a better life and a voice in the workplace has been challenged by local elected officials

all over the country with support from irresponsible corporations and anti-worker special interest groups.

It's clear that we need to elect leaders who will stand up for the bread-and-butter issues that affect us all, such as income inequality and the shrinking middle class. Local elected officials have the power to address these issues and find solutions to these pressing problems. They are the ones who determine local laws and policies that affect us the most, and these officials are being elected every year with low voter engagement.

We have the power to change the political environment. Whether it's going door-to-door, phone banking, or talking with friends and neighbors, members of UFCW Local 1445 can play a key role leading up to the midterm elections.

Reach out to your fellow colleagues at work and talk to them about the importance of exercising their right to vote. Find out which issues matter to them and help them research which political candidates have a record of addressing those issues. Reach out to those who may not have a voice in their workplace and let them know that electing local officials who support the rights of workers to join a union of their choice leads to higher quality jobs that provide health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, overtime protection, and many other benefits.

By staying engaged and turning up at the polls on Tuesday, November 6, we can shape our future and strengthen our communities for generations to come.

IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

June 2018 through August 2018 1,154

GRIEVANCES HANDLED:

June 2018 through August 2018 425

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

June 2018 through August 2018 \$26,884.00

UFCW Interstate H & W Fund Claims Paid - Experience Report

June 7, 2018 through September 14, 2018

Coverage:

Dental	\$1,100,157.01
Vision	0.00
Disability	678,484.85
R_x (3/1/18 - 5/31/18)	2,316,232.18
Medical (3/1/18 - 5/31/18)	12,173,346.88
Total	\$16,268,220.92

Know someone who needs a union?

Tell them to call
Local 1445!

Organizing Department

1-800-439-1445

LOCAL 1445 UNIONNEWS



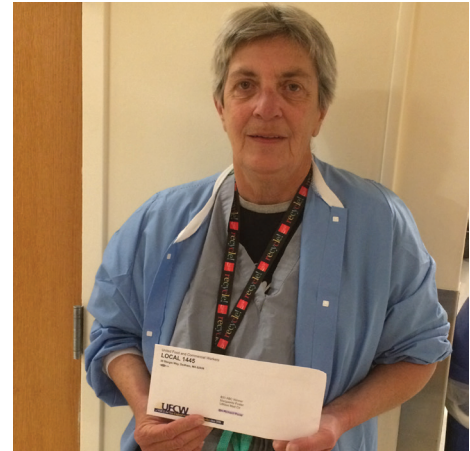
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More **ABC** winners!



\$50 winner Marguerite Foster (UMass Memorial Med Ctr)

Now,
more than ever
your ABC
contributions
**MAKE
A
DIFFERENCE!**

Sign up now!



*\$50 winner Gina Letourneau (St. Vincent Hospital)
Photo not available*

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

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

At **LEAST** six winners - *two \$100 winners and four \$50 winners* -

are chosen at each quarterly membership meeting from all members entered. **You do not have to be present to win.**

NOW MORE THAN EVER Supporting ABC means safeguarding laws that protect YOUR rights and benefits, such as time-and-a-half pay for Sunday work.

Don't miss out - see your shop steward and sign up TODAY!

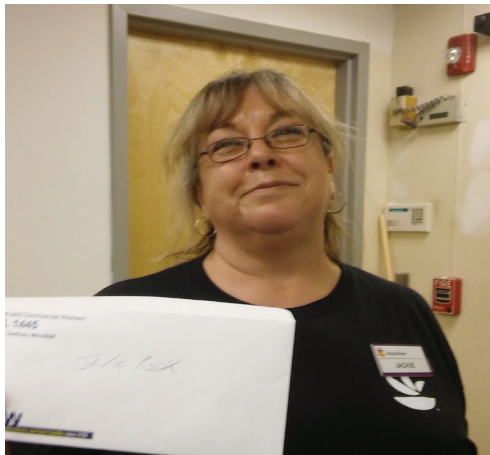
Not sure who's your shop steward? Speak to your business agent, or call the Local 1445 office (1-800-439-1445) and we'll be happy to help you.



