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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 ONLY EFFECTIVE
ANSWER TO
ORGANIZED GREED**



**ORGANIZED
LABOR**

**2019 has been
one hell of a year.**

Stop & Shop and Macy's members stood up and fought back beyond all expectations to win good, secure contracts despite corporate attempts to break the union. Consequently, as of this writing, Local 1445 members at UMass Memorial Hospital are contemplating similar actions if

their corporate leaders don't live up to our members' expectations and put forward a contract offer that reflects our members' reasonable needs.

Corporate America somehow believed this was the year to destroy collective bargaining and ultimately break the unions. I am not necessarily a conspiracy theorist but it seems all too coincidental that National Grid locked out its employees for seven months, and Marriott Hotels allowed a six-week strike to take place by offering a sub-standard economic package at the bargaining table which didn't even take into account the cost of living, forcing workers to seek second and third jobs just to try to support their families.

Big corporate supermarket companies like Ahold/DelHaize thought they would crush the New England UFCW in 240 Stop & Shop stores, then head to New York and Midcoast chains and do the same to those union workers, which would signal to other food giants that they could do the same at Kroger, Safeway, Albertson's, and other unionized stores across America.

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PRESIDENT'S MESSAGE

**I HAVE
NEVER BEEN
PROUDER
OF OUR
MEMBERS**



JEFF BOLLEN

I don't think our members here in New England realized the critical importance of their victory and I have never been as proud of our retail members as I am today.

The UFCW victory at Stop & Shop prompted the Macy's company to settle an excellent contract, fearing the local union was preparing the same action with Macy's that had worked so well with Stop & Shop, especially after witnessing the strong solidarity of the Macy's union committee, negotiating team, and our Macy's members.

Local 1445's Stop & Shop members showed the corporate world that union workers have had enough of the disrespect shown by management's continuously cutting hours, instituting more self scan registers, and bringing pre-cut case-ready packaged meat into their stores. Our members are tired of seeing fewer employees in the stores, with more and more managers doing bargaining unit work at the members' expense. As the

Continued on page 14

GUEST EDITORIAL



**DAVE
YOUNG**

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

Stop & Shop and the Power of Standing Together



Members of Local 1445 have always known that building a better life for hard-working families starts with a united voice that can stand up to powerful corporate interests.

We can look to the Stop & Shop work stoppage in April as a clear example of the power workers have when they stand together for a better life. Many of you participated in or were affected by the 11-day work stoppage to protest Stop & Shop's proposed cuts to health care, take-home pay, and other benefits.

Local 1445 members, along with our brothers and sisters at Locals 328, 371, 919 and 1459, took a stand against corporate greed and received strong support from our customers and the communities we serve as we fought for fair contracts.

Thanks to your incredible efforts, you were able to help make Stop & Shop a better place to work and shop by negotiating contracts that preserve health care and retirement benefits, provide wage increases and much more.

While these contract negotiations were a victory for Stop & Shop workers in New England, we must never forget that millions of other workers in our country are struggling to survive in the current "gig economy." Millennial workers, in particular, are holding two or more part-time jobs with little to no benefits just to make ends meet.

Now more than ever, we must continue to reach out to our friends and neighbors and let them know that the key to building an economy that works for all of us is standing

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IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

March 2019 - May 2019 1,426

GRIEVANCES HANDLED:

March 2019 - May 2019 300

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

March 2019 - May 2019 \$34,650.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

March 26, 2019 through June 18, 2019

Coverage:

Dental \$794,368.26

Vision 0.00

Disability 565,544.57

R_x (3/21/19 - 6/15/19) 1,902,146.84

Medical (3/15/19 - 6/13/19) 12,289,733.36

Total \$15,551,793.03

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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**UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL 1445 ~**

Chartered by the United Food & Commercial
Workers International Union

JEFF BOLLEN - President

JIM RONAYNE - Secretary-Treasurer

TOM BROWN - Recorder

JEFF BOLLEN - Executive editor

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Local 1445 members
start young ~



Local 1445 members know **YOU'RE NEVER TOO YOUNG TO BE UNION!**



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.

