

Summer 2018 Vol. 43 No. 2

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



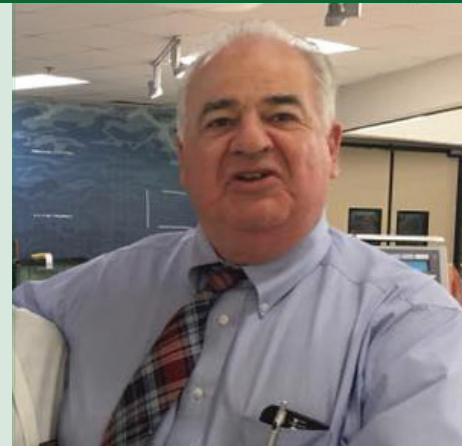
## Workers are fighting back

The justices of the Supreme Court of the United States are ruling on two important decisions that will have as major an impact on American working families as never before in contemporary history, that will dictate the future of organized and nonunion labor for many years. These rulings are a result of, and further proof of, the anti-union, anti-worker war that is being waged by Corporate America and is showing its ugly face on our current Supreme Court. All branches of the US government, including the courts, have a duty to protect everyday Americans from ruthless corporations; it seems they have forsaken this trust. **The democracy we have enjoyed for years is seriously at risk, sisters and brothers.**

**The first anti-worker decision, called Murphy's Oil v National Labor Relations Board (NLRB), was argued in October of 2017 and passed several weeks ago,** taking away the rights of workers to band together to sue their employers for wage theft, overtime violations, and other infractions at the workplace. This change by the majority Republican-appointed conservative Supreme Court will affect about 60 million workers in the USA, most of them nonunion. Now nonunion companies can force new employees to sign mandatory arbitration agreements that contain "class action waivers", taking away their "con-

## PRESIDENT'S MESSAGE

### US SUPREME COURT REPUBLICAN APPOINTEES ESCALATE ATTACK ON AMERICAN WORKERS' RIGHTS



**JEFF BOLLEN**

certed protected rights" which had been guaranteed by the NLRB since 1935.

Historically, the NLRB has always ruled that all workers are guaranteed the right to organize together for mutual protection against an employer without getting fired or harassed, and to bring charges against an employer for committing unfair labor practices (ULPs) on the job, whether it be unfair working conditions, wage theft and overtime violations, firing people for trying to organize, and other labor law infractions. When the case was presented to the Supreme Court, **the Trump administration's Solicitor General's Office argued on the side of the corporation (!) and against the workers.**

**The second decision, Janus v AFSCME Council 31, is outright union-busting at its worst. If passed, this decision would break public sector unions in America by allowing employees to refuse to pay union dues, creating an "open shop" situation for all unions in the public sector. A decision will be forthcom-**

*Continued on page 20*

## GUEST EDITORIAL



**DAVE  
YOUNG**

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

# UFCW Membership Benefits Can Help You and Your Family Save Money

Thanks to our strong union contracts, members of Local 1445 earn better wages than nonunion workers, and have jobs that provide health care, paid vacation, holiday and sick leave, fair scheduling, overtime protection and other benefits.

***But that's not all.***

Being a member of our union family also provides members of Local 1445 and their families with access to exclusive discounts on items ranging from car and rental insurance to legal advice to theme parks that can add up to thousands of dollars in savings. In addition, new discounts have been added to help UFCW members save even more money. These new discounts include:

- Up to 50 percent off from the GE Appliances store, plus free delivery.
- Up to 20 percent off when you stay at Days Inn.
- Pay just \$4 and get a \$25 gift certificate for restaurants.com.
- Savings on entertainment, such as discounted concert tickets to see your favorite artists.

Members of Local 1445 work hard for their paychecks, and I hope you take advantage of these member-only discounts by visiting [www.UFCW.org/value](http://www.UFCW.org/value).

Members of Local 1445 are also eligible for the UFCW Free College Benefit, which makes it possible for UFCW members and their families to earn an Associate Degree online through Eastern Gateway Community College (EGCC) with no out-of-pocket costs or need for loans.

This benefit is available exclusively to UFCW members, retired members, and family members, including children, spouses, grandchildren, domestic partners, and dependents. You can learn more information about this amazing benefit by visiting [www.ufcw.org/college/](http://www.ufcw.org/college/).

Thank you for being a member of our union family. We appreciate you and all the hard work you do, and will continue to send you updates about exclusive UFCW member benefits and discounts.