\$100 winner Brenda Ciampa (Stop & Shop - Saugus) with BA Gene Giacobbe



\$100 winner Don Kirkness (Stop & Shop - North Andover) with steward Bill Powers (left)



\$100 winner Jacqueline Rock (Stop & Shop - Malden)



\$100 winner Sharon Franklin (UMass Memorial Med Ctr)



\$50 winner Linda Woodworth (Stop & Shop - Swampscott)



\$50 winner Christina Desantis (Stop & Shop - Reading)

AT YOUR SERVICE

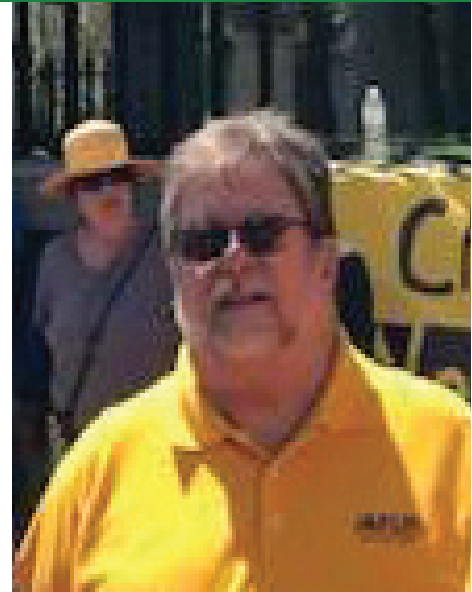
Summer's over and it's beginning to smell like **FALL**

So many holidays are coming our way but, most importantly, major contracts are coming up. I can't tell you how critical it is for you to get involved. We have very few "friendly" companies today that want to work with us for the betterment of their workers and our union members.

Just in case you may have forgotten: This spring we were in contract negotiations with Hannaford, and it was probably the hardest session that I've been involved with in the 30 years I've been negotiating contracts! It became so bad that we even had to resort to a one-day strike; this produced media coverage like I have never seen. Except for two workers, **no one** crossed the picket line. For the hardworking, determined members of Local 1445 at the Hannaford warehouse, **it was about a lot more than just the money - it was about respect**, and the company understood that.

When workers hear the word "strike" they become understandably upset - **NO** union members want to resort to a strike unless it is absolutely unavoidable! Strikes are truly only a last resort, when a company refuses to bargain in good faith and all other attempts to get them to listen to reason have failed. Local 1445 will **NEVER** take our members out on strike unless there is absolutely **NO OTHER AVENUE** open to us. But when the company knows that the possibility of a strike is not an empty threat and that workers have reached the limit and are ready and willing to STRIKE, then the company decides to take us seriously and is willing to return to the bargaining table with a better and more receptive attitude!

If you want companies to listen to your requests, consider your issues and problems, and respect you and the work you do, it is imperative that you stand with your



TOM BROWN

union sisters and brothers, together, as a united front. That's the only way we can work constructively with any company and, in doing so, reach contract agreements that will provide the ways and means to support an acceptable standard-of-living for ourselves and our families.

This is a plea that is long overdue: I implore you to participate in order to get a fair and equitable contract. Please help us get for you what we all want and need by demonstrating your union solidarity: Show up at the quarterly membership meetings and membership contract meetings;

Continued on page 14

UFCW can help members earn a debt-free degree.

Enroll today – You could get a college education online at no cost to you!

www.UFCW.org/College

UFCW LOCAL 1445

UFCW.org

Interested in pursuing your education but all the expenses - **tuition, fees, books, supplies, loans, interest, and on and on and on** - are just **TOO MUCH?** This is your chance to get that education you want **WITHOUT the prohibitive cost!!**

Take advantage of the new **Free College Benefit** and earn your two-year associate degree online with no out-of-pocket costs for tuition and fees. Not only that, the UFCW is working toward expanding this to a four-year bachelor degree program. So get your associate's degree now, and then go on to get your bachelor's degree when and if the program is expanded...or transfer that associate degree to another school's bachelor degree program and save yourself the cost of those first two years! Or maybe the associate degree is just exactly what you're looking for... This program opens up so many opportunities - how can you lose?

Future deadlines:

Fall 2 -	October 12
Spring 1 -	January 11
Spring 2 -	March 15
Summer -	May 24

This is an ongoing benefit for UFCW members, so if you missed any previous deadlines, don't worry - you haven't lost out! To find out more go to www.ufcw.org and click on the "Free College" link.

Just one more GREAT advantage of being a UFCW Local 1445 member!

Also check out the free GED assistance and free online language courses available to UFCW members at www.ufcw.org.