Greetings, Local 1445!

What a year it has been so far...

First the Stop & Shop strike, and then Macy's taking a strike vote, and then M.S. Walker following suit (unanimously, I might add.)

It seems to be "The Year of the Strike".

The strike is a tool we don't like to use, so we use it only when it's absolutely necessary. BUT (and you know there is always a "BUT") these companies have managed to do something unintentionally that I have been trying to figure out how to do INTENTIONALLY for many years: ***They got our members involved.***

Our members have been watching the videos we've been posting and getting the text messages on their phones that we've been sending out regularly to keep them updated and informed. Members have begun to feel and to understand that THEY are the union, and that when we have problems at any of the companies we represent, the solidarity of our members is the key to our achieving successful solutions. At Local 1445 we've known this all along, but our employers are just now beginning to realize that this is our local's secret weapon: **Our unity is our strength!**

It was truly great to see the overwhelming participation and dedication of all our members and we **must** keep the momentum going - we cannot let this stop! You must continue to be involved in all the local's activities. Come to meetings and rallies; show the companies that we are united. Because, as the chant goes, "United we cannot be defeated!"



TOM BROWN

YOU have the power - don't lose it! This is probably one of the worst fears of all our companies: the power of workers united and standing up for themselves.

Believe me: Every time we have a meeting or a rally or an informational picket line, the company has a plant/mole/spy there to report to them how many people attended, what was discussed, and what percentage of people agreed with the union's message. So let's give the company something to REALLY worry about – **let's keep this movement going!**

