

SUMMER 2020 Vol. 45 No. 2

www.ufcwlocal1445.org

UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF **UFCW LOCAL 1445**

PLEASE SEE THE BACK COVER FOR
NOTICE OF NOMINATIONS/ELECTIONS
OF UFCW LOCAL1445 OFFICERS



Dr June Almeida
First image of
a coronavirus ~ 1966

IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

*Temporarily suspended
due to pandemic restrictions*

GRIEVANCES HANDLED:

March 15 - June 15, 2020  235

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

March 15 - June 15, 2020 \$7,351.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

November 20, 2019 through June 17, 2020

Coverage:

Dental	\$827,086.21
Vision	0.00
Disability	1,331,374.08
R_x (11/1/19 - 6/15/20)	3,640,851.25
Medical (11/8/19 - 6/11/20)	25,823,951.98
Total	\$31,623,263.52

**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 ~**

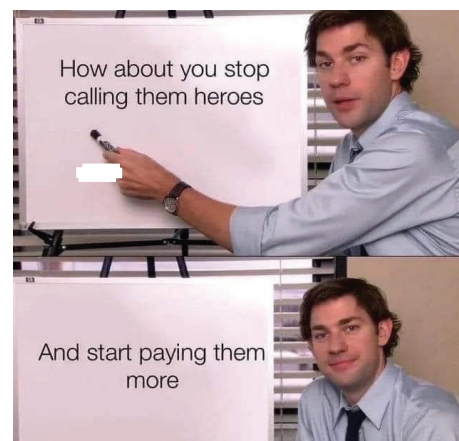
Chartered by the United Food & Commercial
Workers International Union

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



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**Working on the front-
lines. Taking care of
children and
family members.
Staying home to keep
others safe.**



Our members take care of their responsibilities – to their communities, their families, and themselves – every single day. **Without our members, our society would not survive.**

We salute and celebrate every working person, and ask that **EVERYONE** show respect and appreciation by wearing masks in public and practicing social distancing. Wash your hands. Stay home if you feel sick or have symptoms.

Local 1445 members know from experience that solidarity is the key to success. And that's still true now, as we try to transition to a strange "new normal" world. We'll get through this by working together.

**Turn to pages 17 and 18
to see some of our
Members@Work
in action.**

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



\$100 winner James Raworth
(UMass Memorial Medical Ctr)
Photo not available



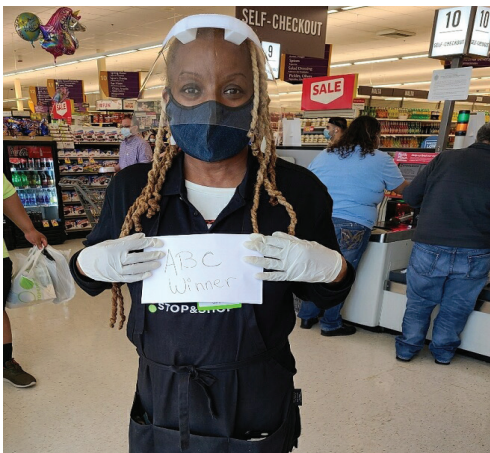
\$100 winner Rita Miller
(Stop & Shop - Watertown)
Photo not available at press time



\$50 winner Stephen Goula
(Steward, Stop & Shop - Walpole)



\$50 winner Hang Him
(Stop & Shop - Bedford)
Photo not available at press time



\$50 winner Virginia Ingraham
(Stop & Shop - Jamaica Plain)



\$50 winner Sandra Mansfield
(Stop & Shop - Saugus)
Photo not available

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
safeguard-
ing 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.

For almost four months, grocery workers and other front-line workers have put their lives and their families' lives at risk to protect and serve the communities in a global pandemic. They do so because they care about their jobs and their livelihoods. Grocery companies have seen record profits during this pandemic as customers who are home after being laid off or who are now working from home must buy more food and supplies.