## IT PAYS TO BELONG TO LOCAL 1445

### NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

March 2018 through May 2018 1,299

### GRIEVANCES HANDLED:

March 2018 through May 2018 636

### BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

March 2018 through May 2018 \$110,551.00

## UFCW Interstate H & W Fund Claims Paid - Experience Report

March 9, 2018 through June 6, 2018

### Coverage:

<b>Dental</b>	<b>\$1,050,930.38</b>
<b>Vision</b>	<b>0.00</b>
<b>Disability</b>	<b>553,238.37</b>
<b>R<sub>x</sub> (3/1/18 - 5/31/18)</b>	<b>1,785,792.02</b>
<b>Medical (3/1/18 - 5/31/18)</b>	<b>11,820,842.93</b>
<b>Total</b>	<b>\$15,210,803.67</b>

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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## Congratulations to our MA AFL-CIO/ Local 1445 Scholarship Winners

Every year, Massachusetts unions sponsor scholarships administered by the Massachusetts AFL-CIO and based on scores from a labor history test given on the first Wednesday in February at high schools throughout the Commonwealth. For many years, Local 1445 has participated in this program by providing two \$1000 scholarships to college-bound high school seniors who are members of Local 1445, or the children or grandchildren of members or retirees.

This year's winners are Andy Trebicka whose father, Thomas Trebicka, is a member at TD Garden, and Jenny Conant whose father, Michael Conant, is a member at Stop & Shop in North Andover. Winners are invited to attend an awards banquet. This year, Jenny and her parents were able to attend the ceremony that took place

*Continued on page 12*

# 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 Steve Guskiewicz (Stop & Shop - Everett) with steward Jim Shields and BA Gene Giacobbe*



*\$100 winner Patricial Penney (Stop & Shop - Peabody) with BA Kevin McGaffigan*



*\$50 winner Robert Touchette (Stop & Shop - Milford) with steward Gary Couture*



*\$50 winner Peter Muzichuk (Stop & Shop - Methuen)*



*\$50 winner Anthony Lembo (Stop & Shop - Winchester) with BA Gene Giacobbe*



*\$50 winner Alicia Rosenbaum (Stop & Shop - Arlington) with BA Kevin McGaffigan*

## AT YOUR SERVICE

### Greetings, Local 1445 Members!

The UFCW International Constitutional Convention was held in April 2018; I can't believe it has been five years since our last convention! It was a great week for decision-making, because the constitution was amended to reflect our changing times.

I was very pleased that Marc Perrone was re-elected as president of the UFCW International Union. Marc spoke to the thousands of union members present at the convention as though he were talking to each and every one of them individually, and I for one was very impressed.

He said that for the first time, two years in a row, the union has increased its membership. He also talked about being on the offensive, not the defensive, and not to just accept what a company may offer but to make it **worthwhile** to be a union member.

There were other speakers there who had very inspiring stories, but theirs were personal stories about themselves, rather than about the importance of being a member of the UFCW.

I've worked for four UFCW International presidents, all of whom are good men, but Marc seems to really have it together. He talks the talk and walks the walk, and is going to move us successfully into the 21st century. He listens to the people and is working towards communicating with all our members. That's why the International needs cell phone numbers so Marc can text current information via smartphones. Plus he also tweets about important issues that are going on at the moment. He is everywhere and he cares. He fights the fight, and if a local calls on him, he sends out "the troops."



**TOM BROWN**

Our International president recognized the necessity of standing up to the companies that are trying to knock us down, and wasn't afraid to raise dues throughout the union so we would have the capital to fight for the rights and dignity of our members. Without our dedication to the working people of this country we would be just as bad as any nonunion company; I was inspired by Marc because I know he will do what he says.

I firmly believe the UFCW will move forward with the leadership of Marc and his officers.

*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](http://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, President Bollen has stated that the UFCW is working toward expanding this from the current two-year associate degree program to a four-year bachelor degree program. So you can 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?

Deadlines to sign up for future semesters:

Fall 1 - August 17

Fall 2 - October 12

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](http://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](http://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 2018 – 2019 Scholarships" application. You're also eligible for the "UFCW Local 1445 Essay" scholarship, just be sure to include an essay with your entry.

When you graduate from high school, will you be attending a vocational program instead of a degree-granting program? Then you should fill out the "UFCW Local 1445 2018 – 2019 Scholarships" application (same as above) but make sure you check the "Vocational program" box and indicate what type of program you'll be enrolled in.

The "UFCW Local 1445 2018 – 2019 Scholarships" application will enter you in the drawings for three scholarships: the Nicole Berman scholarship, the Beppie McNally scholarship, and the Dennis Norton scholarship. There are two awards for each of these three scholarships: one for \$1000 and one for \$500. The Essay scholarship has two awards of \$1000 each.

#### **Are you an undergraduate student?**

Then you should fill out the "UFCW Local 1445 2018 – 2019 Scholarships" application; you are also eligible to enter the drawings for the Nicole Berman, Beppie McNally, and Dennis Norton scholarships.