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OUR NEWEST RETIREES

<i>Odessa Alston</i>	<i>Maryellen Cronin</i>	<i>Denise King</i>	<i>D. Parris</i>
<i>Stephen Balacco</i>	<i>Philip Curcuru</i>	<i>Charles Kubilis</i>	<i>Laxmi Patel</i>
<i>Francisco Barbosa</i>	<i>Louis Davis</i>	<i>Theodore Kudzal</i>	<i>Xiaoying Pei</i>
<i>Socorro Barrientos</i>	<i>Agostino Deinnocentis</i>	<i>Maria Labrie</i>	<i>Paul Pepka</i>
<i>Carol Barsanti</i>	<i>Joseph Deluca</i>	<i>Jean Charles Lamoureux</i>	<i>Michael Pernini</i>
<i>Umah Bayoh</i>	<i>Robert Depalma</i>	<i>Beatrice Larocco</i>	<i>J. Perry</i>
<i>Robert Beauvais</i>	<i>Mark Depasquale</i>	<i>Paula Lenhardt</i>	<i>Patricia Philbrick</i>
<i>Jay Begin</i>	<i>Ginette Deus</i>	<i>Paul Letourneau</i>	<i>Mary Polcari</i>
<i>Susan Benes</i>	<i>M. Digregorio</i>	<i>Kathleen Levicki</i>	<i>Alan Porzio</i>
<i>Carol Bergeron</i>	<i>Laurie M. Doane</i>	<i>Jorge Lopes</i>	<i>Thedhora Qoshja</i>
<i>Ronald Berube</i>	<i>David Eaton</i>	<i>Ruth Lubin</i>	<i>Luzmila Quispe</i>
<i>Gerald Bombino</i>	<i>Jairo Elejalde</i>	<i>Marcelina Lumahan</i>	<i>Maria Randazzo</i>
<i>Jeffrey Brine</i>	<i>Elizabeth Falcoine</i>	<i>Bernadette Lyman</i>	<i>S. Roe</i>
<i>Ronald Brotherton</i>	<i>G. Fantasia</i>	<i>Lena Mancini</i>	<i>Mark Ruddock</i>
<i>Robert Brown, Jr.</i>	<i>James Flynn</i>	<i>Lionel Marcotte</i>	<i>Barbara Salsberry</i>
<i>Walter Brown</i>	<i>Charlie Forrest</i>	<i>Paula Martino</i>	<i>William Shultz</i>
<i>Donna Brown</i>	<i>Doriana Frasca</i>	<i>George Masciulli</i>	<i>Leonce Simon</i>
<i>Richard Burby, Jr.</i>	<i>Carol Ann Fucillo</i>	<i>Francine McCarthy</i>	<i>Kevin Sinclair</i>
<i>Peter Burkinshaw</i>	<i>Norman Gallant, Sr.</i>	<i>Margaret McGlone</i>	<i>Gary Smith</i>
<i>Leo Burnham</i>	<i>Donna Geaney</i>	<i>Joanne McKinnon</i>	<i>Carmela Sorrenti</i>
<i>Joseph Bussone</i>	<i>Sam Gentile</i>	<i>Judith Merriam</i>	<i>Irene Sponholtz</i>
<i>Vince Callwood</i>	<i>James Gerard</i>	<i>Donna Milano</i>	<i>Percy Taylor</i>
<i>Patricia Campbell</i>	<i>Kenneth Graves</i>	<i>Gregory Mondello</i>	<i>Matthew Thomas</i>
<i>Jose Casco</i>	<i>M. Gutierrez</i>	<i>Marilyn Moore</i>	<i>Alden Tobin</i>
<i>Carol Cataldo</i>	<i>Yvonne Hawkins</i>	<i>Christopher Mullane</i>	<i>Marjorie Tortora</i>
<i>Rosemarie Catineau</i>	<i>Linda Hazel</i>	<i>Albert Muller</i>	<i>Harold Tyler</i>
<i>Ann Cauberg</i>	<i>Theodore Horne, Jr.</i>	<i>Herbert Munroe</i>	<i>Suzanne Vesey</i>
<i>Patricia Cirino</i>	<i>Rita Hubbard</i>	<i>Phyllis Muszalski</i>	<i>Elena Veygman</i>
<i>Richard Cloutier</i>	<i>Richard Hubert</i>	<i>Sandra Newell</i>	<i>Peter White</i>
<i>Marc Cohen</i>	<i>Gloria Hudson</i>	<i>Hoa Nguyen</i>	<i>Mary Whitmore</i>
<i>Paul Colantino</i>	<i>Paul Irwin</i>	<i>Marcos Nova</i>	<i>Marilyn Wogan</i>
<i>Diane Collins</i>	<i>Raymond Jalbert</i>	<i>Peter Noyes</i>	<i>Robert Yanicke</i>
<i>Donna Cook</i>	<i>Jocelyn Julian</i>	<i>E. Nuttoli</i>	<i>Donna Zanchi</i>
<i>Harlie Costigan</i>	<i>Nancy Kelley</i>	<i>Susan O' Brien</i>	<i>James Zozzaro</i>
	<i>Donna Kielty</i>	<i>Ronald Paquette</i>	

UFCW Local 1445 Scholarships Honoring our friends and colleagues



*Clockwise, from above left: Joe Hayes, Beppie McNally,
Dennis Norton, Nicole Berman*

UFCW Local 1445 has been proud to sponsor scholarships for our members and their family members to help with the cost of furthering their educations.

In addition to our two scholarships administered by the Massachusetts AFL-CIO, the two John G. Silva scholarships awarded to Gloucester members, the two essay scholarships, and the vocational school/continuing education scholarship, UFCW Local 1445 has earmarked money to fund scholarships that remember and honor our colleagues who have worked for the local, in various capacities, for the betterment of our members.



Beppie McNally. Nicole Berman. Dennis Norton. Joe Hayes. Some of our more longterm members may be familiar with these names, and may remember the energetic and passionately pro-worker people they represent; for our newer members, these names may be unfamiliar. But we honor these colleagues and their memories in gratitude for the time, energy, and hard work they dedicated to our local in helping to improve the lives of our members and their families.

In addition to being an exemplary business agent, Beppie McNally was active in local politics, promoting legislation and candidates that were fiercely pro-worker and pro-union; she was also a strong defendant of women's rights and issues.

Nicole Berman worked as an administrative assistant in the UFCW Local 1445 office, answering calls, typing, posting dues, and generally helping out wherever she was needed. Anyone who called or came to the office was greeted with a friendly, "Hello!"