PRESIDENT'S MESSAGE

2020 COVID -19 PANDEMIC



FERNANDO LEMUS

As COVID-19 cases spike in communities across the United States it's clear the danger has not gone away. We demand that frontline workers continue to receive hazard pay. Local 1445 is lobbying for bill H4745, which is being considered right now in the Massachusetts Legislature. If passed, this important bill will ensure essential workers like YOU, who work in grocery stores, pharmacies, health care facilities, hospitals, and food processing plants during the COVID-19 pandemic, will earn hazard pay. The bill defines hazard pay as one-and-a-half times the employee's actual earnings for any day they are required to work.

So far during this pandemic, almost 100 of our grocery members and another 50 of our members in other industries have tested positive for the virus. We have even lost one member to COVID-19 at Angelica Textiles in Somerville, MA. We do not want to lose any more and will continue to fight for our members' safety and fair pay during this pandemic.

UFCW Local 1445 will continue to call on our employers who are covered under our collective bargaining agreements to provide our members with the necessary PPE (personal protective equipment), testing, and paid sick leave, and to maintain and improve safety measures that will keep both our workers and our community members safe.

Continued on page 14

GUEST EDITORIAL



**DAVE
YOUNG**

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

Staying Safe and Healthy as Essential Workers

Many members of Local 1445 are working tirelessly on the front lines of a national pandemic to make sure that customers have the food and other supplies they need to take care of their families. Our communities need members of Local 1445 like never before, and it's imperative to not only highlight the value you bring as essential workers, but also underscore what it means to have a voice in the workplace—especially when it comes to safety and health.

With that in mind, I want to make sure that you're aware of the UFCW's national "Shop Smart" campaign that encourages American grocery shoppers to take the following steps to protect workers and themselves in stores by: 1) wearing a mask inside stores; 2) keeping six feet apart; and 3) disposing of any used masks and gloves in trash cans. This new nationwide public safety effort is in response to the growing number of food and grocery workers who are becoming exposed to the coronavirus and the direct threat this growing outbreak poses to our nation's food supply. You can get more information about this campaign at <http://www.uncw.org/coronavirus/shopsmart/>.

I also encourage you to report back to your local if you see any health or safety issues in your stores that need to be addressed. You can find additional information about what the UFCW is doing to protect our members during this outbreak at <http://www.uncw.org/coronavirus>.

And as grocery stores continue to hire more workers during this national health crisis, let's continue to make sure that people are aware of one of our core UFCW values—that no one should have to struggle alone. Let's drive home the message that when workers stand together, they have the power to change lives for the better. Reach out to friends, neighbors and community members who may not have a union in their workplace and let them know that workers who belong to a union are more likely to have jobs that provide workplace safety and health protections, as well as health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, overtime protection and many other benefits.

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

AT YOUR SERVICE

What a Difference a Year Makes!

Was it only a year ago that so many of our members were on strike, fighting for contracts that would ensure decent wages and benefits? Nonunion and antiunion hecklers may have jeered and insulted them but our members stood together, strengthened by the support of their communities and their fellow union sisters and brothers. They weren't respected by their employers – they had to FIGHT to get the respect they deserved.

Fast forward to today: Suddenly, the vast majority of those employer-disrespected members are now called “essential workers” and expected to report for duty every day, in spite of the fact that the major pandemic that is tearing through this country often means they are taking their lives – and the lives of their family members and loved ones – in their own hands!

Essential Local 1445 members work at supermarkets like Stop & Shop; at plants and warehouses like MS Walker, Gorton's Seafood, Hannaford Brothers; at nursing homes and laundries throughout the state; and at healthcare facilities and hospitals like UMass Memorial Medical Center, St. Vincent Hospital, and The Reservoir. These essential workers have kept the faith to make sure people have the supplies and services they need to survive, yet Local 1445 has had to constantly push these employers to do the right thing by providing the proper PPE (personal protective equipment) and hazard pay, and to implement plexiglass shields, one-way aisles, and limited access in supermarkets.

Make no mistake: All this safety equipment and these procedures were not granted through the generosity and benevolence of your employers. They are provided only because your union, Local 1445, has been fighting extremely hard for these initiatives, as well as many others. Does your employer consider you essential personnel? Apparently not so much. But you are definitely essential to Local 1445!

