

UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



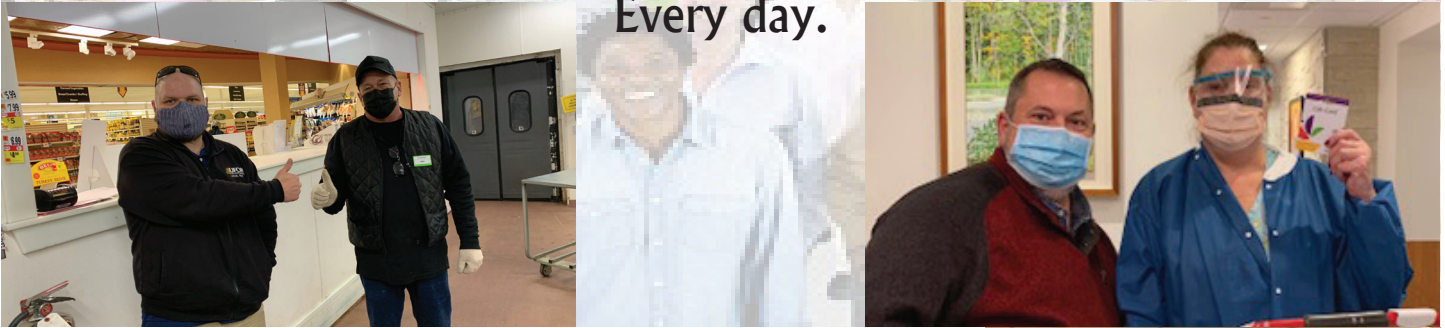
We rise up together for the greater good.
We defend one another like family.

~ Sue Carney

UFCW LOCAL 1445 HEROES AT WORK

No matter where they work or what they do,
our members are doing their part to make sure the services
and products their communities need are available.

Every day.



**UFCW New England
Health Fund**

290 Post Road West
Westport, CT 06880-4703
860-470-8551
888-705-1092 (toll-free)

UFCWNewEnglandHealthFund.com



**Know
someone
who needs
a union?**

**Tell them
to call
Local
1445!**

**Organizing
Department**

1-800-439-1445

**LOCAL 1445
UNION NEWS**



Published Quarterly at Boston, MA by:
**UNITED FOOD & COMMERCIAL
WORKERS UNION LOCAL 1445** ~
Chartered by the United Food & Commercial
Workers International Union

FERNANDO LEMUS - President
FABRICIO DASILVA - Sec'y-Treas
LAURIE LEMUS - Recorder
**LINDA FERRAZZARA -
Managing editor**



Local 1445 UNION NEWS (ISSN 1049-1147) is published quarterly for \$30 per year by Local 1445, 30 Stergis Way, Dedham, MA 02026. Second class postage paid at Boston, MA under the Act of 1812. Postmaster: send address changes to Local 1445 Union News, 30 Stergis Way, Dedham, MA 02026.



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

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

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

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

NOW MORE THAN EVER Supporting ABC means safeguarding laws that protect YOUR rights and benefits, such as 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.



\$100 winner Jackie Ram (Stop & Shop - Chelmsford)



\$100 winner Joseph Villanucci (Stop & Shop - Medford) with BA Tony Flanagan



\$50 winner Glory Pagan (UMass Medical Center) with BA Steve Lajoie



\$50 winner Noreen Perkins (Stop & Shop - Amesbury) with BA Mat Farrell



\$50 winner James Sanford (Stop & Shop - Worcester)



\$50 winner Deborah Ward (St. Vincent Hospital) with BA Steve Lajoie

According to Dictionary.com, “**ESSENTIAL**” means “**absolutely necessary; indispensable.**”

What is it about the word “**ESSENTIAL**” that Governor Baker doesn’t understand?

WE know Local 1445 members are **ESSENTIAL** workers!

They have performed **ESSENTIAL** work

throughout the pandemic, at grocery stores, hospitals, healthcare facilities, meatpacking plants, warehouses, laundries, and more!

They’ve risked their lives, and the lives of their families, to make sure their communities had the **ESSENTIAL** goods and services needed to keep food on the table and medical care available, at the very least. . . and more!