#### **MEMBERS GOING BACK TO SCHOOL!**

If you are a MEMBER who has been out of school and was not a student in 2016 or 2017, but you have decided to go back, Local 1445 may be able to help you out. Fill out the "UFCW Local 1445 Lottery" scholarship application (page 11.) One member who is NOT a high school student or undergraduate student will be chosen for this \$1000 award. This is for MEMBERS ONLY and is for members who have been out of school for a while.

#### **What about families with multiple Local 1445 members?**

If you are an undergraduate student or high school senior and YOU are a member, you can send in an application for yourself. And if one or more of your parents and/or grandparents is also a member, each one of them (each Local 1445 member, that is) can send in an additional application for you! So, for instance, if you're a member and both your parents are members, then you could have 3 applications sent in for you – just make sure that each application has the member's name on it as the qualifying member but that all the applications list YOU as the student. Ordinarily if only one family member – student or parent - is a Local 1445 member we could accept only one application for the student; however, in the case of families with students and/or parent(s) who are all members, we can accept multiple entries. Lucky you!!!

Still have questions? No problem - just call Linda in the office (800-439-1445, ext. 101).



**UFCW Local 1445**  
**2018 - 2019 Essay Scholarship Application**  
**(High school seniors only)**  
**Suggestions regarding essay content**

**General instructions:** This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in their essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; **applications must be returned to the address on the application and postmarked no later than July 13, 2018.**

**Students:** Your 750 – 1000 word essay should be double-spaced and printed out on single-sided sheets; it should be on the theme “**How I Would Convince a Skeptical Friend That *The Union’s Got My Back***” (or “**...My Parent’s Back**”, or “**...My Grandparent’s Back**”, depending upon who’s the union member in your family - you get the idea.)

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

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

**UFCW Local 1445**  
**2018 - 2019 Essay Scholarship Application**  
**(High school seniors only)**

This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in the accompanying essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; **applications must be postmarked no later than July 13, 2018.**

After the winners have been selected and announced, each winner will be notified by his/her business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is a fulltime student at the college or university of her/his choice.

**Students:** Complete this application and forward it, along with a 750 – 1000 word essay, to the address below. You (or a parent or grandparent) must be a union member; your essay must be on the theme “How I Would Convince a Skeptical Friend That ***The Union’s Got My Back***” (or “...***My Parent’s Back***”, or “...***My Grandparent’s Back***”, depending upon who’s the union member in your family - you get the idea) and should be double-spaced on single sided sheet(s). Application forms submitted without an accompanying essay will not be considered. (See the essay guidelines for suggestions on what points to cover.)

**IMPORTANT!** You may also be eligible for the Nicole Berman Memorial scholarship, the Local 1445 Women’s Network/Beppie McNally Memorial scholarship, and the Dennis Norton Memorial scholarship; **be sure to fill out and submit the 2018 – 2019 Scholarships Application in order to be considered for those.** (But don’t worry – if you forget to fill out the additional form, we’ll make sure you’re entered in those as well.)

Name of student: \_\_\_\_\_ Telephone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

School to attend - Fall 2018: \_\_\_\_\_

**I AM** a member of Local 1445 at \_\_\_\_\_  
*Employer’s name* *Location name/number*

**I am NOT** a member. My parent  or grandparent  (check one) is a member or retiree:

\_\_\_\_\_  
*Member’s or retiree’s name* *Employer’s name* *Location name/number*

Return this form to and your essay to **UFCW Local 1445 Essay Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 13, 2018.

Confused? Need more info? If you have any questions at all, please don’t hesitate to call Linda at 800-439-1445, extension 101; or email [ufcw1445@ufcwlocal1445.org](mailto:ufcw1445@ufcwlocal1445.org) and put “Scholarship question” in the subject line.

## UFCW Local 1445 2018 – 2019 Scholarships Application

These UFCW Local 1445 scholarships will be awarded to Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be chosen by drawing at the Local 1445 July 2018 quarterly membership meeting from among all eligible applicants. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer, at the time of the drawing. **Applications must be postmarked no later than July 13, 2018.**

After the winners have been selected, each winner will be notified by his/her business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is a fulltime student or enrolled in a certificate or degree program at the school of her/his choice.

Submitting this application form will qualify the eligible applicant for consideration in the following three Local 1445 scholarships that are awarded by random drawing to high school seniors and undergraduate students: the **Nicole Berman** Memorial scholarship; the **Beppie McNally/Local 1445 Women's Network** scholarship; and the **Dennis Norton** Memorial scholarship.

