

IT PAYS TO BELONG TO **LOCAL 1445**

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

June 2019 - August 2019

906

GRIEVANCES HANDLED:

June 2019 - August 2019

498

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

June 2019 - August 2019

\$5,558.45

UFCW Interstate H & W Fund

Claims Paid - Experience Report June 19, 2019 through September 19, 2019

Coverage:

Dental Vision **Disability R**_v (6/16/19 - 8/31/19) **Medical** (6/14/19 - 9/12/19) **Total**

\$1,125,360.16 0.00 577,244.84 1,726,413.37 11,644,595.63 \$15,073,614.00

Know someone who needs a union?

> **Tell them** to call 0Ca

Organizing Department

1-800-439-1445

LOCAL 1445 UNIONNEWS



Published Quarterly at Boston, MA by: **UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 1445~**

Chartered by the United Food & Commercial Workers International Union

JEFF BOLLEN - President TOM BROWN - Secretary-Treasurer FERNANDO LEMUS - Recorder JEFF BOLLEN - Executive editor Linda Ferrazzara - Managing editor



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Front cover photo "Striking clothing workers demand union rights" courtesy of Kheel Center for Labor-Management **Documentation & Archives,** Cornell University

https://exhibits.library.cornell.edu/ union-made/catalog/10-970

Anyone interested in labor history will find a treasure trove of information, resources, documents, photographs, videos and more at the Kheel Center for Labor Management archives, part of Cornell *University:*

https://digitalcommons.ilr.cornell. edu/kheel/

And speaking of history, the 2019 Stop & Shop strike is bound to end up in the history books as one of the most successful labor actions in recent memory. If you have a particularly positive and memorable episode from the strike that you'd like to see in the paper, let us know. Help from friends? A kind word from a stranger? Something that made you realize how important this strike was to your community? Send an email to

ufcw1445@ufcwlocal1445. org and we'll tell the world.

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



\$100 winner Steven Delia (Stop &Shop - Shrewsbury) with BA Richard Poole

\$100 winner Lawrence Connors (Stop & Shop - Watertown)



\$50 winner Charles Frayne (Stop & Shop - Brookline) with BA Gene Giacobbe



\$50 winner Gregg Gallant (Stop & Shop - Shrewsbury) Photo not available at press time



\$50 winner Darren Thomas (Stop & Shop - Peabody) with BA Kevin McGaffigan



\$50 winner Kevin Martins (Stop & Shop - Watertown)

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
overtime
pay.

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.

Secretary Treasurer Jim Ronayne has recently retired from Local 1445. I have already felt the loss to the local union, as Jim's talent goes way beyond the usual. He is not only talented in all facets of union business organizing, servicing, and negotiating contracts - and is excellent as a secretary-treasurer for the local, he also has a rare gift most people don't have:

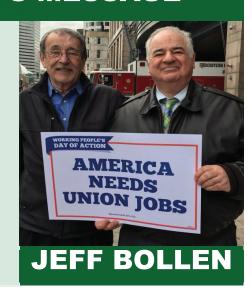
He has a genuine photographic memory. His memory is so keen he has helped the local win some important arbitrations, after certain company lawyers tried to trick him on the stand, testifying. One company attorney tried to test Jim's memory at an arbitration on a language issue from 1982. When the company's attorney asked Jim to name all of the union negotiating team from 1982, Jim not only named the union team but also named the entire company's team and subsequently won the arbitration. The law firm was fired by the company after that.

Jim fought every member's grievance with passion and fury, rarely allowing management to get a word in edgewise. His arguments came with aggressive investigations and an unforgettable knowledge of a company's past practices and settlements of similar cases.

Jim got his union education from his dad, who was a staunch union man, always stopping at strike lines with his son, Jim, to buy coffee and donuts for the strikers while joining the picket line, and explaining UFCW Local 1445 Union News FALL 2019 Page 3

PRESIDENT'S MESSAGE

A UNION LEGEND HAS RETIRED



to Jim that working people need to stick together with unions in order to better support their families.