They’ve had to put up with ignorant and irresponsible behavior and unfair criticism from too many members of the public, but try to run society without them! Even in the best of times – never mind during a PANDEMIC – our members are **ESSENTIAL!**

Talk is cheap.

Local 1445 has been fighting since Day ONE to make sure our **ESSENTIAL** members are supplied with adequate PPE (personal protection equipment), especially in our supermarket, processing, and healthcare facilities, to protect their own health and the health of their family members, friends, and the general public. This isn’t unreasonable; this is just plain commonsense, but to hear the companies argue and complain you’d think we were asking for the impossible!

And hazard pay? Our members go into work every day, into HAZARDOUS conditions, facing possible exposure to a deadly pathogen, and all we are asking is adequate consideration and acknowledgement for the risks these **ESSENTIAL** workers are

PRESIDENT’S MESSAGE

VACCINATE
ESSENTIAL
WORKERS
NOW



FERNANDO LEMUS

Continued on page 16

GUEST EDITORIAL



**FALLON
AGER-NORMAN**

*Fallon Ager-Norman,
Director, UFCW Region 1**

UFCW Supports Biden Actions to Advance Workers' Rights

As COVID-19 cases continue to rise across the country, the UFCW is supporting the new administration's effort to take control of the pandemic, protect essential workers and advance workers' rights.

Our union supports President Biden's new COVID-19 relief plan, which is a strong first step to protect and support essential workers during this health crisis. Key provisions of the COVID-19 relief plan include calling on CEOs to provide hazard pay to frontline essential workers; creating a strong national vaccination program; establishing a national COVID-19 workplace safety standard; scaling up COVID-19 testing to stop the spread of the virus; and providing expanded paid sick and family and medical leave.

Our union also supports President Biden's actions to strengthen safety measures and protections for American workers, including the "Made in America" executive order, which supports America's workers through federal purchasing and makes a commitment to invest in American manufacturing, including critical supply chains, and grow good-paying, union jobs. We also support Biden's executive order to strengthen food worker safety through OSHA enforcement, and a new action to protect meatpacking workers by stopping dangerous line speed increases.

Political action never stops with elections. Local 1445 is committed to working with the new administration to make sure the voices of our members are heard regarding the right to join a union; the right to a safe and healthy workplace; the right to wages and benefits that can support a family; and the right to retirement benefits, including pensions, after a lifetime of working hard.

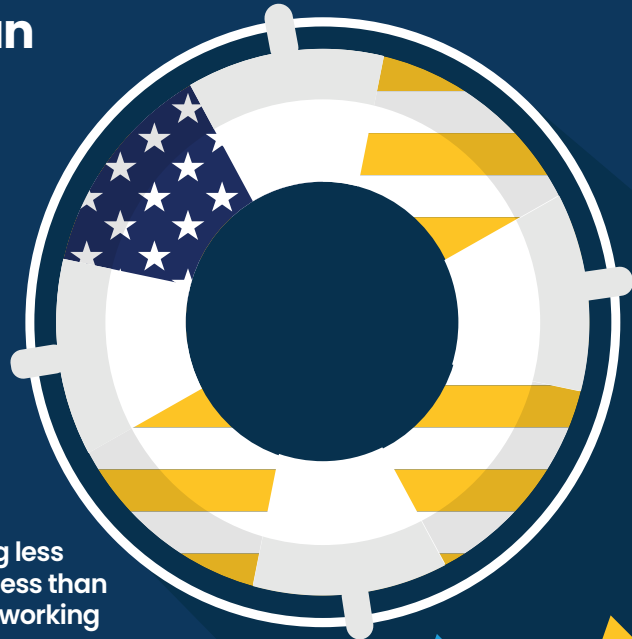
I know I can count on all of you to support our union's effort to make sure the new administration continues to address workers' rights. Thank you for all that you do to make our union better and stronger. I hope you and your families have a happy and healthy new year.