**IMPORTANT! Please note:** \*\*If you are a high school senior who will be attending a **vocational school** (rather than a college or university) upon graduation, **please be sure to indicate that on this form along with your course of study.** If you are a Local 1445 member who has been out of school for at least one year, you are not eligible for the three scholarships listed above but you may still be eligible for the *Local 1445 lottery scholarship*; please be sure to fill out and submit the **Local 1445 Lottery scholarship application** (NOT this application.) **MEMBERS ONLY who have been out of school and are NOT CURRENTLY undergraduate or vocational school students but will be going back to school must fill out and submit the separate "Lottery Scholarship" form to be eligible. High school seniors** (members or children or grandchildren of members) who will be attending a **vocational school program** rather than a college or university may also apply for the lottery scholarship and **should do so on THIS form but MUST indicate the school AND program** or the application will not be considered.

Name of student: \_\_\_\_\_ Telephone: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

School to attend - Fall 2018: \_\_\_\_\_  
 Year of study - Fall 2018 (freshman, sophomore, etc.): \_\_\_\_\_  
 Or  **Vocational program** (\*\* See important notes above): \_\_\_\_\_

**I AM** a member of Local 1445 at \_\_\_\_\_  
*Employer's name* *Location name/number*

**I am NOT** a member. My parent  or grandparent  (check one) is a member or retiree:  
 \_\_\_\_\_  
*Member's or retiree's name* *Employer's name* *Location name/number*

Return this form to **UFCW Local 1445 Scholarships, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 13, 2018.

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

**UFCW Local 1445**  
**2018 - 2019 Lottery Scholarship application**  
**(MEMBERS ONLY – see important note below**  
**for application information for family members\*)**

This UFCW Local 1445 scholarship will be awarded to Local members who are NOT currently in school but who have decided to resume their educations. Scholarship winners will be chosen by random drawing from eligible applicants at the Local 1445 quarterly membership meeting held in July. (*\*Please note: Graduating high school seniors who will be attending a vocational school program, rather than a college or university, are also eligible to enter this lottery but they must fill out and submit the “2018-2019 Scholarships” application form rather than this one.*)

The applicant must be a UFCW Local 1445 member in good standing at the time of the drawing. **Applications must be postmarked no later than July 13, 2018.**

After the winner has been selected, the winner will be notified by her/his business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is enrolled in a certificate or degree program at the school of her/his choice.

Submitting THIS application form will qualify the eligible applicant for inclusion in the Local 1445 Lottery scholarship drawing, provided the following additional requirements are met:

- Applicant is NOT CURRENTLY a student, WAS NOT a student during the last regular school year (2017 – 2018), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2018; AND
- Applicant is a member in good standing of Local 1445 at the time of the lottery drawing.

**\*IMPORTANT!** If you are a **high school senior** who will be attending a **vocational** school (rather than a college or university) upon graduation please be sure to fill out and submit the **Local 1445 2018 – 2019 Scholarships application NOT this one**, as noted above. **This Lottery scholarship application is ONLY for MEMBERS who are not currently in school.**

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

School to attend in 2018: \_\_\_\_\_

I AM a member of Local 1445 at: \_\_\_\_\_  
Employer's name: \_\_\_\_\_ Location name/number: \_\_\_\_\_

*I understand that this application for is for MEMBERS ONLY who are NOT currently high school or undergraduate students.*

Return this form to **UFCW Local 1445 Lottery Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda**. Entries must be postmarked July 13, 2018.

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

**Scholarship Winners** *Continued from page 3*

last May 6 at the IBEW Local 103 union hall in Dorchester.

We are very proud of our award winners, and of all our Local 1445 family members who took the labor history exam, and we wish them all the greatest success in all their future educational undertakings!

Information and application forms are posted on our website as soon as they become available, usually towards the end of November into the middle of December, so Local 1445 members who are 2018 high school seniors (or their parents) should keep checking for updates so you don't miss out on this chance to help defray the expense of a higher education.



*Scholarship winner Jenny Conant with her parents and Local 1445 business agent Kevin McGaffigan at the awards ceremony on May 6*

And don't forget about the UFCW Local 1445 scholarships awarded at the July quarterly membership meeting! Information and forms are on pages 7 - 11. This is your very last chance to apply for this year's awards so don't delay – apply TODAY!

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# MEMBERS@WORK

**M.S. Walker**

**Norwood, MA**



# 2018 UFCW International Convention

## Las Vegas April 22 to April 27, 2018

UFCW delegates from around the United States and Canada were in attendance. Every 5 years the UFCW holds a convention to update and amend the International constitution, to offer educational opportunities, and to give delegates a chance to interact with each other and International leadership.