Jim began his supermarket career in 1961 while a high school student and continued on through community college, majoring in engineering and working at Stop & Shop as a deli clerk. After becoming a full-time clerk and receiving a draft notice in the mid-60s during the Vietnam War, Jim enlisted in the Army and was stationed in Washington, DC, in Army personnel. While in the Army he met a girl named Judy who became his wife.

In order to better support his new family, he got a job evenings in a supermarket in Virginia called Grand Union, which was a union store affiliated with the Amalgamated Meat Cutters Union Local 593, now the UFCW Local 400. Because Virginia was a "right to work" state, workers didn't have to join the union but still received the representation and benefits of the union. The store manager told Jim he didn't have to join the union and pay dues, but Jim

Continued on page 14

GUEST EDITORIAL DAVE YOUNG

Guest editorial by Dave Young Director, UFCW Region 1

Building on the Success of Stop & Shop, Let's Keep the Momentum Going

The Stop & Shop work stoppage in April showed us the power of standing together for a better life. This work stoppage brought together members of Local 1445, as well as the customers we serve and the communities we call home.

As we finish this year, I encourage all of you to harness that positive energy and continue to spread the word about the benefits of joining our union family by reaching out to friends, neighbors and community members. Many of the people we know may not have a collective voice in their workplace. When we let them know that union

members are more likely to have jobs that provide better wages and benefits, we can grow our union family and help more workers achieve the better lives they have earned and deserve.

We must also harness this positive energy to prepare for the 2020 elections. We must stay united around the shared belief that government and the economy must better serve working and middle class families. At a time when politics so often divides people, we must stay committed to electing public servants who will put what's best for hard-working families above all else. From making phone calls to canvassing around communities, we must be prepared to put the might and muscle of our members behind candidates who support the causes we care most about.

This year, we showed New England and the world that in unity there is strength. Let's carry that momentum forward by sharing the value of belonging to our union family and by staying engaged in the political process and electing lawmakers who have a track record of putting the interests of America's workers before those of corporations.

Together, we can grow our union family and make our voices heard. Thank you for your continued effort to make our union better and stronger.



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The End of an Era

Pictured to the left is our latest retiree, UFCW Local 1445 Secretary-Treasurer Jim Ronayne, with Massachusetts State Treasurer Deborah Goldberg at Jim's retirement luncheon. Treasurer Goldberg presented Jim with a citation honoring his many years of service to the working people of Massachusetts.

Treasurer Goldberg is a member of the Rabb family that originally founded and operated Stop & Shop stores as a family business, before the hostile takeovers of the 1980s and the current status of Stop & Shop as part of a foreign-owned conglomerate. She spoke of the contract negotiations, when she sat on the company side of the bargaining table and Jim Ronayne was on the opposite side, the union side. With obvious admiration, she explained Jim's critical role in changing the company's long-standing practice of discriminating against women and refusing to hire them into job classifications that were traditionally reserved for men, even though women were capable of fulfilling the job requirements; the jobs assigned to women also paid significantly less than those assigned to men. Jim had insisted that the company do away with male and female job descriptions, get rid of "light" and "heavy" classifications for the same jobs (women got the "light" duty jobs, men the "heavy" ones), and hire and pay ALL UNION MEMBERS – male or female – equal pay for equal work. Up until that time, no one questioned the unfair and unequal treatment of women – it was the status quo. It took Jim Ronayne, and the worker-friendly Rabb family, to set things right.

And this year, as a member of the family that valued and respected the people working in their stores, Treasurer Goldberg stood up for our Stop & Shop members when contract negotiations were getting nasty: Remember the letter she wrote to the Worcester Telegram, urging Ahold Delhaize to recognize that the great success of the company is largely thanks to the hard work of its employees, and asking the company to agree to bargain in good faith for decent wages and benefits. She also stood shoulder-to-shoulder with our striking Stop & Shop workers, on picket lines and at rallies.

