

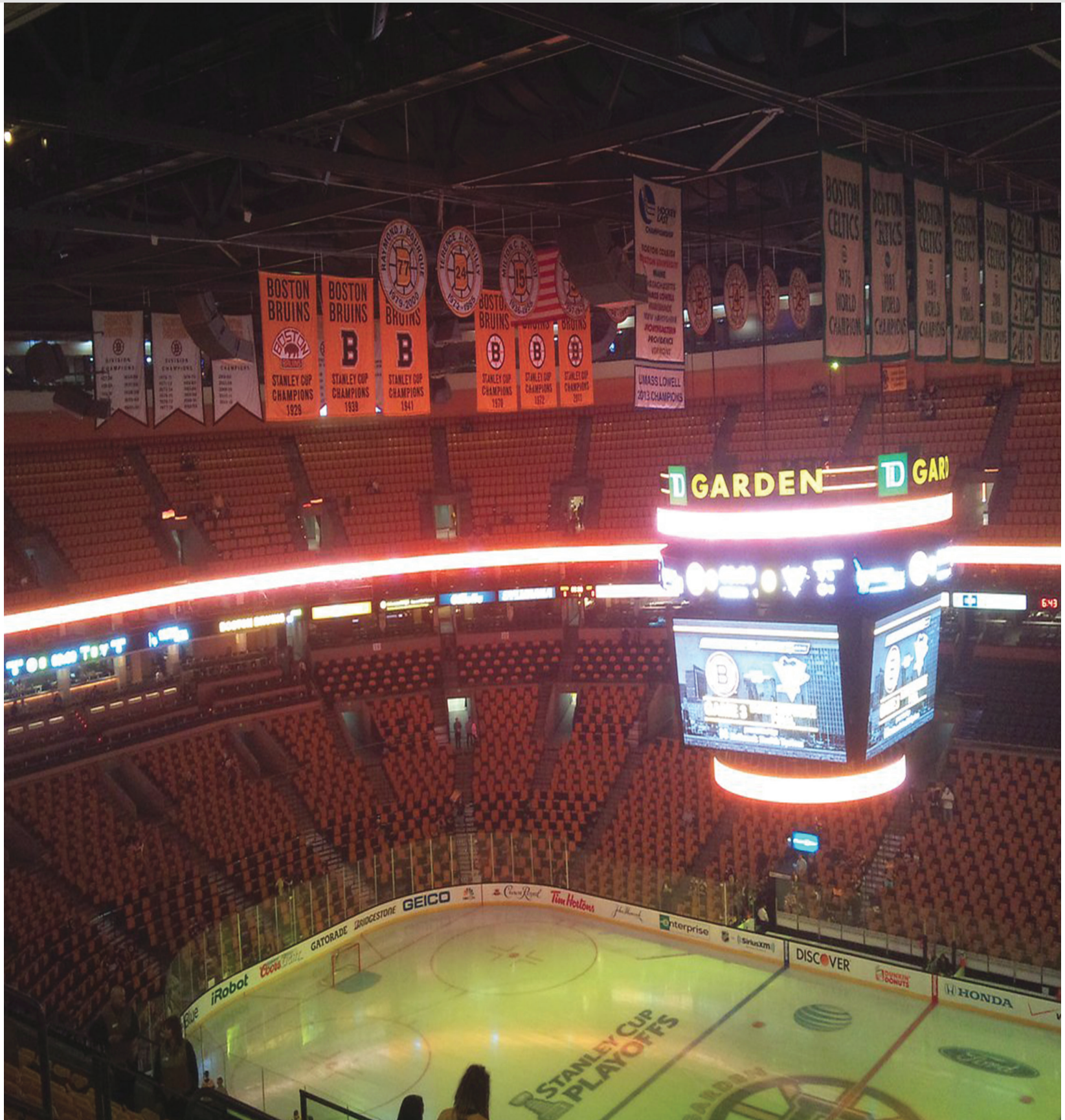
SPRING 2020 Vol. 45 No. 1

www.ufcwlocal1445.org

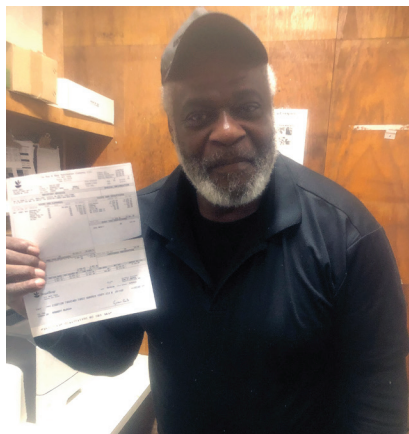
UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