At Your Service (cont'd from page 5)

On a more personal note: We used to have supper almost every night with family but times have changed and that doesn't happen as often as it used to, although my wife still cooks on Wednesday night (Prince Spaghetti night) for the whole family. My son and his family, my niece and her family, my nephew and his family, and any others who are around, know they are all welcome to join us for dinner. We talk union, because all of us are in unions, and we talk about what it means to be union. We talk about how the union has helped this one and that one, or any other issues that we might have.

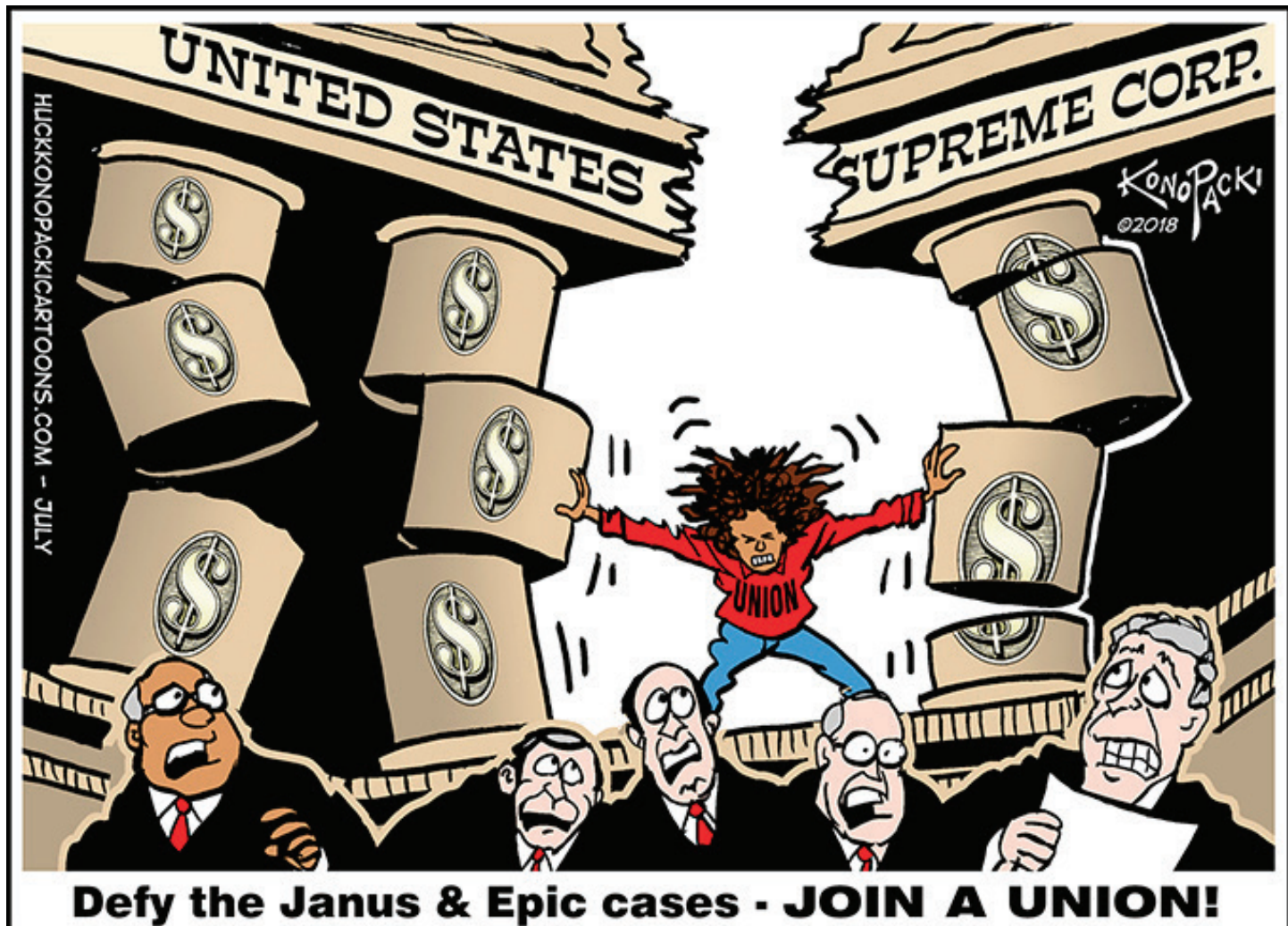
So what is my point? My point is to talk about your union... And be proud to be union... **And let everyone know you are union!**

**Have a great summer and we'll talk union in the fall.**



*As always in solidarity,*

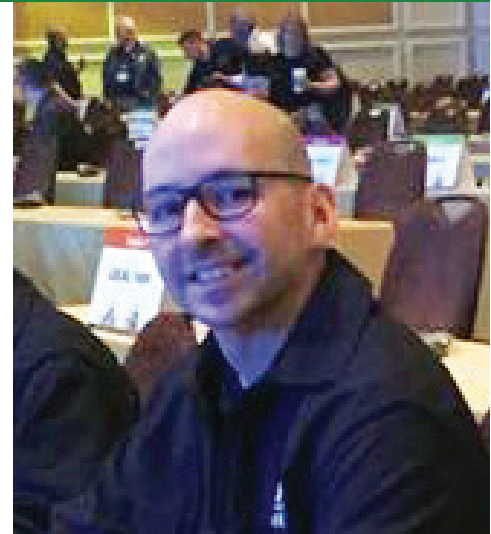
A handwritten signature in black ink, appearing to read 'Tom'.