Words of admiration and appreciation from so respected a source as the Treasurer of the Commonwealth of Massachusetts are an extraordinary tribute indeed. Jim can be very proud of his outstanding contributions to the welfare and well-being of his fellow union sisters and brothers. Thank you, Jim, for your many years of service.

OUR NEWEST RETIREES

Margaret Anastos
Aleksandra Angjeliu
Monica Blouin
George Burgess
Francis Cedrone
Angel Colon
Gary Couture
Ann Dacey
Brian Daggett
Maria Fernandes
Cheryl Ferrelli
Veronica Frasier
Deborah Hart
Linda Harvey

Sandra Heyes
Edward Izzi
Scott Jennings
Linda Karellas
Karen Kelley
Elizabeth Keyes
Roger L'Heureux
Gail LaFortune
Darlene Lapointe
John Lee
Walter Logan
Deborah Lorentzen
Margaret Mahoney
Daniel Manning

Michael Martin
Peggy Melanson
David Milkey
Cynthia Panagian
Marsha Pettiglio
Vincent Physic
John Rumrill
Mary Ruth
Donna Salsman
Mary Smith
Karen Sobelman
Patricia Stamnos
Sandra Wojtowicz
Gary Zarr



At their annual Labor
Day Breakfast, the Central Massachusetts Labor
Council presented to
President Jeff Bollen
their Pope Leo XIII Labor
Award, in recognition of
his leadership in standing
up for the rights of working people and improving working conditions.

The successful culmination of Stop & Shop contract negotiations, including the 11-day strike, is just the most recent example of Jeff's lifetime dedication to workers throughout New England.

The inscription on the award reads, in part, "To honor an individual who because his/her commitment is involved in alleviating the causes of injustice in their community

Presented to Jeff Bollen UFCW Local 1445 on Labor Day, Monday, September 2, 2019 from Central Massachusetts AFL/CIO."

Holiday Dining



When you buy union, you're supporting good jobs in American communities, jobs that provide living wages and benefits, safe working conditions and dignity and respect for work. Look for these quality products, produced by union members, when you are preparing for your holiday celebration...

Set the Table



Homer Laughlin China (GMP)
Fiestaware (GMP)
Anchor Hocking (GMP)
Libbey Glassware (USW and GMP)
Claus Knives (USW)
Pyrex (USW)
Corning Ware (USW)
Bennington Potters (UNITE HERE)

For the Feast

Fresh Whole Turkey

Butterball (UFCW)
Foster Farms (UFCW)

Ham

Appleton Farms Ham (UFCW)
Black Forest Ham (UFCW)
Butterball Ham (UFCW)
Cook's Ham (UFCW)
Farmland Old Fashioned Pit Ham (UFCW)
Farmland Original Pit Ham (UFCW)
Hormel Honey Roasted Ham (UFCW)
Tyson Ham (UFCW)

Stuffing

Manischewitz (UFCW) Stroehmann Bakery Products (BCTGM)

Vegetables

Andy Boy (UFW)
Muranka (UFW)
Eurofresh (UFCW)
Birds Eye (UFCW)
Mann's (UFCW)
Sunripe Produce (UFCW)

Cranberries/ Cranberry Sauce

Ocean Spray (IAMAW) Dole (IBT)

Potatoes

Dole Fresh Potatoes (IBT)
Mann's Fresh Culinary Cuts Sweet
Potato (UFCW)
Betty Crocker Specialty Potatoes
(BCTGM)

Bread

Pillsbury Rolls (BCTGM) Stroehmann Bakery Products (BCTGM) Aunt Millie's Bread Products (UFCW)

Pie

Entenmann's (BCTGM)
Marie Callender's (UFCW)
Pillsbury Pie Crust (BCTGM)
Sara Lee (BCTGM)
Banquet Fruit Pies (UFCW)

Pie Filling

Kroger brand pumpkin puree (UFCW) Food Club canned pumpkin (UFCW) Del Monte Fresh Apples (IBT)

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The Union Label and Service Trades Department, AFL-CIO, was founded in 1909 to promote the products and services produced in America by union members -- especially those products and services identified by a union label, shop card, store card and service button. We are supported by per capita payments from AFL-CIO National and International Unions.