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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 as well.** (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 four 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; the **Dennis Norton** Memorial scholarship, and the **Joe Hayes** 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 four 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 2019: _____

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.

Guest Editorial *Continued from pg 2*

together in solidarity. We must make the point that as more workers organize and join this movement, we will strengthen the power we have to lift up *all* workers and restore our economy so that everyone can succeed, not just the top one percent.

We must continue to spread the word that in unity, there is strength. When we organize and stand together as a union family, we can strengthen and amplify the voices of all working families as we did during the Stop & Shop contract negotiations.

Thank you for all that you have done and continue to do to make our union better and stronger. By standing together in solidarity and spreading the word about the benefits of belonging to our union family, we can improve the lives of all working families and build a stronger economy for workers across the country.

Scholarships *Continued from pg 7*

and a big smile. If you were feeling down or depressed, a conversation with Nicole would make your whole outlook much brighter.

Dennis Norton was our Downeast connection, the man from Maine, who worked hard for his members and was active in the communities where his members lived and worked. He was the president of his local before becoming a dedicated business agent when his local merged with Local 1445. Dennis's perspective on the unique issues facing workers to our north was an indispensable asset when it came time to negotiate with those companies.

Joe Hayes, our most recent loss, will be sorely missed by so many. You always knew exactly where you stood with Joe (and he made sure you knew it!) so dealing with him, on any level and on any issue, was always straightforward and truly a pleasure. Tom Brown has recounted how, when Joe found out that a member was having a tough time around Christmas, Joe took money from his own pocket so the member could buy presents for his family. Joe was one of those rare people who not only claimed to be a labor advocate, he lived his life that way – he talked the talk AND walked the walk.

We are proud to award these scholarships in the memory of these outstanding people.

(And don't forget about the FREE COLLEGE BENEFIT available to UFCW members and their families. Call 888-590-9009 or visit UFCW-FreeCollege.org. And for more information, see page 24.)



*Boston
Braintree
Natick*

Members at Work Macy's

*Northshore
Warwick
Contract ratification*



President's Message *Continued from page 1*

final insult, Stop & Shop came to the table determined to dismantle our collective bargaining agreement from top-to-bottom, with the intention of making health care unaffordable, incrementally killing off our defined pensions, and demanding cut backs in holidays, vacation time, sick days, personal days, and more.

Our members stood together shoulder-to-shoulder and fought back by walking off the job and at the same time winning over the public, which turned out to be one of the greatest supermarket worker victories in modern history. **The support from the community was unbelievable!**

Customers refused to cross the lines and some actually joined the picket lines to show their support for the workers. Nearby restaurants fed the strikers for free, and neighbors and community members brought food, snacks, and refreshments. All Massachusetts unions joined the action, with fire fighters bringing pizza, the Laborers union supplying Northshore picketers with bag lunches, the Teamsters refusing to cross picket lines to make deliveries to the striking stores... teachers, nurses, union members from every industry imaginable, volunteers from community action groups, local politicians, and even Elizabeth Warren and Joe Biden - all joining the lines, donating food and funds, doing all they could to demonstrate their support for the strikers. The response was overwhelming! And other UFCW locals, from all over the country, were unstinting in supplying additional manpower and strike donations.

The UFCW International Union, under President Perrone, made all resources

available to assist the five New England local unions in achieving this victory, including expert help from the region and from Washington, DC.

By trying to intimidate Stop & Shop workers, Ahold/DelHaize ended up awakening a sleeping giant. The union leadership and bargaining committees were unimpressed with the company's scare tactics and worked diligently to secure a solid contract that protects healthcare, pensions, and time-and-a-half on Sundays and holidays, and improves wage scales. The contract was overwhelmingly ratified and the employees are stronger than ever.

As president of this local union I have never been prouder of my union sisters and brothers than I am today.

I want to thank all our members for standing strong, and a special thanks to those stewards, strike captains, and members who stepped up and took to the mega phones to keep the lines active and effective.