** As of February 14, 2021, International Vice President and Director of Region 1, Dave Young, has been promoted to National Strategic Retail Department Director; Assistant to the Director of National Bargaining, Fallon Ager-Norman, has been promoted to Region 1 Director. Congratulations to Brother Young and a big UFCW Local 1445 WELCOME to Sister Fallon!*

American Rescue Plan: **How It Benefits UFCW Members**

President Biden's American Rescue Plan will provide **urgent relief to millions of essential workers across food and retail.**

Here is what is in the American Rescue Plan for UFCW Members:



Relief Payments: Provides \$1,400 in relief payments per person for individuals making less than \$75,000 and married couples making less than \$150,000, along with additional tax relief for working families with children.

Child Tax Credit: Increases the Child Tax Credit from \$2,000 per child to \$3,000 per child (\$3,600 for a child under age 6) and makes 17-year-olds qualifying children for one year. This means a typical family of four with two young children will receive an additional \$3,200 in assistance to help cover costs associated with raising children.

Childcare: Expands the Child and Dependent Care Tax Credit to cover half of care costs up to \$4,000 for one child and \$8,000 for two or more children.

COVID Testing and Vaccine: Provides funding for testing, contact tracing, PPE, and vaccine distribution.

Health and safety: Provides \$100 million in funding for increased workplace protections through OSHA including money to support worker training and enforcement in high-risk work sectors such as meat processing and health care.

Retirement Security: Strengthens the entire pension system by helping pension plans that are in danger of failing.

If you need any assistance in accessing these benefits, please reach out to your member of Congress.

Learn more: [UFCW.org](https://www.ufcw.org)

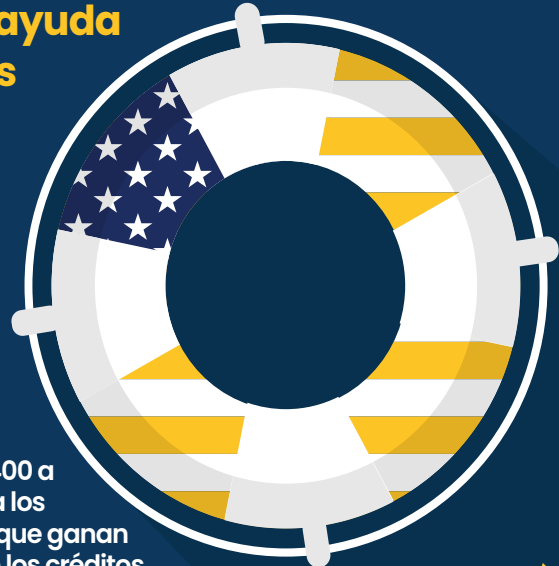
Find your reps at www.govtrack.us/congress/members



Plan de Rescate Estadounidense: Cómo beneficia a los miembros de la UFCW

El Plan de Rescate Estadounidense del presidente Joe Biden brindará **ayuda urgente a millones de trabajadores esenciales** en las industrias de alimentos y del comercio.

A continuación es una lista de lo que incluye el Plan de Rescate Estadounidense que beneficiaría a los miembros de la UFCW:



Pagos directos: Proporciona pagos directos de \$1,400 a los contribuyentes que tengan ingresos inferiores a los \$75,000 anuales por persona y a parejas casadas que ganan menos de los \$150,000, e incluye una expansión de los créditos fiscales para familias trabajadoras con hijos.

Crédito tributario por hijos: Aumenta el crédito tributario por hijos de \$2,000 a \$3,000 por niño (\$3,600 por hijos menores de 6 años) y hace que los jóvenes de 17 años califiquen durante un año. Esto significa que una familia típica de cuatro con dos niños pequeños recibirá \$3,200 adicionales en asistencia para ayudar a cubrir los costos asociados con la crianza de los hijos.

Cuidado infantil: Expande el crédito por gastos de cuidado de hijos menores y dependientes para cubrir la mitad de los costos de cuidado hasta \$4,000 para un niño y \$8,000 para dos o más niños.

Pruebas y vacunación contra COVID-19: Proporciona fondos para pruebas, rastreo de contactos, equipo de protección personal (EPP) y distribución de vacunas.

Salud y seguridad: Proporciona \$100 millones para aumentar las protecciones en el trabajo a través de la Administración de Seguridad y Salud Ocupacional (OSHA) incluyendo fondos para apoyar a capacitaciones laborales y la aplicación de la ley en sectores de trabajos de alto riesgo, como el procesamiento de carne y la atención médica.