UFCW Local 1445 2020 - 2021 Essay Scholarship Application (High school seniors only)

Suggestions regarding essay content

General instructions: This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in their essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; applications must be returned to the address on the application and postmarked no later than July 15, 2020.

<u>Students:</u> 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.**: 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 2020 - 2021 Essay Scholarship Application (High school seniors only)

This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in the accompanying essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; applications must be postmarked no later than July 15, 2020.

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, the Dennis Norton Memorial scholarship, and the Joe Hayes Memorial scholarship. By filling out this application and submitting your essay, if you are eligible you will automatically be entered in those scholarship drawings as well.

Name of student:	Telephone	:
Address:		
City:	State:	Zip:
School to attend - Fall 2020:		
I AM a member of Local 1445 at		
	Employer's name	Location name/number
I am NOT a member. My parent ☐ c	or grandparent [] (check one) is a me	ember 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 15, 2020.

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 2020 – 2021 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 15, 2020.**

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:	Telepl	none:
Address:		
City:	State:	Zip:
School to attend - Fall 2020:		
Year of study - Fall 2020 (fresh	ıman, sophomore, etc.):	
Or ☐ Vocational program (** S	ee important notes above):	
I AM a member of Local 1445 a	ot.	
TAM a member of Local 1445 a	Employer's name	Location name/number
I am NOT a member. My parer	nt □or grandparent □(check one) is a	member or retiree:
Member's or retiree's nan	me Employer's nam	ne Location name/number

Return this form to *UFCW Local 1445 Scholarships, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.* Entries must be postmarked by July 15, 2020.

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 2020 - 2021 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 "2020-2021 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 15, 2020.**

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 (2019-2020), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2020; 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 2020 – 2021 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 2020:			
I AM a member of Local 1	445 at:		
	Employer's na	ame: Location name/number:	
I understand that this applic school or undergraduate st		NLY who are NOT currently high	

Return this form to **UFCW Local 1445 Lottery Scholarship**, **30 Stergis Way**, **Dedham**, **MA 02026**, **ATTN: Linda**. Entries must be postmarked July 15, 2020.

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

NaRATULAT Na to to His year's wholarship win

ESSAY SCHOLARSHIPS

Katiana Kable

Samip Dhakal Member at Stop & Shop, Amesbury Father works at UMass Mem Med Ctr

LOTTERY SCHOLARSHIP

Nicholas Ciolino Member at Gorton's

BEPPIE McNALLY MEMORIAL SCHOLARSHIPS

\$1000

\$500

Marissa Pesce

Emily Ko

Member at Stop & Shop, Stoneham Father works at Stop & Shop, Lexington

NICOLE BERMAN MEMORIAL SCHOLARSHIPS

\$1000

\$500

Lily St. Pierre

Father works at Stop & Shop, Shrewsbury

DENNIS NORTON MEMORIAL SCHOLARSHIPS

\$1000

\$500

Jill Roche

Mark Delory

Mother works at NE Carpenters Benefit Funds

Mother works at Macy's, Northshore

JOE HAYES MEMORIAL SCHOLARSHIPS

\$1000

\$500

Braedon Wood

Jacquelin Sauer

Mother works at UMass Mem Med Ctr

Father works at Stop & Shop, Dedham



Left, BA Civita Fulchini with Jill Roche's mom, Lisa

Right, Jacquelin Sauer with her dad, Jim



AT YOUR SERVICE

Your Union Works for YOU!

Let's face it – life today is expensive. Local 1445 members know that only too well.

If you're a single young person, maybe you're working parttime after school, trying to earn some money to help out your parents, or saving to buy a car (and how about insurance? \$\$\$\$!), or trying to save towards college. YOU know how hard it is to have anything extra at the end of the week.

FERNANDO LEMUS

Or maybe you're older, and on your own or part of a couple, working fulltime to pay that monthly rent

bill, and car payment, and food and clothing expenses. There's always something that needs to be paid when the end of the month rolls around.