## LEGISLATIVE REPORT

### The Fight to Protect Sunday Time-and-One-Half

As 1445 members we know that currently there are only two states in the country where retail and grocery workers by law receive time-and-one-half pay for Sundays and some holidays. Over the past decade this law has been under attack by the Retailers Association of Massachusetts, a special interest group made up of many of the biggest retail businesses, in the state and the country. Over the years Local 1445 and our sister UFCW locals have been able to successfully defeat any legislation filed at the Massachusetts State House that sought to eliminate this Sunday pay. These attacks on our Sunday time-and-a-half, however, have become more frequent and more serious over the past couple of legislative sessions.



**JIM CARVALHO**

In 2017 during the first year of the current legislative session, the Retailers Association collected enough signatures to qualify a ballot question for the November 2018 elections that would ask voters whether or not they would approve a rollback of the state sales tax from 6.25% to 5%. While the retailers do cite the need to be more competitive with the state sales tax, especially along the New Hampshire border, their actual intention was to use the threat of this ballot question to pressure the legislators at the State House to eliminate Sunday and holiday time-and-one-half for retail workers.

Concerned with the loss of over \$1 billion in revenue for the state budget, legislators began last year taking steps to work with the Retailers to get them to remove their ballot question. In 2017 then-Senate President Rosenberg created the Special Senate Retail Task Force designed to study how the state could help improve the brick-and-mortar retail businesses (that is, those businesses operating out of actual buildings, rather than principally online) in Massachusetts. At first the task force only consisted of business groups, owners, and senators; however, after successful lobbying by Local 1445 we were able to get two labor people on the task force, including Political Director Jim Carvalho, to speak out on behalf of the workers in the industries.

At the beginning of 2018 the legislature invited business groups and members of the community and labor coalition, Raise Up Massachusetts, to meet and negotiate in an attempt to legislatively come to an agreement on all ballot questions soon to appear in



November. Jim Carvalho was elected by Raise Up Massachusetts to be one of the key negotiators at the table, and after several sessions Raise Up Massachusetts stepped back from the table because the business proposals were unacceptable and would harm too many working people in the state. It is clear the main priority for the legislature in these negotiations is to get the Retailers Association to remove their sales tax ballot question and save their budget from losing over \$1 billion a year. Unfortunately, the Retailers have stood firm and would not do this unless they got a complete repeal of Sunday and holiday time-and-one-half.

As many of you know, this is an ongoing bone of contention between Massachusetts workers and their employers, and we continue to put pressure on the legislature to protect time-and-a-half, as we have in the past. Unfortunately, this time around we are dangerously close to its elimination as elected officials, desperate to save their tax revenue, appear ready to make a deal with the Retailers Association. Every UFCW local in Massachusetts has been asking their members to call the Senate President and Speaker of the House, and we have been flooding their offices with calls to protect Sunday Pay. On June 13<sup>th</sup> we rallied at Downtown Crossing in Boston, then marched up to the State House to deliver a letter on behalf of the more than 300,000 retail and grocery workers in Massachusetts who benefit from Sunday time-and-a-half, and UFCW political directors and leadership have been meeting with legislators to educate them on the importance of this pay, and urge them to not take the drastic step of eliminating it.

While at the time of this writing there has been no resolution, Local 1445, our fellow Massachusetts locals, and our allies in labor and our communities continue the fight to protect time-and-one-half. Thank you to all who have stepped up and come to the rallies, made the phone calls, and spread the word! Sunday time-and-one-half is not something we can afford to take for granted. We need to make sure our elected officials appreciate that Sunday time-and-one-half is essential for many Massachusetts workers and their families, and that if our representatives won't stand up for us against the Retail Association's greedy ploy, we won't stand up for them come election time!