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 2019 – 2020 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 2019 – 2020 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 2019 – 2020 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 2019 – 2020 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 were not a student in 2017 or 2018, 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
2019 - 2020 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 the deadline listed on the application form.**

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
2019 - 2020 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 12, 2019.**

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 2019 – 2020 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 2019: _____

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 12, 2019.

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 2019 – 2020 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 2019 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 12, 2019.**

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 2019: _____
 Year of study - Fall 2019 (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 12, 2019.

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
2019 - 2020 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 “2019-2020 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 12, 2019.**

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 (2018 – 2019), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program beginning in 2019; 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 2019 – 2020 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 12, 2019.

Confused? Need more info? If you have any questions at all, please don't hesitate to call Linda at 800-439-1445, ext. 101; or email ufcw1445@ufcwlocal1445.org and put "Scholarship question" in the subject line.



Holiday Dining

Hosting family and friends this holiday season? Be sure to look for these union-made items at your local store. Or visit your local union retail bakeshop for ready-made items.

TURKEY

Foster Farms
Butterball
Hoffmann's Turkey breast
Honest John Turkey
Boar's Head
Thumann's

HAM

Cook's Spiral Sliced
Honey Ham
Tyson

DINNER ROLLS

Parkerhouse
Arnold
Francisco
George Weston
Sara Lee

VEGETABLES

Birds Eye
Hanover Foods
frozen vegetables
Del Monte

CRANBERRIES/ CRANBERRY SAUCE

Dole
Ocean Spray

STUFFING

Stroehmann
Kraft Stove Top Stuffing

SIDE DISHES

Betty Crocker
Kraft Mac & Cheese
Dole Fresh Potatoes
Ore-Ida

DESSERT

Redi Whip and Cool Whip
Entenmann's
Marie Callender's
Sara Lee

WINE

Andre Champagne
Chateau Ste. Michelle
Columbia Crest
Saddle Mountain
Farron Ridge
Scheid Vineyards Inc.
Balletto
Charles Krug
C.K. Mondavi
C.R. Cellars
Gallo of Sonoma
Gallo Estate
Turning Leaf
Arbor Mist
St. Supery
Tott's Champagne
Almaden
Berelli Creel
Bartles & James
Black Box
Carlo Rossi

RETAIL BAKESHOPS

Giant
Albertsons
Brown & Cole
Byerly's
Dave's Supermarket
Fred Meyer
Haggen's
Jerry's
Kroger
Roth's family Markets
Rosauer's
Safeway
Schnuck's
Supervalu
(Albertsons, Cubs)
Vons

Editors note: as with all Do Buy lists this list does not include all available union-made products and services. We welcome your suggestions and invite you to add your union-made products to our online database at www.unionlabel.org





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

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

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

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

Nominations can be made anonymously but if you include your name, where you work, and your email address or cell phone #, we will keep your information **CONFIDENTIAL** (we will not reveal who has made the nomination) and if your nominee is selected, you'll win a Local 1445 t-shirt! Send your nominations to ufcw1445@ufcwlocal1445.org

Make no mistake: By “Boss” we do NOT mean your fellow Local 1445 union members; we mean the COMPANY MANAGEMENT employees who are in charge at your location.

Some of our members have gotten the wrong idea, and we apologize for not being clear enough to avoid any confusion. As Local 1445 members, we are all in this together and we should ALWAYS work together as a team to make our workplaces as pleasant and supportive as possible, and to help our fellow union members as much and as often as we can. Some of us have **COMPANY** bosses who appreciate the work we do; others of us have bosses who think only of themselves and can only find fault, no matter how hard we try to please them. **THESE** are the bosses we mean.

At Your Service (cont'd from page 5)

participate in rallies and demonstrations; volunteer to handbill and display yard signs; communicate with your stewards, your business agents, and your other union representatives to make sure they are aware of your questions and concerns; contact your elected representatives when union- and labor-related issues are coming up for votes at your statehouse...the list goes on and on, but the main message is to **stay informed, actively participate, and stand in solidarity** with Local 1445 and your union sisters and brothers.

Day after day we are attacked by those who don't want us to have anything that is guaranteed, and who want to take away what we already have. It may be your contract but we are all going to have to fight hard for all our union contracts, to maintain and improve them in the coming years.

Let this be the year that ALL union members are present and accounted for.