Seguridad de jubilación: Fortalece todo el sistema de pensiones ayudando a los planes de pensiones que están en peligro de fracasar.

Si necesita ayuda para acceder a estos beneficios, comuníquese con su miembro del Congreso.

Para buscar su representante

Para obtener más información, visite UFCW.org
www.govtrack.us/congress/members

UFCW
America's Food and Retail Union

UFCW LOCAL 1445 HEROES AT WORK

No matter where they work or what they do,
our members are doing their part to make
sure the services and products
their communities need are available.
Every day.



UFCW Local 1445
2021 - 2022 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 “2021-2022 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, 2021.**

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 (2020-2021), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2021; 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 2021 – 2022 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 2021: _____

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, 2021.

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.

POLITICAL/LEGISLATIVE REPORT

Local 1445 Legislative Initiatives:

1. Hazard Pay for Essential Workers –

As the tragic death toll of COVID-19 surpasses half a million lives, Local 1445 has been working hard on Beacon Hill and in the media to expedite the vaccination of essential workers, who make up the majority of 1445's membership.

On March 9, Representative Carmine Gentile (D-13th Middlesex) circulated to his colleagues in both the House and the Senate a sign-on letter drafted by Local 1445 asking the governor to prioritize supermarket workers. The state AFL-CIO also sent a letter on March 15 asking Governor Baker to prioritize frontline workers.

Local 1445 is also supporting SD 613, "An Act Providing Hazard Pay for Essential Workers During a State of Emergency". The bill was introduced by Senator Paul Feeney (D-Bristol/Norfolk). The bill has 3 components:

- a. Requires time-and-a-half pay for workers providing essential services;
- b. Allows essential workers to not report to work without retaliation if they have good reason to believe the workplace poses undue exposure to the COVID-19 virus, if the worker has a condition that elevates their and/or their family's risk, or to care for children if childcare facilities have been closed due to the state of emergency;
- c. Obligates employers to provide PPE to essential workers at no cost to them.



GABE CAMACHO

We will need your active participation to get this bill to the governor's desk. For more information contact Political Director Gabe Camacho at GCamacho@UFCWLocal1445.org or 617-320-8443.

2. Cannabis Workers' Right to Organize –

Another priority for this local is to enhance the right of cannabis workers to organize. Representative Steve Owens (D-Watertown) and Senator James Eldridge (D-Middlesex/Worcester) introduced legislation drafted by Local 1445, HD 3395 and SD 1720, "An Act to Facilitate the Unionization of Cannabis Workers."

Political/Legislative Report Continued

The bill would establish, as a condition of licensure, that a Labor Peace Agreement (LPA) be in place with the UFCW. The LPA would basically require the employer to remain neutral during an organizing drive.

The UFCW represents thousands of cannabis workers throughout the nation, and Local 1445 represents hundreds of cannabis workers in the Commonwealth of Massachusetts. Industry experts project that the cannabis industry in Massachusetts will grow to a BILLION DOLLAR industry in 2021! We must make sure these are UNION jobs with UNION benefits and UNION protections and Local 1445 representation.

Again, active participation by our members is vital to getting this bill to the governor's desk. Call or email Local 1445 Political Director Gabe Camacho for information on how YOU can help.

3. ALERT! Union-busting Legislation in New Hampshire -

Right now, big corporations are pushing "Right-to-Work" (RTW) legislation in New Hampshire, arguing that it will boost job growth statewide. But in states where RTW is the law, ALL working people make far less – in fact, about \$10,000 less – every year! That's because "Right-to-Work" actually means "Right-to-Work FOR LESS".

This week the New Hampshire legislature is trying to pass this legislation, which will cripple New Hampshire workers' fundamental right to organize, to stick together

to have a meaningful voice in the workplace. If passed, this RTW legislation will impact ALL workers in New Hampshire.

"Right-to-Work" is WRONG for New Hampshire. Please spread the word to family and friends in New Hampshire: NO to "Right-to-Work"!