IT PAYS TO BELONG TO LOCAL 1445



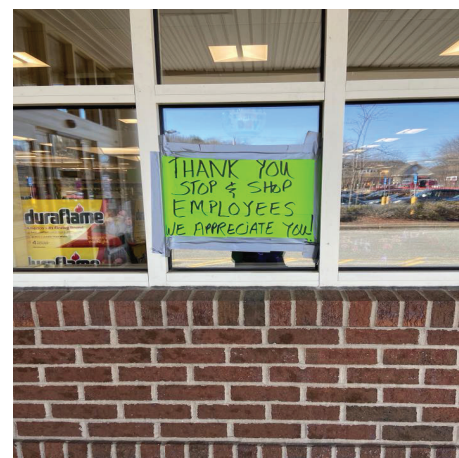
Just ask Robert Burch.

After being fired for “using inappropriate language”, 20-year full-timer Robert Burch’s first call was to Local 1445 business agent Kevin McGaffigan.

Three grievance steps and one arbitration later, Robert was reinstated with seniority, all benefits, and significant back pay.

Robert knew the company had overstepped its authority by firing him, and he knew exactly what he had to do to defend himself - call his union!

If you think you’ve been wrongly suspended or fired, **MAKE SURE YOUR FIRST CALL IS TO LOCAL 1445 – IT PAYS!**



No matter where they work,
no matter what they do,
UFCW Local 1445
members are
HEROES EVERY DAY.



**Know
someone
who needs
a union?**

**Tell them
to call
Local
1445!**

**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

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



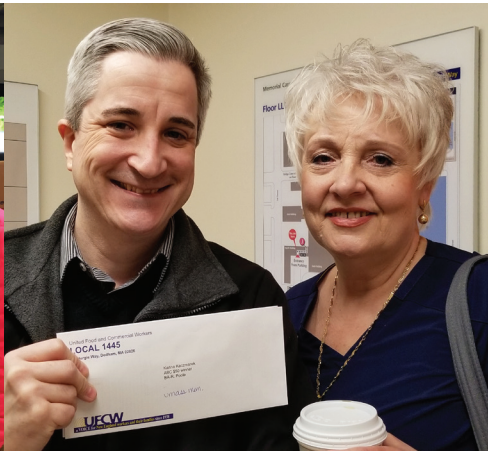
\$100 winner Karen Gentile (Stop & Shop - Natick) with BA Gene Giacobbe and steward Deanna Lanzillo



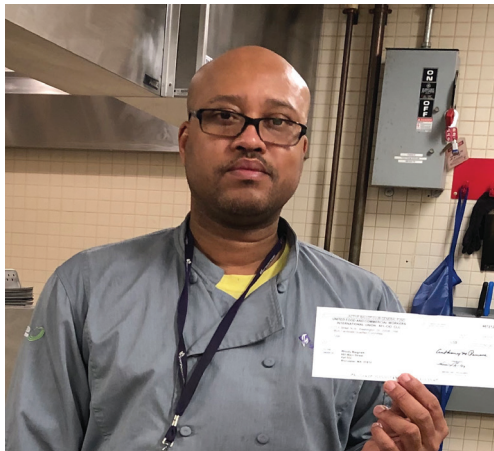
\$100 winner Mark Goforth (steward at Stop & Shop - Stoneham) with BA Richard Poole



\$50 winner Gerald Dangoia (Stop & Shop - Hyde Park) with BA Elaine O'Neil



\$50 winner Karina Kaczmarek (UMass Memorial Medical Ctr) with BA Richard Poole



\$50 winner Woody Maignant (Morrison - St Vincent Hospital)



\$50 Nancy Rutina (Stop & Shop - Chelmsford) Photo not available at press time

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.

PRESIDENT'S MESSAGE

It's been almost 31 years since I started working for Local 1445.

I was recruited by John Phinney, president of Local 1445 in 1989, to become an organizer and business agent. I agreed and never looked back.