As always in solidarity,



LEGISLATIVE REPORT

Yes on Question 1 (Massachusetts)



Today in Massachusetts hospitals, there is no law and no limit to guide the number of patients that can be assigned to one nurse at one time (aside from the ICU). Massachusetts hospitals are facing deteriorating patient care conditions, leading to more complications, readmissions, injuries, and errors, as well as longer hospital stays and real life-threatening risks. The Patient Safety Act (Question 1) will dramatically

improve patient safety in Massachusetts hospitals by setting a safe maximum limit on the number of patients assigned to a nurse at one time, while providing flexibility to adjust nurses' patient assignments based on specific patient needs.

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

LEGISLATIVE REPORT

United Food and Commercial Workers Statement on the Phase Out of Time-and-One-Half Sunday and Holiday Pay

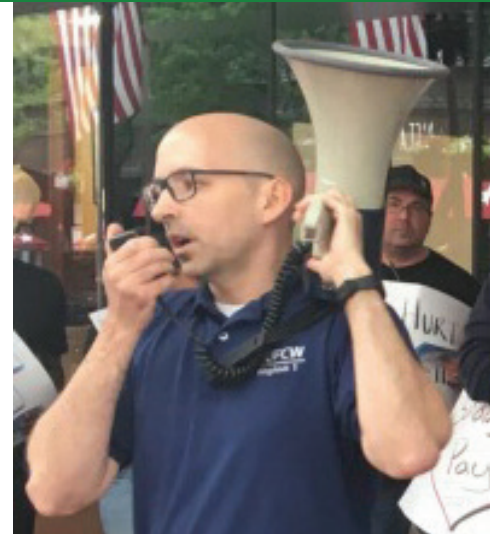
On behalf of the Massachusetts members of United Food and Commercial Workers Local 1445, and on behalf of more than 300,000 retail and grocery workers in the Commonwealth of Massachusetts, we are expressing our extreme disappointment with the legislature's vote to phase out time-and-one-half pay.

UFCW opposed what is inaccurately described as the "grand bargain" specifically because the phase out of Sunday and holiday pay for retail workers is going to result in huge pay cuts for hundreds of thousands of Massachusetts residents.

The legislature used progressive policies, such as increasing the minimum wage and creating paid family leave, as cover to take care of the one piece of business they actually cared about: saving their revenue. To appease the Retailers Association of Massachusetts, the legislature willingly traded forced pay cuts, through the repeal of Sunday and holiday time-and-one-half, for the removal of the Retailer's ballot question seeking a sales tax rollback.

UFCW will always support policies that help improve the lives of working families. But a minimum wage increase and paid family medical leave would have occurred regardless of any legislative action or inaction, as voters in November would have overwhelmingly passed these two ballot questions. Regrettably, countless retail and grocery workers in the state will now have their paychecks slashed as a result of this terrible tradeoff by legislators, to ostensibly save state revenue by removing the sales tax ballot question in exchange for phasing out Sunday and holiday time-and-one-half pay.

Over the weeks leading up to the vote Speaker DeLeo and former Senate President Chandler received hundreds upon hundreds of phone calls from retail workers across the state urging them NOT to eliminate Sunday pay. They heard retail workers' voices at rallies, and were contacted extensively by UFCW local unions as well. Despite the public opposition they were hearing, they decided to force through both chambers – at unheard-of speed -a phase-out of time-and-one-half, effectively quashing any further negative comments or feedback from the more than 300,000 workers in this industry.



JIM CARVALHO

As the voice of retail and grocery workers we are deeply disappointed in their action on this issue, and saddened and angered by the loss of wages too many will now incur because of it.

We thank our friends in the Senate who stood up, spoke out, and voted against the repeal of time-and-one-half: **Senators Paul Feeney, Mike Brady, Nick Collins, Kathleen O'Connor Ives, and Marc Pacheco**. And we thank **Representative Scaccia** for filing an amendment in the House to remove the phase-out from the legislation, an amendment that was, unfortunately, defeated.

Local 1445 members will continue to receive time-and-one-half Sunday and holiday pay as contained in our collective bargaining agreements; the provision of the law that states that Sundays and holidays are voluntary was not changed.