Other business –

Accomplishing Goals on Beacon Hill

The Political Department will be offering a training session for Local 1445 members on the mechanics of policy advocacy on Beacon Hill. The training would cover:

- ★ How the State House works, and obstacles to our agenda;
- ★ How to lobby and move legislation;
- ★ Messaging for legislators and the media;
- ★ Discussing joint lobbying plans with community and labor partners.

For more information, contact Political Director Gabe Camacho (GCamacho@ufcwlocal1445.org or 617-320-8443)

The Biden/Harris Administration Wastes No Time on COVID Relief

The US House of Representatives and Senate voted to pass a \$1.9 trillion COVID relief bill to provide critical funding for public services, vaccinations, \$1400 stimulus checks, assistance for laid-off workers, funding for schools, emergency family medical leave, and much more. The pack-

More on page 17

UFCW Local 1445

2021 - 2022 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, 2021.**

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 online 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 2021: _____

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, 2021.

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

2021 – 2022 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 2021 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, 2021.**

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 2021: _____

Year of study - Fall 2021 (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, 2021.

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.

CONTRACT NEGOTIATIONS REPORT

STAND UP AND BE HEARD!

During these difficult times, as we are all trying to get through each day, every day, it's important to step back and re-evaluate.

The “new normal” changes daily; some people don't even have a NORMAL “normal” right now! And our members continue to fight, day in and day out, just to make ends meet and to survive to fight another day.

But stop for a minute and think: What's important to YOU?

For you – our members – having the protections that only a contract can guarantee is ESSENTIAL.

But even MORE essential is being able to STAND UP AND BE HEARD.

It's one thing to want and need improvements in a contract, but it's quite another thing to do what it takes to GET them. Are you willing to do whatever it takes? This can be a very difficult question because quite often your livelihood is on the line. But remember: To have change you need to MAKE changes, and those changes can be hard, especially at times like this. Being a member of Local 1445 can make those changes a little easier to accomplish.

As most of you have been deemed “essential”



ELAINE O'NEIL

workers, you need to remember that you deserve to be TREATED as essential and not just given lip service. Members of UFCW Local 1445 have the enviable ability to always stand up and say what's wrong. If there are issues or you see problems or you have concerns, MAKE A PHONE CALL! You are represented by a Local 1445 business agent who will stand up for you and do whatever needs to be done to try to get those problems resolved without putting your job on the line. Any conversations you have with your business agent are strictly confidential; your employer never needs to know you've contacted the union. But communication is paramount to making any changes or solutions possible – we can't solve issues if we don't even know they exist!

Continued on page 16



Apply Today!

Get Your Degree In

★ 2021 ★



A life changing opportunity to earn your degree!



No cost for tuition + books for UFCW members!

New Programs - All Online!

- ✓ Accounting
- ✓ Advertising
- ✓ Business Management
- ✓ Criminal Justice
- ✓ Cyber Security
- ✓ Digital and Social Media Marketing
- ✓ Teacher Education
- ✓ Entrepreneurship
- ✓ Environment and Conservation
- ✓ Finance
- ✓ General Studies - Transfer
- ✓ Healthcare Management
- ✓ Hospitality: Food and Beverage Operations
- ✓ Hospitality: Hotel and Event Management
- ✓ Human Resources
- ✓ IT Helpdesk
- ✓ Labor Studies
- ✓ Marketing
- ✓ Paralegal
- ✓ Patient Navigator (Medical Insurance)
- ✓ Professional Office Management
- ✓ Programming and Development

To learn more about the UFCW Free College Benefit, visit:
UFCW.org/College or call 888-590-9009

Free for members  and their families

OUR NEWEST RETIREES

Lynn Adams	Linda Giacobbe	William Murch
Michael Barboza	Kelly Harris	Elaine Perkins
Everett Boy	Ronald Howard	Michael Perkins
Edmond Cantin	Noel Howell	Joanne Puleo
Susan Carraghan	Yusuf Khalifa	Anthony Ruscetta
Frances Deacon	John Lockhead	Linda Scuzzarella
Daniel Delaney	Stephen Martinho	David Sinnott
Lorraine Devine	Marion Maynard	George Steele
Harriet Doucette	Susan Mcdermott	Thomas Visser
Robert Farrington	John Mcnine	Wayne Woodworth
Christine Furlan	Charlene Monteith	Michelle Young

Emergency Paid Sick Time

The Massachusetts Legislature has agreed to pass legislation (HD.531 - Rep. Donato / SD.386 - Sen. Lewis) that would allow workers impacted by the pandemic to get emergency paid sick time. The federal law providing 10 days of paid sick time for certain employees expired in December. UFCW Local 1445 worked on Beacon Hill to get job-protected **Emergency Paid Sick Time** for our essential workers.