FAREWELL



TOM BROWN

The thought of leaving a secure job at Filene's had me a little concerned; however, that didn't last very long, and the rest is history.

Working for the union was something that I always wanted to do: Servicing and negotiating contracts, helping members get their jobs back after being suspended or terminated without just cause... THAT was more rewarding than any title I may have held.

My opinion is that there is not a better job to do than to work for the union! It has been an honor and a privilege.

Former Local 1445 president Jeff Bollen once said working for a union is a calling, and it's one that I am very glad I had.

In closing, I will cherish my time with the people working in the office, my fellow business agents, the organizers, and all the members I have met and worked with throughout these many years.

Not just UNION STRONG - LOCAL 1445 STRONG!

Fraternally,

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

GUEST EDITORIAL



**DAVE
YOUNG**

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

UFCW Members Sticking Together During Difficult Times

Members of Local 1445 know the importance of sticking together for a voice in the workplace and the power of standing side by side with our union brothers and sisters during difficult times.

The start of the new year has presented us with an opportunity to show our communities what it means to be a member of our strong, union family.

Many of you are playing an essential part in making sure members of our communities have the food and supplies they need to keep their families safe. Our communities need members of Local 1445 like never before, and it's imperative that we not only highlight the value we bring to our customers, but also set an example by showing that our influence extends beyond the workplace.

Let's continue to show our friends, neighbors, and community members that being a member of our union family helps to improve standards for all workers, and in unity, there is strength. Let's continue to make sure that people know one of our core UFCW values — that no one should have to struggle alone. Let's continue to underscore how dedicated we are to serving and improving the communities we call home. Let's drive home the message that when workers stand together, they have the power to change lives for the better.

Thank you for being an essential part of our union and for everything you do to make the UFCW better and stronger.



AT YOUR SERVICE

To All Local 1445 Members

As this coronavirus pandemic continues to affect all of us, we wanted to keep you updated on what your local and your employers are doing, and should be doing, to keep us safe and to minimize the emotional and economic harm this crisis is causing.

Local 1445 is reaching out to all our employers to ask them to work with us to make sure our members suffer as little as possible, if at all. If you are diagnosed with COVID-19, or if you are ordered by a healthcare provider to self-quarantine, or if you are taking care of a family member with this disease, or if your kids' schools are closed and you must stay home to take care of them, Local 1445 wants your employer to make sure you don't suffer additionally by not being able to bring home your regular pay check. We are asking all our employers to make sure our members, who have worked so hard to make these companies successful in good times, reciprocate our members' dedication by making sure their workers don't suffer during these bad times.

We are also demanding that for our members who are required to report to work, employers make sure their workplaces are safe and these workers are supplied with the equipment they need to keep themselves, and the public and the community-at-large, safe and as contagion-free as possible.

Local 1445 represents such a variety of industries that among our membership are people who are exposed to this virus and the harms it is causing in a myriad of ways. Many members, no matter where they work, are sick and must stay home, or have family members or children who are now at home, or have been laid off or had hours cut. Many of our members are manning positions that are vital to keeping our society going, such as our **Stop & Shop** workers and our **Peapod** drivers, and are potentially exposed to this virus as they work in the public domain. And many more of our members are truly on the front lines: in hospitals such as **UMass Memorial Medical Center and St. Vincent Hospital**, treating the sick and injured, and directly exposed to the coronavirus; also exposed, working in nursing homes such as **Park Place, The Reservoir, Golden Living, Greycliff, and many others** throughout the Commonwealth,



FERNANDO LEMUS

Continued on page 18

OUR NEWEST RETIREES

Charles Adams
Leonard Aideuis
Grace Ampolo
Paula Andrade
Marcia Baldassarre
Olympie Baptiste
Natalie Barrett
Joseph Barry
Marie Benjamin
Michael Berard
Anthony Bertolino
Brian Blowers
Donna Brien
Peter Bucci
Beth Callahan
Albert Capozzi
Carol Cappadona
Patricia Casey
Mary Casey
Astrit Cerma
Helen Cirillo
Virginia Cleveland
Ellen Connolly
Sharon Cooper
Charles Crockett
Domenic D'Arcangelo
Virginia Dahlquist
Joan DaSilva
Yolanda Davis
Paul Fagan
Michael Flionis
Carmen Flores
William Foley
Charles Garland
Eugene Giacobbe
Leonard Gilardi
Michael Goodman