In solidarity,

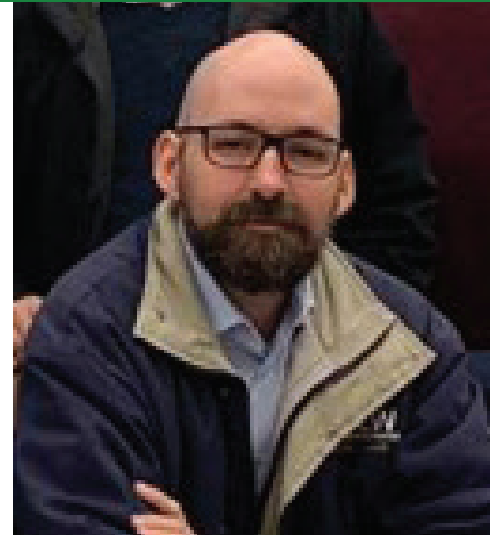
Jeff



LEGISLATIVE REPORT

Massachusetts Labor Committee Hears Testimony in Support of Reinstating Sunday and Holiday Time-and-One-Half Pay

On Tuesday June 18th the Massachusetts Legislature's Joint Committee on Labor and Workforce Development held a jam-packed hearing involving more than 40 bills relating to wages. Two of the bills taken up by the committee were two important bills Massachusetts UFCW Locals worked to have filed this session that seek to reinstate Sunday and holiday time-and-one-half pay for retail and grocery workers.



JIM CARVALHO

The two bills, H.1593 filed by Representative Cabral, and S.1073 filed by Senator Feeney, would undo the pieces of last session's "Grand Bargain" that incrementally do away with time-and-a-half Sunday and holiday pay over the next several years. Local 1445 members at Stop & Shop and Macy's just went through two incredibly difficult fights to keep this vital premium pay in their contracts. Unfortunately, too many non-union retail workers, with no contracts to protect them, will be losing more and more money over the next few years for the Sundays and holidays they work, until Sundays and holidays for them may end up being paid as straight time.

UFCW locals, along with legislators, other unions, and community groups, all testified in support of these two bills and urged the committee members to support them as well. Local 1445 will be reaching out in every way we can to put pressure on the committee during the remainder of the current two-year session; in the meantime there are a few things we can all do right now to help.

Please take just a moment to reach out to Senator Feeney to thank him for filing S.1073 and to Representative Cabral to thank him for filing H.1593, and ask them both to KEEP FIGHTING to restore Sunday and holiday time-and-a-half pay! Then, please reach out to the House and Senate chairs of the Labor Committee - Representative Brodeur and Senator Jehlen - and urge them to report out of their committee favorably on S.1073 An Act Further Regulating Sunday Overtime Wages, and H.1593 An Act Relative to Time and a Half Wages. *Contact information is on the next page.*

Thank you:

Senator Paul Feeney	(617) 722-1222	Paul.Feeney@masenate.gov
Representative Antonio Cabral	(617) 722-2017	Antonio.Cabral@mahouse.gov

Please support:

Senate Chair Patricia Jehlent	(617) 722-1578	Patricia.Jehlen@masenate.gov
House Chair Paul Brodeur	(617) 722-2013	Paul.Brodeur@mahouse.gov

Political Director Jim Carvalho's testimony before the Joint Committee on Labor and Workforce Development on June 18:

"Thank you for allowing me to testify today. I am Jim Carvalho, the political director for United Food and Commercial Workers Local 1445. UFCW Local 1445 represents over 10,000 retail and grocery workers at stores such as Stop & Shop, Macy's, and Bfresh, and we are always engaging nonunion retail and grocery workers, helping them organize and fight for better lives. **I am here today to as strongly as possible urge your committee to report out favorably H1593 An Act Relative to Time and a Half Wages, and S1073 An Act Further regulating Sunday Overtime Wages.**

"After legislatively losing Sunday and holiday time-and-one-half pay for the retail industry, members of Local 1445 have just come out of the biggest fight of their lives at Stop & Shop and Macy's, in order to keep these hardearned wages in their contracts and not move backwards financially. It is no surprise that Stop & Shop and Macy's came to the bargaining table at the beginning of the year looking to eliminate Sunday and holiday time-and-one-half pay for our members, citing changes to the state law and a competitive disadvantage with other retailers who no longer have to pay the premium.