UFCW Local 1445 Key Endorsements*

Jay Gonzalez for Massachusetts Governor

Local 1445 is happy to announce that we have endorsed Jay Gonzalez for Massachusetts Governor. In the months' long fight to protect Sunday and holiday time-and-one-half (premium pay), Jay adamantly voiced his support of the law, and pledged that as governor he would not support any repeal of premium pay. After current Governor Charlie Baker signed the phase-out of Sunday and holiday pay into law, Jay continued to reach out to Local 1445 to assure us that he would support any effort UFCW took to restore time-and-one-half to retail and grocery workers. It is clear that Jay is the best candidate, for not only 1445 members, but for all working families.



State Senator Paul Feeney, Bristol & Norfolk District

We are pleased to announce that we have endorsed our union brother Senator Paul Feeney in his re-election campaign! During the fight for Sunday time-and-one-half Paul was UFCW's leading advocate in the State House. Senator Feeney had countless conversations with his colleagues and senate leadership in attempts to educate them on the negative impact of removing Sunday and holiday premium pay. When the legislation was before the senate, Paul stood up and spoke at length of how the "grand bargain" was really just a pay cut to thousands and thousands of Massachusetts retail workers. Senator Feeney, with only a handful of his fellow senators, then took a vote against senate leadership, and voted NO to the phase-out of Sunday and holiday time-and-one-half pay.

UFCW 1445 members at St. Vincent Hospital in Worcester ratified a three-year contract on March 1st, 2018.

The negotiations committee had fought hard for over four months and finally landed a deal after eighteen full-day sessions.

The committee decided early on that they were going to try a different approach to informing the members, which proved very successful in keeping the members up-to-date on proposals, agreements, and conversations at the bargaining table.

The negotiating team utilized a new text messaging system and also posted weekly video summaries on YouTube, giving the membership a renewed sense of power and control, which in turn gave the negotiating committee more leverage at the table. Two of the most effective tools members have are communication and activity. When the membership is informed they become more organized and more active, which is management's biggest fear.

The final contract was ratified by the members on February 17th and went into effect on March 1st, 2018.

The biggest items were a fair wage increase that the members have deserved for years: All members have received either a \$1.00 or a \$1.15 raise for this year.

The new contract was also strengthened by dealing with issues like lifting the max pay cap, increasing the standby/on call pay, allowing new members to pay only 20% of health insurance, and freezing parking rates for three years.

But one of the most important issues to the members was safe staffing. The members now have a short staffing/equipment safety form that will keep track and deal with staff issues through Labor-Management meetings. The union also was able to get better visitation language, making it easier for union representatives to communicate with the members at St. Vincent's, something that had been a serious problem in the past. Other improvements included adding

stepfamily members to bereavement time, creating an availability list allowing all union members to have access to extra hours over non-union members, and allowing a larger window of time to secure a union steward for investigations.

There are many other improvements that were added to the new contract, and the hope is that this contract is a stepping stone to revitalizing the membership and putting them in a better position three years from now when it's time to renegotiate. Ultimately, the most important reason the negotiating committee's hard work paid off in securing a good contract was that they had the strength and solidarity of the membership backing them up all the way.



OUR NEWEST RETIREES

Roger Bastarache
Wanda Capistran
Nicholas Chitopoulos
Rosemary Ciarametaro
Michael Coleman
Sharon Crowley
David Crocker Jr
Robert Cuddy Jr
Joseph Flynn, Jr.

Barbara Forte
Eileen Fusco
Susan Greco
Charles Keegan, Jr.
Lucy Lee
Robert Lewin
Barbra Maloof
Laura Mayo
Michael Meskell
Manuel Monteiro

Diane Morlock
Ernest Patturelli
Roger Porter
Kathleen Sargent
Lorraine Shanahan
Stephen Spracklin
Virginia Touzos
Susan Varney
Michael Watson

Bob LaBrecque Has Retired

After more than 30 years at Hannaford Brothers, and almost as many years as a UFCW Local 1445 member, shop steward, and UFCW Local 1445 Executive Board member, Bob LaBrecque has retired.



To show their appreciation for his service and hard work, Local 1445 and his fellow members threw a retirement party, presenting him with a lifetime achievement award and plenty of gifts.

“Bob has been an indispensable asset to our local for all these years,” said President Bollen. “It will be very hard – maybe impossible! – to replace him!”

Business agent Kevin McGaffigan added, “Thanks for all the time and energy you’ve spent in standing up for your members!

You made my job easier, that’s for sure! We’ll all miss you. Here’s wishing you a long and healthy retirement!”