Irina Gorshina
Robert Green
Donna Griggs
Donna Guarino
Jacquelyne Hargrove
Kevin Hawes
Francis Heron
Herbert Hirsch
John Howard
Elliot Jack
Joanne Johnson
Carolyn Joyce
Donna Kearney
Deborah Kimball
Valerie Kitidis
Raymond Krakowski
Simon Kuperman
Nancy Lahair
Patricia Lawless
Khan Le
Paul Lee
Katherine Lemar
Carolann Limone
Christina Lopez
Lawrence Marinozzi
Rosa Marnoto
Maureen Martinho
Charles Mayers
Dennis McAdams
Thomas McCann
Martin McDonough
Elizabeth McGuiness
Germaine McInerney
Jorge Mendez
Christine Meyer
Joseph Mickevich
Kathleen Mitchell
Margaret Moran

Barbara Murphy
James Musial
Maria Nagle
Steven Nagle
Helene Nichols
Eileen O'Meara
Dianne Paci
Lindy Palo
Steven Parker
Robert Parmenter
Joyce Pellerin
Daniel Pryor
William Ricci
Jean Ripley
Henry Rivers
Joseph Rubino
Richard Saltman
Albert Scalera
Deborah Schortmann
Ronald Segee
Deborah Sheward
Helen Simpson
Ann Smith
Peter Smith
Mitchell Smith
Robert St. Lawrence
Paula Stuart
Linda Taylor
Sharlene Turlis
Susan Vaillancourt
Elizabeth Vietro
Bruce Walker
Lawrence Wick
Kathryn Young
Angelina Zajmi
John Zambesi
Vasillaq Zhaka

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 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 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.

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.**

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
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 ☐ 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 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 2020 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: _____ Telephone: _____
Address: _____
City: _____ State: _____ Zip: _____

School to attend - Fall 2020: _____
Year of study - Fall 2020 (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 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.

FOR UFCW LOCAL 1445 MEMBERS AND THEIR FAMILIES

FREE
COLLEGE BENEFIT



UFCW
a VOICE for working America
Local 1445

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



In Partnership With
EASTERN GATEWAY
COMMUNITY COLLEGE
Part of the University System of Ohio

Be sure to send in your UFCW Local 1445
scholarship application soon!

The deadline for submissions is July 15 and the winners will be selected and announced at the July quarterly membership meeting, so there isn't much time to procrastinate - don't miss out on this opportunity to help pay for those educational expenses that can really pile up!

2020

A blue silhouette of a group of graduates in caps and gowns, some holding diplomas and others with arms raised in celebration.

UFCW CHARITY FOUNDATION SCHOLARSHIP PROGRAM

*Education is the most powerful weapon which you
can use to change the world. —Nelson Mandela*

In 2020 the UFCW Charity Foundation will award
several SCHOLARSHIPS, up to \$8,000 each, to UFCW members
or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:

www.ufcwcharityfoundation.org/scholarship

The scholarship application will be available online
from February 10-May 10, 2020.



If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation,
Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006
or by e-mail at cfscholarship@ufcw.org.

If you need the scholarship rules or an application in another language,
please contact us at 1-800-551-4010 and we will obtain assistance for you.
UFCW employed officers, staff, and their immediate families are not eligible.



Central Massachusetts AFL-CIO

400 Washington Street, Auburn, MA 01501
Phone/Fax: 508-832-4218 • www.centralmassaflcio.org



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USW Local 2936

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USW Local 2285

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OPEIU Local 6

EXECUTIVE VICE PRESIDENTS
Brian Brousseau
Roofers Local 33

Lynne Starbard
MNA Region 2

Lowell Alexander
USW Local 12004

MEMBER Information (Please Print Clearly)

NAME: _____

ADDRESS: _____

City/Town _____ State _____ ZipCode _____

Member's Phone Number _____ E-Mail _____

Union Information (Please Print Clearly)

UNION AFFILIATION: _____

LOCAL UNION NO: _____

Place of Employment: _____

Employer's Address: _____

Applicant Information (Please Print Clearly)

APPLICANT/GRADUATE NAME: _____

RELATIONSHIP TO MEMBER: _____
(MEMBER, SON, DAUGHTER OR GRANDCHILD)

2020 GRADUATE OF: _____
(Name of School)

COLLEGE ENTERING: _____

To be eligible, the student must be a 2020 graduating high school senior going on to college and a child, grandchild or member who's local is affiliated with the Central Ma. AFL/CIO. Union members must live or work in the jurisdiction of the Central Ma. AFL/CIO. All names must be submitted by May 1, 2020 and returned to:

Central Ma. AFL/CIO
400 Washington Street
Auburn, MA 01501
Attn: Paul Soucy

ZIP Codes in the Central MA AFL-CIO Jurisdiction

College-bound high school seniors!