Or you could be a parent, with kids to provide for. . . Mortgage? Rent? Car payments? Insurance? Taxes? Public transportation costs? Medical bills? School supplies? Activity fees? Clothes? Gas or oil? Electricity? Cable and internet? Phones? Food?

On and on and on. It's a never-ending battle to keep food on the table, clothes on your back, and a roof over your head. And it just gets more expensive every single day.

That's why ALL Local 1445 members – fulltime or parttime, and no matter where you work or what you do - deserve to be paid a living wage that keeps up with the rising cost of living. And that's why Local 1445 FIGHTS to improve our union contracts so our members are guaranteed decent wage increases and improved benefits at reasonable costs, year after year.

There is one HUGE obstacle to negotiating decent contracts for our members: COR-PORATE GREED. The company is fighting for the biggest profits and largest share-holder dividends; Local 1445 is fighting for our members' livelihoods and standard of living, and the prosperity of the communities where we live. The company may have the big bucks but we've got the people. (As Stop & Shop finally realized during the 11-day strike, without the people, the company's got NOTHING.) We are committed to defying corporate greed in order to rebuild the middle class in America and give every

Continued on page 22

President's Message Continued from page 1

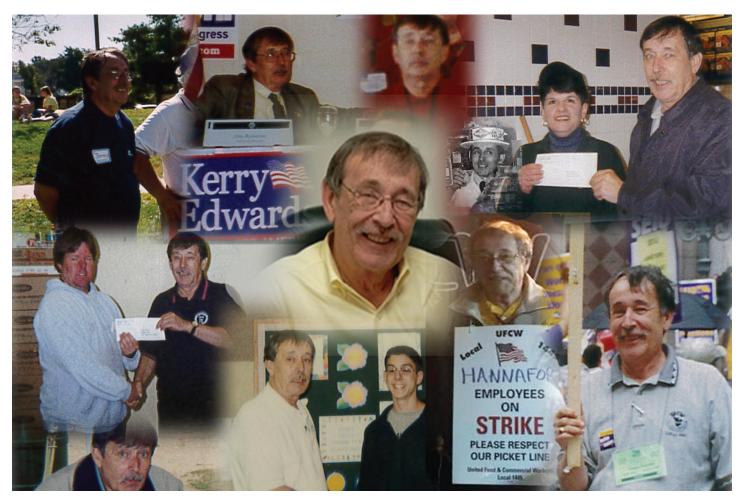
insisted on joining Local 593 and became an active dues-paying union member while serving his country.

Upon discharge from serving Uncle Sam, Jim lived in Worcester and resumed his career at Stop & Shop under the Veteran's Reemployment Rights Act, and was eventually promoted to deli head. Jim went back to school evenings on the GI Bill and graduated from Clark University with a bachelor's degree in Business Administration.

Jim was always active in union affairs, running for various positions and serving on the executive boards of Local 2, which merged into Local 328. Not long after the merger, Local 1445 brought him on staff in 1987 as an organizer.

Once on staff, Jim's hard work and talent helped catapult him into becoming an organizing director, then business agent, then servicing director, and then secretary-treasurer of the local. He won many grievances with back pay awards, negotiated some outstanding contracts, and never compromised his principles. Jim won grievances others thought were sure losers because he never backed down when he thought he was right or when he felt a member wasn't getting a fair deal.

Continued on page 22



UFCW Local 1445 Union News FALL 2019 Page 14

LEGISLATIVE REPORT

SUPPORT UNION MEMBERS RUNNING FOR OFFICE!

Vote Tuesday November 5th!

How you vote is a personal decision.

Local 1445 endorses candidates that we know will best represent the needs of our membership. We respectfully request that you consider these candidates when making your choices at the voting booth.





Eric Lampedecchio – Revere City Council, Ward 5
Eric is a fellow Local 1445 member who has been working at the TD Garden for 17 years. He is running in his second race with the hope of improving the lives of the hard working men and women of Revere.