Al Goddard, Stop & Shop Member, Retires



Al Goddard worked at Stop & Shop for more than a half a century, and has been a member of Local 1445 for more than four decades!

Pictured to the left, UFCW Local 1445 business agents Gene Giacobbe and Kevin McGaffigan presented Al with a watch in appreciation for his many years of membership. Enjoy that well-earned retirement, Al!

2018 SCHOLARSHIP WINNERS

FOR INFORMATION
ON UFCW LOCAL 1445 SCHOLARSHIPS,
INCLUDING FORMS, SEE PAGES 7 - 11

CONGRATULATIONS TO OUR WINNERS!



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.



President's Message *cont'd from page 1*

posing as a legitimate organization! They want the public to believe they are the nurses' union when, in fact, they are not! They are in business strictly to increase hospital profits, NOT to benefit nurses and their patients.

THE FACTS: The group fighting for safe staffing in hospitals today are staff nurses who belong to the MNA, a REAL union of REAL nurses. These nurses are overworked at understaffed facilities. They know that the current patient-to-nurse ratios in Massachusetts are creating dangerous conditions for patients and are burning out nurses, many of whom have had to leave the profession just to maintain their sanity. Some nurses are forced to work double shifts - 16 hour days - creating unsafe conditions on-the-job where stressed and sleep-deprived nurses can make mistakes on critical patient care. This is a union safety issue for hospital nurses AND a safety issue for patients, which rational nurse/patient ratios would help to address. The only reason management is opposed to patient limits is because if the referendum passes they will have to hire more nurses and that would put a dent in their profits.

California has a statute that calls for patient-to-nurse ratios to promote safety for both patients and nurses. Patients in California are guaranteed a certain number of nursing hours spent on their individual care, completely eliminating the risk that they might end up being left alone and possibly neglected while nurses have to scramble around to see to the needs of too many sick and injured residents. Massachusetts nurses and their patients need the same kind of protection and working conditions.

The establishment of enforceable safe patient limits would reduce errors, limit injuries, and save lives.

Brothers and sisters, this is a union issue and we need to be on their side!

Don't be confused by those expensive, deceptive ads; hospitals should instead be spending those big advertising bucks on hiring more nurses and guaranteeing better patient care rather than trying to confuse us into voting against our better interests!

VOTE YES ON QUESTION ONE, for our union sisters and brothers in the MNA, and for ALL our sakes!



SECRETARY-TREASURER'S REPORT

The So-called “Grand Bargain” Is **NO BARGAIN** for Massachusetts Retail Workers!

The so-called “**Grand Bargain**” was pushed through the Massachusetts State House on June 27, 2018 by House Speaker Robert DeLeo and Senate President Harriette Chandler. DeLeo subsequently lost two members of his leadership team, Jeffrey Sanchez and Byron Rushing, to two progressive Democrats, Nika Elugardo and Joh Santiago, in the primaries. Although it contains some favorable legislation for workers, in that it will raise the state minimum wage rate to \$15 by 2023, and includes provisions for 20 weeks of paid family leave and 12 weeks of paid medical leave to begin in 2021, these benefits were achieved by doing away with Sunday and holiday time-and-a-half pay for retail workers.

The Retailers Association of Massachusetts had threatened to push a ballot question to reduce the Massachusetts sales tax to 5%, from the current rate of 6.25%, if legislators would not cut time-and-a-half for retail workers. Although the association claimed to be unhappy with the minimum wage and paid leave measures, the fact of the matter is that the “Grand Bargain” will actually put most of the burden to pay for these improvements on workers, rather than the employers. Don't forget – Republicans just cut the corporate tax rate to 14%. (And without closing any loopholes; many companies, like GE, end up paying NO federal income tax at all!) The “Grand Bargain” will raise each fulltime worker's payroll taxes by approximately .63%, adjusted annually, or about \$4 to \$4.50 per week on average, to help pay for these benefits. And the tax increase goes into effect on July 1, 2019, while the paid leave won't become available until 2021!