Up to eighty hours paid sick time would be available, with no waiting period, for use:

- For a worker to care for themselves if they are diagnosed with COVID-19, experiencing COVID-19 symptoms and awaiting a diagnosis, quarantined or self-quarantined, or reasonably believes their health is at risk; or
- For a worker to take care of a family member, including a domestic partner or someone with whom the worker resides, who is diagnosed with COVID-19, experiencing COVID-19 symptoms and awaiting a diagnosis, quarantined or self-quarantined, or reasonably believes their health is at risk.

This is another example of the success Local 1445 has had in alerting our legislators to the concerns and problems our members face every day; without our efforts, too many of our elected officials would not be aware of these issues. If you are interested in working with Local 1445 in lobbying Beacon Hill to get action on our members' problems and concerns, please contact UFCW Local Political Director Gabe Camacho at GCamacha@ufcwlocal1445.org or 617-320-8443.

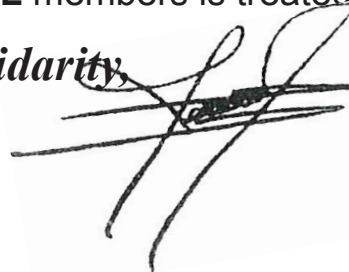
President's Message *Continued from page 3*

taking on a daily basis in order to keep their employers in business. Is that too much to ask? You'd think so, to hear the employers protesting.

Now there are three vaccines available. Are these **ESSENTIAL** workers at the front of the line in order to get vaccinated, to get the protection from the virus and the peace of mind vaccination would give them? No. For some reason our **ESSENTIAL** workers are not considered **ESSENTIAL ENOUGH** to qualify for consideration ahead of so many other categories of people who are NOT being exposed on a daily basis; our members' safety doesn't seem to qualify as a priority to those who make the decisions as to who gets the vaccine and when.

UFCW Local 1445 has been fighting since the beginning of this pandemic to make the government and the public aware of the fact that our members truly are **ESSENTIAL** – that's not just talk, **that's the truth**. We will continue to fight – with local and state officials and everyone in between - until the vaccine is available to every single one of our members, and every single one of our **ESSENTIAL** members is treated like the **REAL HEROES** they are!

In solidarity,



Contract Negotiations *Continued from page 13*

That – essentially - is where you come in.

As the days go forward, it feels like this pandemic will never end. But it will, hopefully sooner rather than later, and your support of your local union is essential in order to make sure things get better. As an active member of Local 1445, you are an essential member of our union family and **your participation and your voice can help all of us make the difference.**

In solidarity,



Political/Legislative Report *Continued from page 10*

age includes:

- ✓ Funding for coronavirus testing and contact-tracing and vaccine distribution and supply chains;
- ✓ Federal aid to state and local governments to prevent layoffs and cuts to public services, including public transportation;
- ✓ Pension relief for multi-employer pension plans to ensure workers get the pension benefits they are owed;
- ✓ An extension of pandemic unemployment benefits;
- ✓ \$1,400 stimulus checks;
- ✓ An extension of paid sick and family leave for workers who have to quarantine or care for a child when schools close;
- ✓ Funding to help local schools comply with COVID safety guidelines;
- ✓ An expansion of the Child Tax Credit that would cut child poverty in half;
- ✓ Support for healthcare coverage, and rental and food assistance for workers who have fallen on hard times;
- ✓ Additional \$300 per week unemployment benefits.

The PRO Act – Protect the Right to Organize

Our nation's labor laws are outdated and have become ineffective as a means for working people to have our voices heard.