"At Stop & Shop, losing time-and-one-half Sunday pay was one of the major reasons our members there had to go out on strike for nearly two weeks, and at Macy's this concession sought by the company was also a major factor in our members there taking a strike vote, and coming within moments of having to go on strike as well. The negative financial impact of losing this time-and-one-half pay can never be overstated. Whether our member is a 19-year-old trying to pay for school or a single mother raising a family, the loss of Sunday and holiday time-and-one-half is enormous.

"Thankfully our members, through their fighting and sacrificing, were able to succeed in retaining Sunday and holiday time-and-one-half in their contracts this time. Unfortunately there are hundreds of thousands more retail and grocery workers in this state set to continue to lose money every year as the new law phases out

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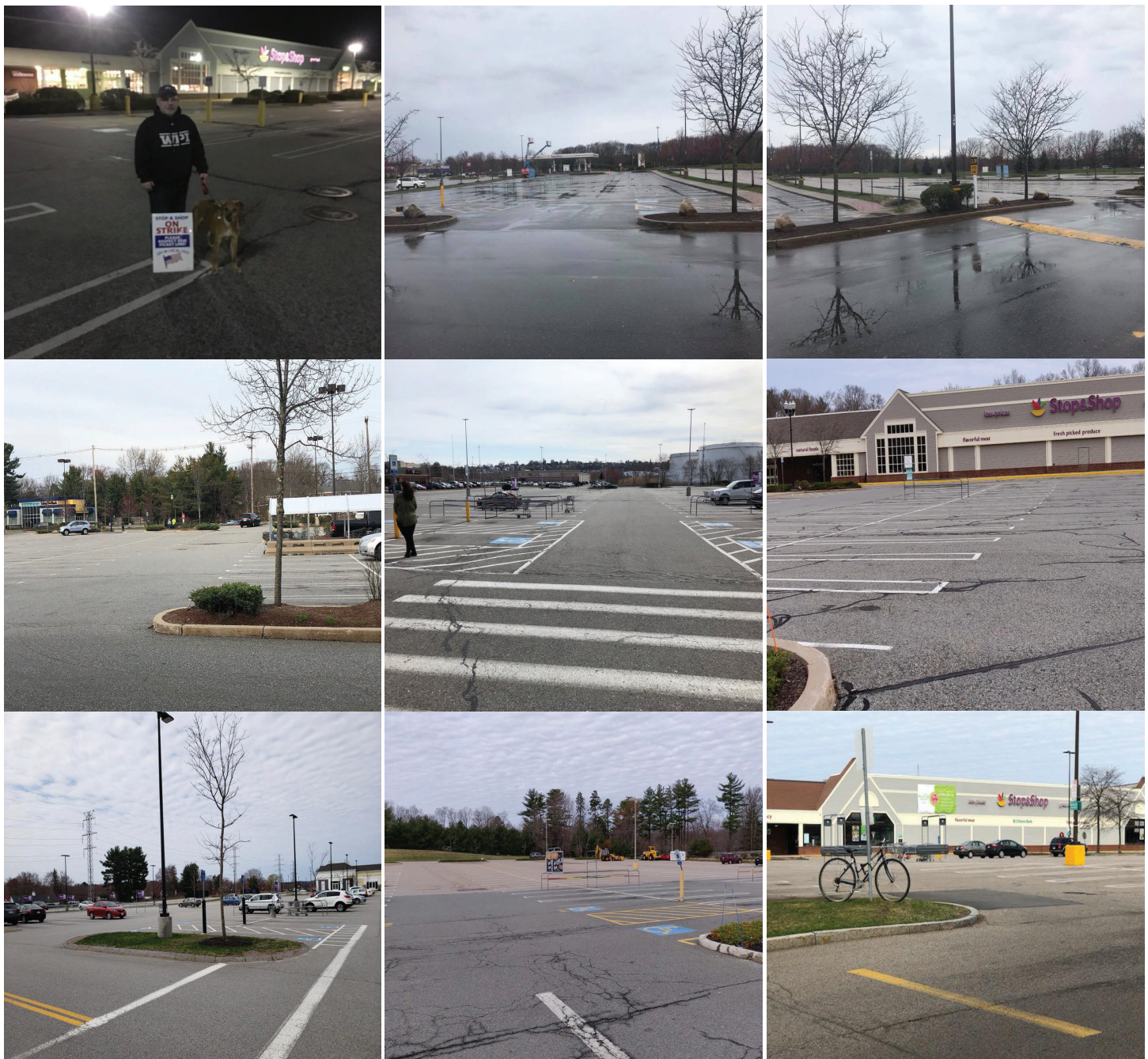
Eleven Days in April