So, the Retailers get a federal tax break AND get bailed out from paying for most of the provisions of this “Grand Bargain”, while retail workers get the shaft! If you are a Local 1445 member at Macy's or Stop & Shop or bfresh or any one of our retail locations, and you work those extra hours on Sundays or holidays, and you count on that extra pay each week, you're protected by your contract, at least until it expires; nonunion workers are out of luck. The problem for Local 1445 members is that when it comes time to renegotiate your contract, your employers will be screaming about how having to pay overtime on Sundays is driving them to bankruptcy (as if!) while nonunion



JIM RONAYNE

employers get away with paying just regular time. Local 1445 will not budge on premium pay for Sundays and holidays, but that will be just one more issue to haggle about – we already have PLENTY of issues we have to fight for, without adding time-and-a-half to the list!

Say you're a Local 1445 member working fulltime, 40 hours a week, and make \$20 an hour; also say you work 8 extra hours on Sundays, 48 weeks out of the year. Taking away your time-and-a-half pay on Sundays means you would lose almost \$4,000 in pay each year! Of course, if you work more than 40 hours in a week you would get overtime pay, but how often do you think you'd be scheduled for more than 40 hours in a week? The difference is that Sundays and holidays are voluntary.

Local 1445 DID NOT endorse this “Grand Bargain”! From DAY ONE, when we learned that

Continued on next page

it included doing away with Sunday and holiday premium pay for retail workers – the MAJORITY of our membership – Local 1445 representatives were actively and loudly DEMANDING that legislators remove from this bill the provision that phased out premium pay. Of course we endorse a minimum wage increase; of course we endorse paid medical and family leave; but OF COURSE WE COMPLETELY REJECT doing away with Sunday and holiday time-and-a-half pay!!!!

Our elected representatives may pass laws but, conversely, our elected representatives can REPEAL those laws! The Retailers Association may have used the threat of a sales tax reduction to blackmail legislators into passing a law that kills premium pay, but we can demand premium pay reinstatement using the threat of withholding our votes the next time they are up for re-election.

Demand that your representatives and senators reinstate Sunday and holiday time-and-a-half by sending letters, making phone calls, and demanding that they respond personally to you guaranteeing that they will take the appropriate action to bring back premium pay.

Here’s an example of what you can send – simply add your senator’s name and your representative’s name to each letter, and your own name and address, and where you work:

**“Dear Senator [your senator’s name]:
Dear Representative [your representative’s name]:**

I work at [your employer] and am one of the 300,000 Massachusetts residents working in the retail industry.

I strongly object to the phasing out of time-and-a-half pay for Sundays and holidays, as will take place when this so-called “Grand Bargain” goes into effect. We retail workers rely on our Sunday and holiday overtime pay to help

cover our car payments, our gasoline expense, our utility bills, our credit card bills or student loan payments; doing away with premium pay is effectively a government-imposed PAY CUT that working people simply cannot afford!

I, and my 300,000 fellow retail workers, expect our elected representatives to work FOR US, not against us, and NOT for the benefit of large corporations to the detriment of the working people whose votes put you in office.

As my elected legislator, I am demanding that you immediately work to repeal this onerous premium pay cut, and I expect your personal assurance, in writing, that you will work to reinstate premium pay for Sundays and holidays.

Please be assured if I do not hear from you regarding your support of working people, I will seriously consider casting my vote for a more responsive and reliable candidate.

**Sincerely,
[Your name]
[Your address]”**

You can find the names and addresses of your senators and representatives by entering your address at <https://malegislature.gov/Search/FindMyLegislator>

We need all our members to write to your Massachusetts legislators. And when you do, make sure you insist that they reply with their personal assurance that they will work to **repeal** the phasing out of Sunday and holiday time-and-a-half. We need a state government that will actively work FOR us, not against us!

Get contract updates, local discounts, event reminders, and more sent right to your phone.

Text 1445 to 698329

Please fill out the information below.

Name _____

Email _____


Phone # _____

I authorize UFCW to text message me.

Work Location _____ Shift _____

SSN (last 4 digits only): XXX-XX-_____

UFCW does not charge for text messages, but cell phone provider message & data rates may apply. Members can stop receiving texts at any time.



LOCAL1445

UNIONNEWS

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UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

2018 Official Quarterly Meeting

Reunión oficial trimestral 2018

Próxima reunião em 2018

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

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

Esta reunião será realizada no dia:

Tuesday, October 23, 2018 6:30 p.m.

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

Stop & Shop members only: Please arrive at 6 PM to discuss contract proposals

Additional area meetings, same date and time:

**The Holiday Inn
265 Lakeside Ave
Marlboro, MA**

**The Holiday Inn
Newbury St Rte. 1
Peabody, MA**