If the zip code of the facility where you work or the zip code for your home address is in the following list, and you - or your parent(s) or grandparent(s) - are a member of Local 1445, you may be eligible to apply for the Central Massachusetts AFL-CIO scholarship:

01005	01524	01569	01608	01721
01031	01527	01570	01609	01740
01037	01529	01571	01610	01746
01083	01531	01580	01611	01747
01501	01532	01581	01613	01748
01503	01534	01582	01614	01749
01504	01535	01583	01615	01745
01505	01540	01585	01612	01752
01506	01542	01586	01653	01754
01507	01543	01590	01655	01756
01510	01545	01601	01654	01757
01515	01546	01602	01701	01760
01516	01550	01603	01702	01770
01518	01562	01604	01703	01772
01519	01566	01605	01704	01775
01520	01568	01606	01705	01776
01522		01607		01778

Local 1445 employers/facilities in the Central MA AFL-CIO area include:

Stop & Shop - Framingham #3
Stop & Shop - Framingham #8
Stop & Shop - Westborough #19
Stop & Shop - Worcester #37
Stop & Shop - Grafton #57
Stop & Shop - Worcester #79
Stop & Shop - Worcester #85
Stop & Shop - Shrewsbury #91
Stop & Shop - Sturbridge #481
Stop & Shop - Hudson #489

Stop & Shop - Westborough #497
Stop & Shop - Milford #2418
Stop & Shop - Wayland #2700
Macy's - Natick
The Reservoir
UMass Memorial Medical Center
St Vincent Hospital
DCU Center
Pregis Corp

If you have any questions, please call the Central MA AFL-CIO 508-832-4218.

The application deadline is May 1, 2020.



LEGISLATIVE REPORT

IMPORTANT LEGISLATION Affecting Massachusetts Workers - CONTACT YOUR SENATORS AND REPRESENTATIVES

In Massachusetts the final months of the legislative session are winding down. Please visit MALegislature.gov to find your Massachusetts state senator and representative, and call or email them and urge them to support and oppose the following bills:



JIM CARVALHO

SUPPORT:

S.1073 An Act further regulating Sunday overtime wages
H.1593 An Act relative to time and a half wages

- These two bills would restore the requirement that retail and grocery stores have to pay time-and-one-half on Sundays and certain holidays. Because the law is being phased out, thousands of retail and grocery workers are now losing thousands of dollars a year in income. Workers in this industry, especially the great many who already make \$15/hr, are losing incredible amounts of money with the phasing out of this requirement.

SUPPORT:

H.3537 An Act Relative to Employment Discrimination Protection for Legal Cannabis

- Would make it illegal for an employer to discriminate when hiring or to fire a current employee for legally using marijuana on their own time off-the-clock.

OPPOSE:

S.181 An Act relative to retail transactions
H.274 An Act relative to retail transactions

- Would eliminate current Massachusetts state law requiring that all retail stores have to accept cash as a form of payment. Eliminating this law could result in significant job loss, and discriminates against communities that may not have access to credit/debit cards. Other states, and cities and towns across the country,

Continued on next page

have begun implementing requirements that retail stores **MUST** accept cash for these reasons, and Massachusetts should not allow retailers to do the opposite.

OPPOSE:

H.182 An Act allowing retail stores and shops to open on Thanksgiving Day

- Currently retail and grocery workers have only two guaranteed days off a year, Thanksgiving and Christmas. This bill would eliminate current law requiring retail stores to be closed on Thanksgiving, thus forcing workers who already have to work an incredible number of nights and weekends to leave their families on this important holiday to go into work.

Eileen O'Meara Retires after almost 50 years of selfless service to the members of Local 1445

Longtime members – and newer members, too – will miss Eileen, who has finally hung up her keyboard after almost a half- century working for UFCW Local 1445.