John Kingston - Revere School Committee

John is a hard working member of UFCW Local 1445 where he has worked at Stop & Shop for 39 years. He is running for Revere School Committee to help improve the city's public school system for Revere's hard working families.





John Drinkwater - Lowell City Council

John is the Legislative Director for the Massachusetts AFL CIO and a member of OPEIU Local 6. He has worked hard advocating for Local 1445 members at the State House, and now wants to advocate for Lowell's union members and working families in the City Council.

Rachael Running – Malden School Committee, Ward 8
Rachael is the Communications Coordinator for the Massachusetts AFL CIO and also a member of OPEIU Local 6. Rachael is running for School Committee to strengthen Malden public schools for her children and all families.





Marianne Walles - Mayor of Somerville

Marianne is a member of SEIU Local 509. She has been a strong advocate for all working families in Somerville. She has supported Local 1445 members whether they were on strike at Stop & Shop, or fighting to keep union jobs within the city at our industrial laundries. As Mayor Marianne will continue to promote policies that benefit working men and women.

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





Endorsed Candidates 2019 Municipal Elections

BOSTON

Lydia Edwards, City Council District 1

Ed Flynn, City Council District 2

Kim Janey, City Council District 7

Kenzie Bok, City Council District 8

Brandon Bowser, City Council District 9*
Dan Daly, City Council District 9*
*Please see enclosed letter

Michael Flaherty, City Council At-Large Annisa Essaibi George, City Council At-Large Alejandra St. Guillen, City Council At-Large Michelle Wu, City Council At-Large

CAMBRIDGE

Allana Mallon, City Council Marc McGovern, City Council Denise Simmons, City Council

Fred Fantini, School Committee

CHELSEA

Roy Avellaneda, City Council

MEDFORD

Stephanie Muccini Burke, Mayor Adam Knight, City Council At-Large

MALDEN

Gary Christenson, Mayor

Debbie DeMaria, City Council At-Large Steve Winslow, City Council At-Large

Michelle Luong, School Committee Rachael Running, School Committee

NEWTON

Bryan Barash, City Council

REVERE

Brian Arrigo, Mayor

John Correggio, City Council At-Large Dimple Rana, City Council At-Large Gerry Visconti, City Council At-Large

Eric Lampedecchio, City Council Ward 5

SOMERVILLE

Marianne Walles, Mayor

Hannaford Members Ratify New 3-Year Agreement



On August 24, almost two hundred UFCW Local 1445 members who work at the Hannaford Brothers warehouse in South Portland, Maine, met at the Clarion Hotel in Portland to vote on their new contract.

BA Kevin McGaffigan and stewards Matt Farrell and Phil Carr led the meeting; the majority voted to accept the three-year agreement, which not only maintains their benefits but includes wage increases across the board that will protect the members in the event of any future economic downturns.

This is great news for our hardworking brothers and sisters from Downeast!

John G. Silva Scholarship Winners

The John G. Silva scholarship was established by Local 15, which operated out of the Gloucester area and represented workers in the fishing industry along New England's northern sea coast. With the merger of Local 15 and Local 1445, the John G. Silva scholarship was carried over and is now administered by Local 1445, with two \$1000 awards presented annually.

This scholarship is open to Gloucester High School seniors who are members of Local 1445, or who are family members of Local 1445 or Local 15 members or retirees. Application forms are available from the Gloucester High School guidance office.



This year's winners are
Luke Pata (left) with his
father, Jack;
and Ryan Pereira (right)
with BA Kevin McGaffigan.

Congratulations!



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PRIVATE SECTOR BECK / GENERAL MOTORS NOTICE

If you work in the private sector, the terms of the collective bargaining agreement (contract) between your Employer and Local 1445 most likely obligate you either to become and remain a member of the Union or to pay an agency fee to the Union, as explained below. If you chose not to join the Union and choose to pay an agency fee instead, you will not provide financial support to union activities not germane to collective bargaining.