The Stop & Shop Strike

On April 11, 2019, at one o'clock in the afternoon, UFCW members working at Stop & Shop stores in Massachusetts, Connecticut, and Rhode Island walked off the job.

It would be eleven days of picketing and heated negotiations before the 31,000 union members returned to work armed with new contracts that promised affordable health-care, improved wages, and great benefits. The workers' solidarity and determination, with overwhelming community support and help from other unions throughout the region and UFCW locals across the country, were the weapons that won the battle.

Parking lots were empty as customers respected lines and shopped elsewhere.



Departments were unattended, shelves were unstocked, and produce rotted in the bins. The company lost millions of dollars each day that it refused to bargain in good faith.



Unions throughout the Commonwealth joined the striking UFCW workers, offering words of support and encouragement, and joining the picketers on the lines.

Firefighters

Stand in Solidarity
with the

UFCW

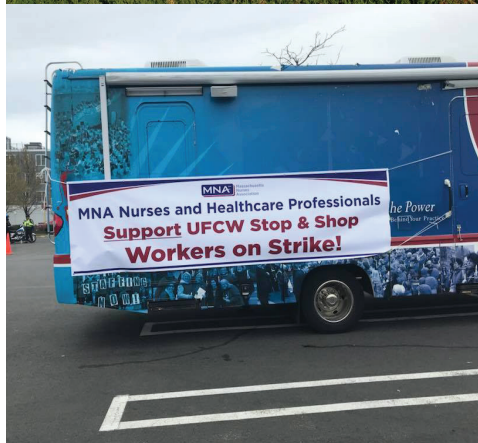
Respect

the

Picket Line



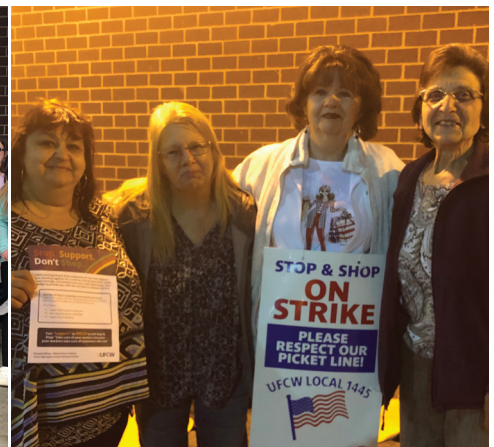
**MNA Nurses and
Healthcare
Professionals
Support UFCW
Stop & Shop
Workers on Strike!**



Neighbors stepped up to show their support, donating funds, food, and refreshments, and bringing along family members and pets to help man the lines.



**Members answered the call and manned the picketlines,
24 hours a day, every single day. Sunny days, rainy nights - it didn't matter.**



Eleven days on the picket lines... When would it end?
Members knew the only way to win was to STAY STRONG and STAY UNITED!



**I STAND
WITH STOP & SHOP
WORKERS.**

MASSACHUSETTS JOBS JUSTICE



Members walked off the job, together, on April 11. Eleven days later, on April 22, they were back at work in anticipation of the excellent contract they had earned!



At Your Service Continued from page 5

**IT IS OUR TIME TO COME OUT ON TOP
IF WE ARE DETERMINED ENOUGH TO
TAKE ADVANTAGE OF IT!**

STAY UNITED ~ STAY STRONG!