**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](mailto: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.

# OUR NEWEST RETIREES

*Sheila Anderson  
Donika Avrami  
Frances Barthelmes  
Judson Barton  
Edward Benard  
Charlotte Bicknell  
Liri Bozaxhiu  
Paul Brandt  
David Briand  
Margaret Browning  
Christine Cahill  
Joseph Cameau  
Ferdinando Capellupo  
Olympia Caranci  
Paul Carmody  
Patricia Carrafiello  
Jean Belande Cherubin  
Ralph Coblyn  
Maria Colceriu  
Joseph Connors  
Lynda Conrad  
Gloria Contreras  
Ronald Crawford  
Jesuma Dempaire  
Christina Diiorio  
Theresa Dix  
Ivka Djurdjevic  
Jacqueline Doppman  
Joseph Doucette  
Cherie Draskovich  
Rebecca Durand  
Nancy Durante  
Nancy Emmetts  
Dominic Enes  
Suzette Fanfan  
Augusto Ferreira  
Gilda Ferreira*

*Rosemary Flynn  
Doreen Foley  
Sharlene Ford  
Carson Forde  
Jerilyn Foster  
Barry Freeman  
Usha Gandhi  
Sandra Gianetti  
Gerald Giguere  
Alfred Goddard  
Cynthia Gregoire  
Thomas Groom  
Joan Haffty  
Phyllis Hamel  
Donalda Hingston  
Nancy Hogardt  
Eric Honkonen  
Ellen Horgan  
Susan Jamer  
Catherine James  
George Johnson  
Robert Kirwin  
Brian Knowles  
Michael Kocani  
Ismet Kociu  
Kurt Kublbeck  
Ronald Labbe  
Sheung Lau  
Jane Lepore  
Lorna Lichoulas  
Nancy Luber  
Suzanne Manley  
Sergio Mapa  
Patricia Mauriello  
Gary McGill  
Susan McGilvary  
Linda McGrath  
Andrew McKim*

*Francis McPartland  
Christine Miller  
Peter Moriarity  
James Nangle  
Olive O'Connor  
Una Pajotte  
Linda Palizzolo  
Apolinar Pascual  
Joyce Pashko  
Chandrakant Patel  
Susan Perkins  
Henrietta Perrault  
Susan Picanso  
Donna Porter  
William Robinson  
Sam Rubin  
Charles Ryder  
David Silva  
Johnnie Smith  
Kathryn Smyth  
Linda Smyth  
James Stoico  
Merrill Storts  
Dorothy Stupakiewicz  
Jeanne Sullivan  
Suzanne Tobey  
Lois Travaglione  
Donald Tynes  
Christine Della Valle  
Jerry Vasquez  
Hattie Waiters  
Jane Whooley  
Evelyn Wong  
Stephen Wood  
Lois Yerardi  
Diana Young  
Barbara Yurashus*



*I am opposed to  
'right to work' legislation because  
it does nothing for working people,  
but instead gives employers  
the right to exploit labor.*

*Eleanor Roosevelt  
American Federationist, 1959*

## *2018 UFCW International Convention Las Vegas April 22 to April 27, 2018*



**Thinking about retiring?** If your pension is through the UFCW National Pension Fund, you can submit a pension credit request form at any time to get more information on your eligibility and to find out what additional information the Fund may require to successfully process your pension once you've decided to retire. File for your actual pension benefits at least SIX MONTHS before your retirement date – but if you've already filed the pension credit request and have submitted any required material, this whole process will be quicker and easier! Questions? You can contact the Fund at 800-531-2385 or on the web at [www.ufcwnpf.org](http://www.ufcwnpf.org).

President's Message cont'd from page 1

ing any day now and, if passed, will be **the first national union-busting law in our history**. Union funds to negotiate and fight for good wages will be compromised by a lack of funds if unions are prohibited from collecting even "agency fees" going forward; union dues provide the means for unions to stand up to corporations in protecting their members' rights. **This blatant attempt by corporate interests is aimed at stripping unions of their income and, in turn, stripping them of their political power.**

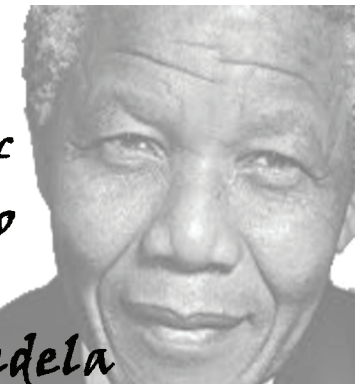
The good news is that the threat of this decision is driving employees in the public sector into becoming active in their unions. Look at current events: 35,000 teachers in West Virginia walked picket lines for 9 days to win better pay and to fix their broken health care system, and won; in Oklahoma, teachers have hit the bricks with the same frustrations as West Virginia and they are fighting for a budget that includes increased funding for education; in Kentucky, the legislature is proposing cuts to teachers' pension benefits, retirees' cost-of-living increases, and their healthcare benefits, potentially sparking a state-wide strike if successful; in Arizona, the overworked and underpaid school teachers who ranked 43<sup>rd</sup> lowest in the country for teachers' salaries started a #REDforED campaign, wearing red to show solidarity and engaging in collective rallies to protest Arizona's lack of priorities when funding their educational system, and many of them are talking about striking if things don't change soon.