The agency fee reflects your share of the Union's expenditures for collective bargaining, grievances and arbitrations, contract administration and representation, as well as other matters germane to collective bargaining and that may inure to the benefit of employees in your bargaining unit. The agency fee does not include expenditures unrelated to these areas, such as political and charitable activities and benefits made available only to dues paying members of the Union. The agency fee for the most recent period amounted to 84.79% of the periodic dues paid by full union members. A more complete list of the activities that are included and not included in the agency fee is available on the Union's website at: www.ufcwlocal1445.org/Beck2019. That website also contains further information regarding the monetary difference between dues and agency fees as well as instructions as to how you can get access to the financial documents supporting the agency-fee calculation, including a report by an independent Certified Public Accountant verifying the auditing of the Union's expenditures, setting forth the Union's major categories of expenditures, the percentage of each category which is attributable to activities being charged as the fair share of the expenses, and the percentage of each category attributable to activities as to which agency fee payers are not being charged any share of the expenses.

If you decide to limit your obligation to the Union to the payment of an agency fee, you will lose all the rights of union membership, including the right to attend union meetings and to vote to approve new collective bargaining agreements, the right to vote for union officers or to run for office, and the right to take advantage of other membership benefits offered to you and your family. But more importantly, we believe that the more workers who elect full union membership, the greater our strength to improve your wages, hours, and other working conditions through collective bargaining with your employer. However, if you elect to limit your obligation to the Union to the payment of agency fees, the Union will nevertheless continue to fairly represent you.

If you wish to limit your obligations to the Union to the payment of an agency fee, you may do so by notifying the Union's Secretary-Treasurer of your intent <u>and</u> by remitting the required agency fee either by authorizing deductions from your pay or by paying the Union directly. If you choose to make direct payment to the Union, you should forward your payment on or before the first of every month to the following address:

UFCW Local 1445 30 Stergis Way Dedham, MA 02026

You also have the right to challenge the amount of the agency fee. If you file a challenge, the Union will place into an interest-bearing escrow account the portion of the agency fees collected from you that is reasonably in dispute. The Union participates in a procedure under which a reasonably prompt decision on all challenges to the amount of the agency fee will be rendered by an independent arbitrator appointed by and acting under the rules of the Labor Relations Connection with the Union paying the arbitration costs (but not the costs of your own lawyer, if any). All challenges will be consolidated for a single hearing, and the arbitrator will have authority to order any adjustments in the amount of the agency fee and, if necessary, to order

Continued on next page

Beck Notice Continued from previous page

that the funds being held in the interest-bearing escrow account be distributed in accordance with the arbitrator's opinion. If you wish to challenge the calculation of your agency fee as described above, you must do so in writing by mailing notice of your challenge to the Union's Secretary-Treasurer at the address above postmarked no later than 30 days after receiving this notice.

More information on these rights may be found at www.ufcwlocal1445.org/Beck2019

FOR UFCW LOCAL 1445 MEMBERS AND THEIR FAMILIES







AN OPPORTUNITY FOR YOU AND YOUR FAMILY

You Work Hard For A Better Future. Strengthen it with UFCW Free College

- You can earn a college degree FOR FREE
- For UFCW members AND families
- Eastern Gateway Community College is a public, nonprofit, regionally accredited school
- Credits you earn transfer to other schools
- Don't pay out of your own pocket for tuition, fees, or books
- · 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



SECRETARY-TREASURER'S REPORT

I would like to take this opportunity to congratulate Jim Ronayne on his recent retirement. We all wish him a long, happy, and well-deserved retirement. He will be missed.

One of the things I noticed every day during the Stop & Shop strike was the <u>communication</u> among our members, the reps, the stewards, and the customers. Everyone was willing to go above and beyond what was



expected of them by working towards the common goal: a decent contract.

This, my friends, is all about solidarity. We must all actively work together towards this common goal, no matter what company we work for, because *united we stand, divided we fall*. Truer words were never spoken.

More important now is the need to keep the communication going on our part AND on yours.

There are many ways to contribute and keep the lines of communication open, but the most important is attending our quarterly meetings. You don't have to go to all of them but you should attend whenever you can. By being involved you can bring your opinions to the table and have an open discussion, and in that way we can improve our union and make it stronger. Remember: Your local union is strictly a democratic organization, which means that EVERY member's opinion counts, and the more members who participate and speak up, the stronger the local union will be.