Have a great summer, and we'll talk again
in the fall.

As always in solidarity,



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COLLEGE BENEFIT**

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Local 1445

**AN OPPORTUNITY
FOR YOU AND YOUR FAMILY**

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- For UFCW members AND families
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- Credits you earn transfer to other schools
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- Save thousands of dollars
- Advising and tutoring to support and guide you
- For you, your spouse, children, grandchildren and dependents

GET YOUR QUESTIONS ANSWERED AND GET STARTED TODAY!
www.UFCWFreeCollege.org or call 888-590-9009

**Call 888-590-9009
or visit UFCWFreeCollege.org**



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Part of the University System of Ohio

SECRETARY-TREASURER'S REPORT

Join UNIONPLUS Today

UnionPlus is a non-profit, and they are the only consumer benefits organization created and endorsed by the AFL-CIO. UnionPlus's mission is to improve the quality of life for union members and their families. As a current or retired union member, you are automatically eligible for your union's UnionPlus benefits; often, you parents, spouse or partner, and children may also be eligible.

UnionPlus can help union members and their families through times of uncertainty with unique *Hardship Help* benefits. These benefits are available to help you deal with a variety of unfavorable economic situations, such as a strike or layoff, or even if you find yourself in serious debt.



JIM RONAYNE

Financial assistance that UnionPlus offers:

- ★ Furlough grants for UnionPlus credit cardholders.
- ★ Strike benefits:
 - Strike grants for UnionPlus credit cardholders;
 - Strike grants for UnionPlus personal loanholders.
- ★ Layoff assistance:
 - Job loss grants for UnionPlus credit cardholders;
 - Job loss grants for UnionPlus personal loanholders.
- ★ Homeowner assistance:
 - Mortgage assistance;
 - Save My Home hotline;
 - Disaster relief grants.
- ★ Healthcare assistance:
 - Medical bill negotiating service;
 - Hospital grants for mortgage, supplemental insurance;
 - Hospital grants for UnionPlus credit cardholders;
 - Disability benefits.

These are only a few of the benefits that UnionPlus has to offer, many available to union members, even those who do not have a UnionPlus credit card.

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To see more of the great benefits, discounts, and offers available to UnionPlus members, and to join, go to www.unionplus.org.



HOW IT WORKS: THE UNION PLUS PROMISE

1

Solidarity

We stand union-strong with the 13+ million union members to negotiate exclusive programs and prices.

2

Unique Benefits and Savings

If you're a union family, your unique benefits and savings can be accessed today, including discounts on AT&T, travel, entertainment, hardship help grants and scholarships. No Union Plus membership required!

3

Social Responsibility

Union Plus is a non-profit created by the AFL-CIO thirty years ago. When you use Union Plus benefits, you're supporting the labor movement — ensuring that you and your fellow union members remain union-strong for generations to come!

Legislative Report *Continued from page 16*

this premium pay. Furthermore, it appears some retailers are still paying Sunday and holiday time-and-one-half, not because they want their employees to continue to prosper, but because their payroll systems are set up to only pay either straight



time or time-and-one-half as inline with overtime laws. These retailers will then flip the switch over-night to only paying their workers straight time as soon as the law allows, creating a huge immediate financial loss to thousands and thousands of retail and grocery workers, causing them and their communities serious economic pain.

“Once again, thank you for allowing me to testify today and I urge the committee to favorably report out **H1593 An Act Relative to Time and a Half Wages,** and **S1073 An Act Further regulating Sunday Overtime Wages.**”

For more great photos and videos from the Stop & Shop strike, visit our Facebook page at www.facebook.com/ufcwlocal1445/

LOCAL1445

UNIONNEWS

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a VOICE for New England workers and their families since 1938

2019 Official Quarterly Meeting

Reunión oficial trimestral 2019

Próxima reunião em 2019

This quarter's official membership meeting will be held on the following date:
Esta reunión oficial de membresia trimestral se celebrará en la siguiente fecha:
Esta reunião será realizada no dia:

Tuesday, July 23, 2019 6:30 p.m.

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

Additional area meetings, same date and time:

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

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