The PRO Act's passage is critical to ensure that the voices of working people are heard and that our nation's economy works for all of us, not just the wealthy few. The PRO Act will empower workers to ex-

ercise our freedom to organize and negotiate better wages and working conditions. It will remove barriers to organizing, increase worker protections, and strengthen the institutions that hold corporations accountable.

All workers want dignity and respect at work, and a fair share of the profits that are the result of our labor. A union contract is the single best tool to ensure that ALL workers have safe working conditions and earn a fair wage.

The PRO Act will:

- ★ Diminish so-called "Right-to-Work" laws;
- ★ Prohibit employer interference in organizing drives, including "captive audience" mandatory meetings. Additionally, employees would be able to cast ballots in union organizing elections at a location away from company property;
- ★ Allow newly certified union to seek arbitration and mediation for first-time contracts;
- ★ Prevent employers from using immigration status against workers;
- ★ Add teeth to our weak labor laws by establishing monetary penalties for companies and executives that violate workers' rights. Corporate directors and other officers of the company could also be held liable.

For more information or questions about any of the issues referenced in this column, please feel free to contact UFCW Local 1445 Political Director Gabe Camacho at GCamacho@UFCWLocal1445.org or 617-320-8443.

2020

The year of political turmoil and the plague created new opportunities for the American worker!

We have recently witnessed the worst division and political turmoil in our lifetime with certain leaders promoting outrageous false rhetoric about a stolen presidential election that led to an attack on the largest institutional symbol of our democracy. The insurrection came from within! Americans who bought into the ex-president's rhetoric cost the lives of at least seven human beings, and caused serious injury to others and the arrest of many citizens. Many of these Americans were right-wing haters carrying American flags, others waving confederate flags and wearing clothing displaying anti-Semitic and Nazi symbols. This was all put together by a president who was more concerned with his own power and agenda than that of the American people, who are suffering from high unemployment and poverty due to a worldwide pandemic that the ex-president had dropped the ball on; his apathy and neglect helped caused the deaths of over 450,000 Americans.

Now that the nightmare is hopefully ending, let us focus on the POSITIVE, not the negative. Workers now have an opportunity to raise the bar and improve the living standard for all of us!

Working people unequivocally make up the vast majority of the American population. In the last four decades the American worker has been falling further and further behind while corporations have been raking in astronomical profits at the workers' expense, hence the destruction of our middle class.

During these last 40 years or so Democrats seem to be more sympathetic to the plight of workers and unions than Republicans, although the Republican party never displayed the animus toward workers as they do today! In the last four years we witnessed GOP appointees dismantle and destroy unions, such as by the JANUS VS AFSCME Supreme Court ruling which BUSTED the union shop in the public sector. And Trump's appointees to the NLRB (all GOP union-busters except for one pro-union Democrat) relaxed workers' protections from employer retaliation when trying to organize and also eliminated the steward's ability to aggressively argue cases for

employees who were unjustly disciplined or discriminated against. Trump's labor policies sided 100% with the bosses, NOT the workers! Where was the outrage? It was carried to the ballot box in November.

For the first time in many years Democrats now control the House of Representatives, the Senate, and the White House. This is our greatest opportunity to rebuild organized labor, and elevate and set a new standard of living across the country, as we did in the '40s and '50s, when unions set the standard of living. Nonunion companies have to give more in pay and benefits in order to compete for quality employees. The last opportunity when Democrats had control of Congress was in 1979 when Democrats failed to get labor reform, losing by one vote because certain Democrats were loyal to their corporate sponsors and voted with the Republicans against working people!