Our Stop & Shop strike will go down in history for the many examples of our members' dedication and solidarity. We also had other union companies' members joining us: walking the line, bringing food and water, and helping in every way they could. There were workers from Gorton's and Hannaford and Macy's, just to name a few. . . We even had retirees at our picket lines.

Our union has never been so together as it was this past year. "United we WON!"

Continued on next page

This is what made us successful and it's so important that we make sure it continues.

I may be repeating myself but I have never been more proud, of our members and our union, as I was during the strike

And remember: Three years is a very short time for a contract and the company is already planning its next moves. So we should be, too.

As always in solidarity,

President's Message Continued from page 14

During the last five years, Jim got together with the local's leaders and straightened out the local's finances, which were in dire straits due to the local facing a serious loss of revenue, by making the tough decision to freeze their own salaries indefinitely and to cut back on other expenses. With help from the Local 1445 Executive Board, the leadership was able to restore Local 1445 to its current fiscally sound status.

Jim has made many friends over the years and has helped many, many members as a union leader. People love to talk to him and listen to his great war stories, which never get old. And Jim will always get the crowd laughing by his humorously detailed reporting of the facts, especially in a bar over a few cocktails.

All of us at UFCW Local 1445 – officers, staff, and members – will seriously miss Jim Ronayne's expertise, enthusiasm, and energy. His many years as a dedicated union activist have certainly earned him the right to a very long and happy retirement.

In solidarity,

Servicing Report Continued from page 13

working person a real chance at the American Dream.

We can't do it without the support of our membership! Remember: In this democratic organization that is UFCW Local 1445, YOU are the UNION. We need your participation and support when it comes time to renegotiate your contracts, and that means attending meetings and rallies, filling out surveys and letting your representatives know what the important issues are for you, and, yes, even going out on strike and walking the picket lines if that is the only way to make the company get serious about bargaining in good faith.

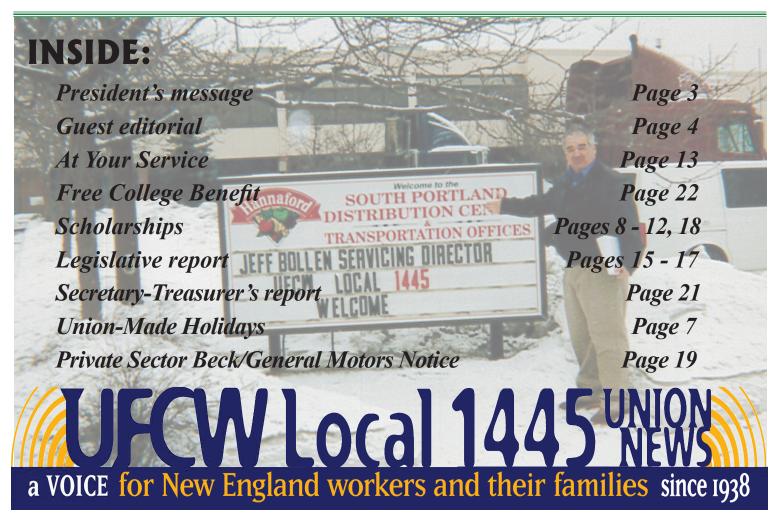
Our solidarity is our strength - TOGETHER we can!

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LOCAL1445

UNIONNEWS

30 Stergis Way Dedham, MA 02026 (781) 461-6775 ISSN 1049-1147



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 membrecia timestral se celebrará en la siguiente fecha: Esta reunião será realizada no dia:

Tuesday, October 22, 2019 6:30 p.m.*

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

Additional area meetings, same date and time:
The Holiday Inn
The Holiday Inn
265 Lakeside Ave
Marlboro, MA
Newbury St Rte. 1
Peabody, MA

^{*}Free flu shots will be available at all meeting locations beginning at 6:00 p.m.