One positive outcome from these attacks on workers' rights is that people are getting active and fighting back. Even some public sector employees who don't have the right to strike are willing to take the risks and strike anyway! Workers are also becoming more politically active and running as candidates in local, state, and federal elections. A spirit of resistance to negative trends and events is growing across the nation. We in the Labor Movement need to provide direction, leadership, and organization to this long overdue resistance.

We need to change the political climate by electing proworker candidates and to require that the Supreme Court do its job of protecting everyday working people, instead of siding with the powerful corporations that are rapidly destroying our middle class and, ultimately, our American democracy.

*In solidarity,*

*No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.* **Nelson Mandela**



## SECRETARY-TREASURER'S REPORT

### Union Membership Means BIG UNION BENEFITS

Being a UFCW Local 1445 member means you have a contract at work that spells out in black-and-white your wages and wage increases, your holidays, your vacations, your sick pay, seniority rights, grievance and arbitration procedures, benefits, and so much more. Basically, boiled down to just a few words, it means you are guaranteed the respect and dignity you have earned as a union member and a hardworking employee at your facility. And your employer had better abide by your contract, because you have your union – Local 1445 – backing you up 100%.

In return, one of your responsibilities as a union member is to pay union dues each week. Not only does this small investment produce large returns in the form of contract protections and guarantees, it also means that you have many additional benefits not

specifically spelled out in your contract. You can take advantage of the many programs available only to UFCW UNION MEMBERS, many of which are available to your family members as well.

For example, one important program for UFCW members and their families is the Free College Benefit. You, or your spouse or your children or your grandchildren, can save THOUSANDS of dollars by earning an associate's degree free and online. (See page 6 for more information.) That's MEMBERS and their FAMILIES – full-fledged union members paying maybe a couple hundred dollars a year, at the most. And there's no limit to how many of your family members can use this program. You? Yes. Your spouse? Yup. Your children? Yeah.



**JIM RONAYNE**

How many children? However many you've got - doesn't matter! Grandchildren? Certainly. How many? Doesn't matter!!!! As long as you're a dues-paying union member, you and your family members can take advantage of this FREE program.

Maybe you or your kids or grandkids have a more traditional higher education in mind. The UFCW, Local 1445, and other labor organizations have scholarships you or your kids or your grandkids can apply for, as a union member or union family member, to help with the costs. (BTW – if you've decided to take advantage

*Continued on next page*

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of the Free College Benefit you can also apply for Local 1445 scholarships and, if you're selected, you can use that scholarship money towards a new laptop, wifi costs, or any of the few expenses that might not be otherwise covered by the free program.)

Maybe you never had a chance to finish high school and have decided to try for your GED. Union membership means you can get free help with that, too. UFCW members – you – can take GED classes for free through Essential GED, with a customized online learning plan that allows you to study at your own pace, no matter when you last went to school. Interested? You can get started by filling out the form at [www.ufcw.org/members/ged/](http://www.ufcw.org/members/ged/).

Maybe you're thinking about learning another language; membership in the UFCW can help you with that, too. Spanish? French? German? English? Even Mandarin! For more information and to apply for the free online program go to [www.ufcw.org/members/language/](http://www.ufcw.org/members/language/).

And if you have any questions about any of these FREE educational programs offered to UFCW union members you can email the helpdesk at [education@ufcw.org](mailto:education@ufcw.org).

As a working Local 1445 member, you probably have plenty of other day-to-day expenses; union membership can even help with those through UnionPlus/Union Privilege, a nonprofit organization that provides consumer benefit programs exclusively to union members and retirees, and their families.

Among the many, many programs offered by UnionPlus are discounts on: AT&T wireless plans and accessories; movie tickets; legal help; moving expenses; restaurants; various medical plans; financial help; even veterinary services! And you don't even need a UnionPlus credit card to take advantage of these discounts – all you need is UNION MEMBERSHIP.

Interested? There's so much more that we can't even list it all here. You can find more information on all

the UnionPlus/Union Privilege programs and discounts at [www.unionplus.org](http://www.unionplus.org).

As I said, union membership by itself, with the protection of your legally binding contract, and your Local 1445 representatives to see that it's enforced, is well worth the money you pay in union dues each week. But that's not all your dues are making available to you – there are so many other benefits that are all part of the union membership package. Take advantage of as many as you can – that's what they're there for!

*In solidarity,*

*Jim*



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, July 24, 2018 6:30 p.m.**

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