It wasn't Local **1445** when she started, though. As soon as she was old enough, Eileen got a job at Filene's in Downtown Boston. Recognizing her ability and dedication, the local union that represented Filene's quickly recruited Eileen to work in the union office. From that moment on, she never regretted the job change and she never considered leaving until time and circumstances left her no other choice.

Through the changes in local union number, officers, staff, and office locations, Eileen steadfastly practiced the work ethic she learned from her hardworking mother, and her one guiding principle was always to represent and support Local 1445 and its members to the very best of her ability (which was considerable!)

Those of us who have worked with Eileen will sorely miss her. She has a quirky sense of humor and is always able to find the bright side in almost any situation. And when Eileen gets together with friends, at a party or other gathering, she's the first one on the dance floor and among the last ones to go home!

It will probably be difficult for Eileen to adjust to not getting up early and coming into the office every day, but after working so hard for so long for Local 1445 she's certainly earned all the rest and relaxation that retirement can bring. But those of us she's left behind are selfish - WE MISS YOU, EILEEN!

STOP THE SPREAD OF GERMS

Help prevent the spread of respiratory diseases like COVID-19.

Avoid close contact with people who are sick.



Cover your cough or sneeze with a tissue, then throw the tissue in the trash.



Avoid touching your eyes, nose, and mouth.



Clean and disinfect frequently touched objects and surfaces.



Stay home when you are sick, except to get medical care.



Wash your hands often with soap and water for at least 20 seconds.



For more information: www.cdc.gov/COVID19

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At Your Service Continued from page 5

caring for the sick and elderly; and doing backbreaking work in the laundries, such as **Angelica Textiles and United Linen**, where the dirty and contaminated hospital bedding, gowns, and other linens are shipped to be washed and sanitized and returned for use at the medical facilities that are currently overwhelmed by this pandemic.

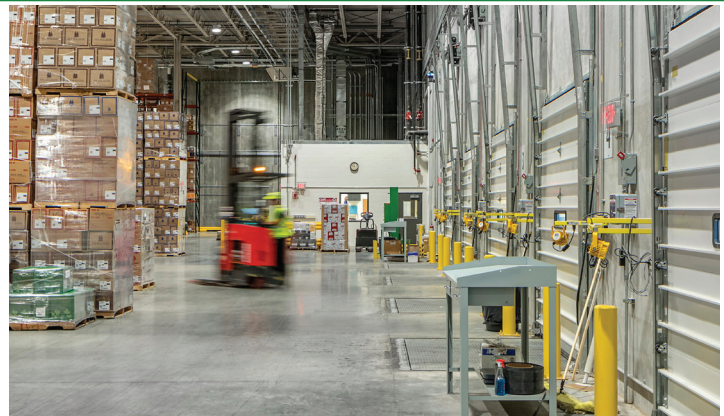
Every single member of Local 1445 is playing their part in coping with this emergency, to the best of their ability. **Be assured that your local is fighting right along with you and we will do all we can to help every one of us ride out this crisis as safely as possible.** Once life is back to normal, we may all have gained an even greater appreciation for how much we owe to all our union sisters and brothers, and for the **true union solidarity that even a natural disaster – a pandemic! – can't destroy.**

In solidarity,

Lernardo Lerner

UNSUNG HEROES on the frontlines

Gorton's MS Walker



Frank Palermo Fighting For His Coworkers

by Richard Poole

Frank Palermo is a steward at UMass Memorial Hospital in Worcester. He has been working for the hospital in the general warehouse as a driver/material handler since 2011 and has been in UFCW 1445 since 2013. He became active within his department and took the plunge to represent his department as a steward. I personally have seen Frank's commitment to fighting for his coworkers from Day One. He has been at the bargaining table with the contract negotiating team twice, and played a crucial role in the last negotiations which saw no givebacks and several good additions to the contract.