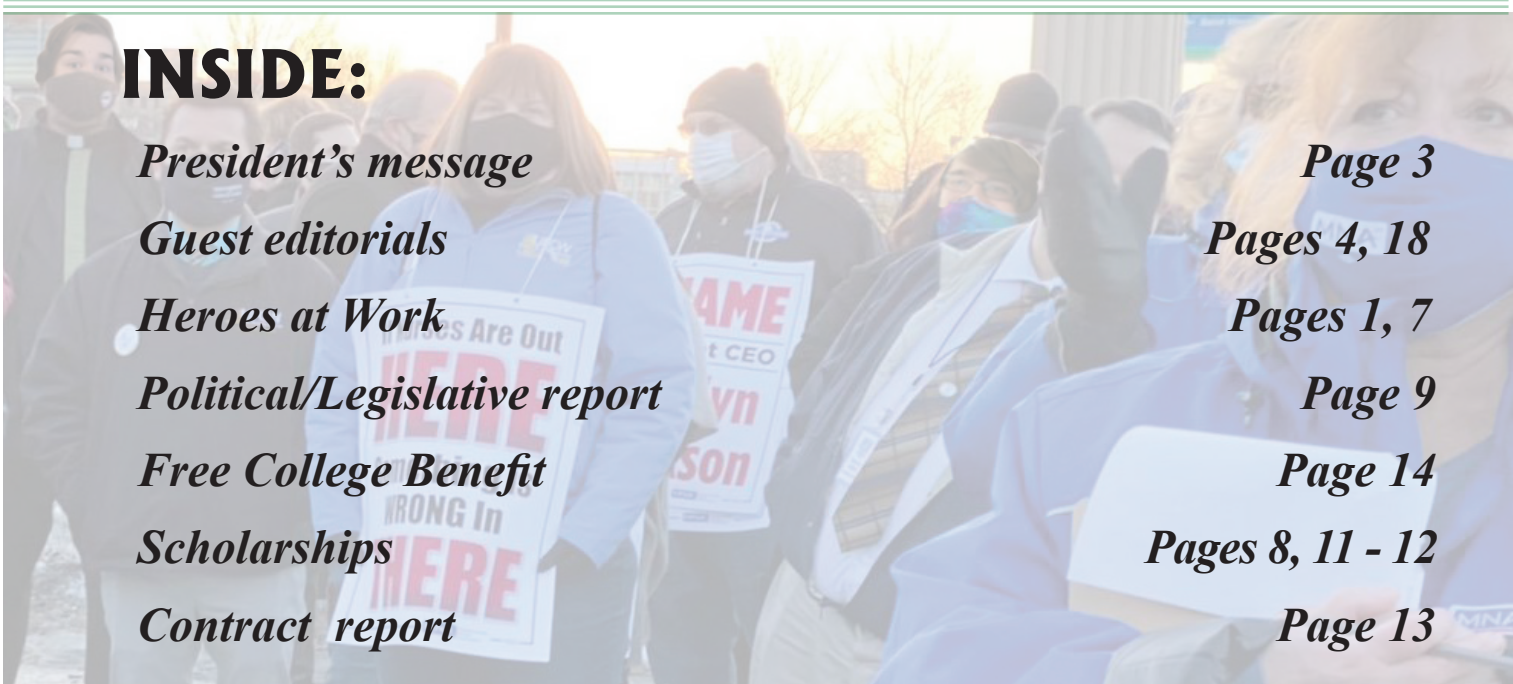
The next four years should work in favor of working families. We need to concentrate on organizing nonunion companies like Wal-Mart and Amazon and other corporations that have fought off unionization over the years due to weak and unenforced labor laws.

Our friends in Washington need to pass the "PRO ACT" which is the latest labor reform bill. The laws need to hold companies liable with real penalties when bosses fire and threaten workers who are trying to organize! President Biden has talked about the need for unions to rebuild the middle class and vowed to help us. Remember: He came to our rally in Dorchester during our strike at Stop & Shop.

The next four years will be critical in determining the fate of working Americans! Americans need to feel protected when exercising their legal rights to organize and engage in collective bargaining in their places of employment. Our president and Congress must pass the legislation for that to happen. We all need to be a part of that process!

In Solidarity,

Jeff Bollen, President Emeritus



INSIDE:

President's message

Page 3

Guest editorials

Pages 4, 18

Heroes at Work

Pages 1, 7

Political/Legislative report

Page 9

Free College Benefit

Page 14

Scholarships

Pages 8, 11 - 12

Contract report

Page 13



2021 Official Quarterly Meeting

Reunión oficial trimestral 2021

Próxima reunião em 2021

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 27, 2021 6:30 p.m.

IMPORTANT - PLEASE NOTE:

Due to COVID-19 restrictions, this quarter's meeting is tentatively scheduled to be held via Zoom
Any information regarding registration or changes to dates, times, or locations will be posted as it becomes available