*Steward Frank Palermo with
BA Richard Poole*

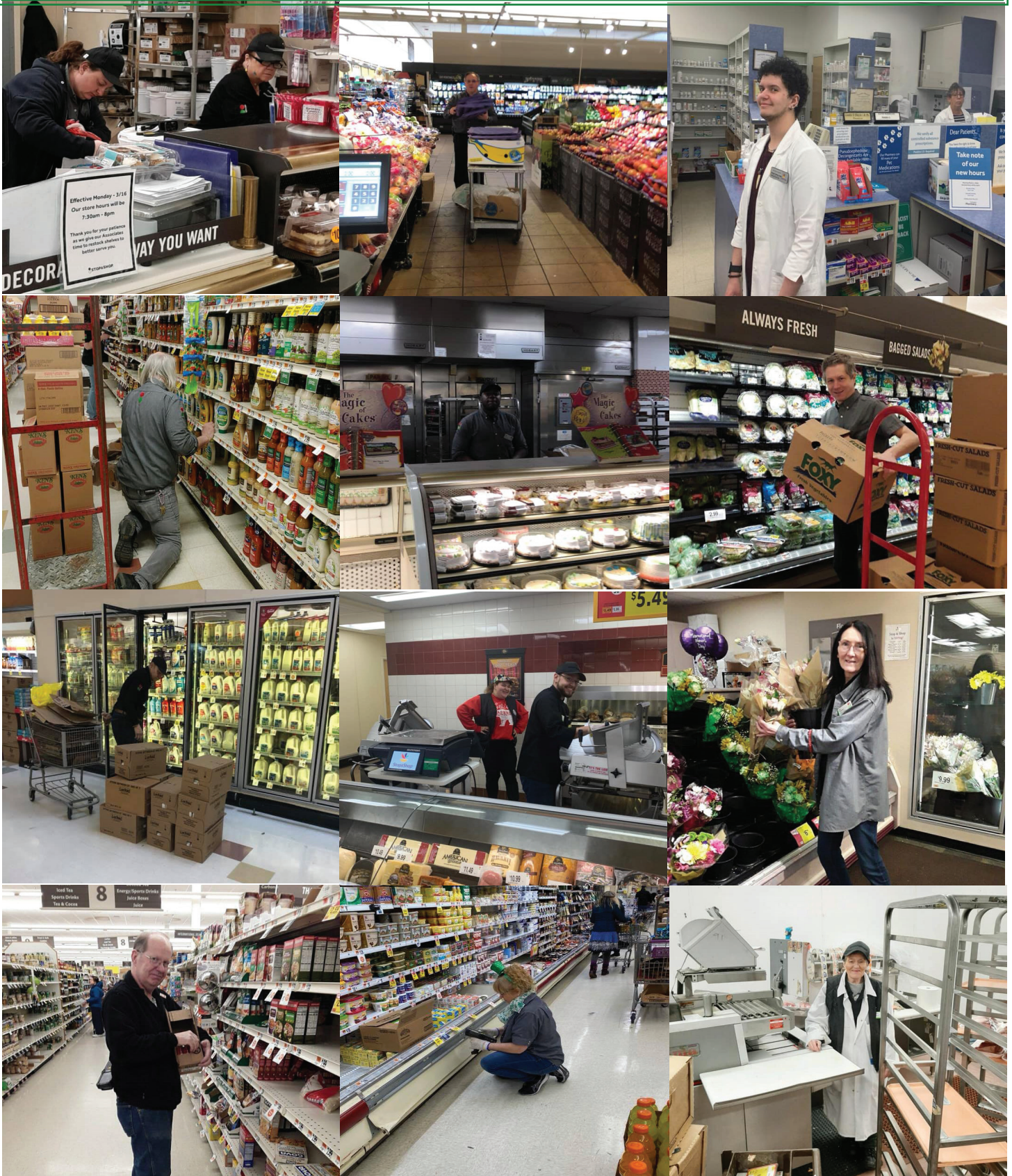
He recently switched roles and transferred to a higher pay grade within his department, including taking "on-call" which was part of his new job as a supply coordinator. As soon as his first check arrived he picked up on a major issue on the payment of on-call: He noticed and questioned why he was missing six hours of on-call pay. His supervisor could give no valid reason for the discrepancy and stated, "This is the way it's always been." Frank then spoke to his coworkers who work in the same job and realized that his coworkers were getting shafted as well. When the issue was finally resolved Frank received only a small amount, due to the fact he hadn't been in that role for long, but he had helped his co-workers recover over \$3,500 in back pay.

Frank could have left the issue alone after he got paid what he was owed but kept digging and pushing on behalf of his coworkers until he felt satisfied that the issue had been corrected. This is why Frank is a great steward and a true advocate for his union sisters and brothers. If this issue had occurred in a nonunion workplace the employees probably would not have received backpay and certainly wouldn't have received it in a timely manner. Take a lesson from Frank: Remember to always check your pay check and make sure you are getting what you are owed! And if you can't get a straight answer from your supervisor, **speak to your Local 1445 steward or business agent.**

Nothing in life is to be feared, it is only to be understood.
Now is the time to understand more, so that we may fear less.

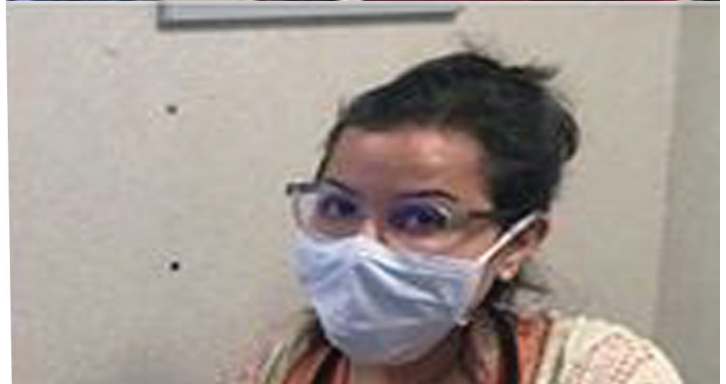
~ Marie Curie

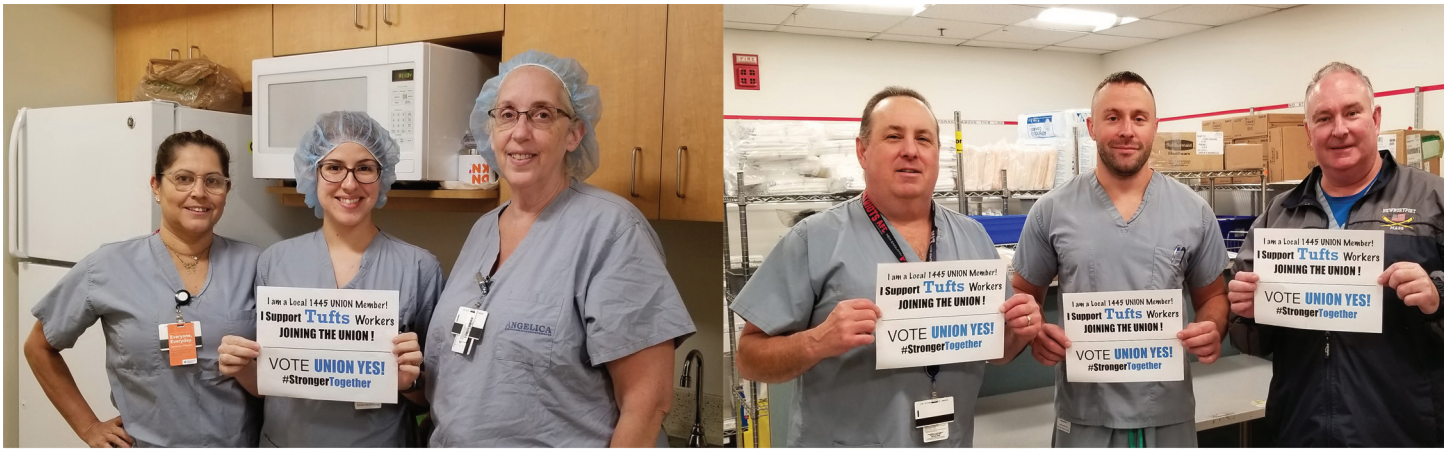
HEROES WORK AT STOP & SHOP





HEROES WORK AT SAINT VINCENT HOSPITAL





HEROES WORK AT UMASS MEMORIAL MEDICAL CTR



LOCAL1445

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a VOICE for New England workers and their families since 1938

TENTATIVE MEETING INFORMATION

2020 Official Quarterly Meeting

Reunión oficial trimestral 2020

Próxima reunião em 2020

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

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

Esta reunião será realizada no dia:

Tuesday, April 21, 2020 6:30 p.m.

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

Information regarding additional area meetings in Marlboro and Peabody, and date and/or time changes to be announced