If it wasn't for your local union, and for other unions, and all our union sisters and brothers, I hate to think of what we would have to be dealing with right now!



KEVIN MCGAFFIGAN

OUR NEWEST RETIREES

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

Irina Gorshina
Robert Green
Donna Griggs
Donna Guarino
Kevin Hawes
Herbert Hirsch
John Howard
Elliot Jack
Joanne Johnson
Carolyn Joyce
Donna Kearney
Deborah Kimball
Valerie Kitidis
Raymond Krakowski
Simon Kuperman
Nancy Lahair
Patricia Lawless
Robert St. Lawrence
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 McGuinness
Germaine McInerney
Jorge Mendez
Christine Meyer
Kathleen Mitchell
Margaret Moran
James Musial
Steven Nagle
Helene Nichols
Dianne Paci
Lindy Palo
Robert Parmenter
Joyce Pellerin
Daniel Pryor
Jean Ripley
Henry Rivers
Richard Saltman
Albert Scalera
Ronald Segee
Deborah Sheward
Helen Simpson
Ann Smith
Linda Taylor
Sharlene Turlis
Susan Vaillancourt
Elizabeth Vietro
Bruce Walker
Lawrence Wick
Angelina Zajmi

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



**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; winners will be
announced at the August quarterly membership meeting.
Don't miss out on this opportunity to help pay for those
educational expenses that can really pile up!**

Available NOW!



I'm a Local 1445 member.
This FREE COLLEGE BENEFIT sounds great.
Is EVERYONE in my family really eligible?

Yes, everyone.

If you're a UFCW member, **your entire family** (children, grandchildren, spouse, domestic partner, etc.) can earn a **free associate degree** online.

Enroll now at UFCW.org/College



Is it easy to apply? Is it convenient to attend?
Is it **REALLY FREE?**



- ✓ Programs and course schedules are designed to accommodate working adults.
- ✓ Students can attend part-time or full-time.
- ✓ There are no residency requirements.

- ✓ All required materials are included with the course.
- ✓ A unionized call center helps members through the admissions process.


a VOICE for working America

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

And coming soon!

Continue your journey to your Bachelor's completion program

In Partnership With



Low-Cost
BACHELOR'S DEGREE
for members and families

More information will be posted at ufcw.org/college as soon as it becomes available. Stay tuned!

SECRETARY-TREASURER'S REPORT

The Future of the Labor Movement/ Organizing

I am honored to be Local 1445's new secretary-treasurer. I've worked under two presidents, Richard Charette and Jeff Bollen, and am now serving under our new president, Fernando Lemus. The last 18 years have been life changing for me.

I was 19 years old and working as a fulltime CDH at Stop & Shop #3 in Framingham when I was hired by Local 1445 as an organizer, at the recommendation of my business agent, Peter McCaul. Back then, the lead organizer was our current president, Fernando Lemus, who trained me in all aspects of organizing. Over the years I have worked on more than 40 organizing campaigns and have had the opportunity to learn from some of the best in the field, at both the local and international levels, in contract negotiations, campaigns, communications, and more – everything that needs to be established in order to make sure our members receive the **BEST REPRESENTATION POSSIBLE.**

My story is important because one of the reasons I'm here today is that there were people in my life who took the time to mentor me and train me and help me to understand that it is my part and my responsibility to fight for workers' rights and the betterment of our communities. Their investment of time and energy has shown me my place in the labor movement.

I believe that this is how we can build the labor movement, by taking the time to mentor someone, to talk to them and educate them about how THEY can join the fight to make a difference.



FABRICIO DASILVA

They will realize that we all share common goals: to take good care of our families, to receive living wages and decent benefits, to enjoy life and a comfortable retirement; in other words, to be treated with dignity and respect.

We should all take the time to talk to young people who we may think don't care, to get them involved, listen to their ideas, empower them, and make sure that they are included and valued. And we should continue to listen to and respect the ideas and experiences of those who've come before us, as there is always more we can learn from them.

I see a major shift taking place

Continued on the next page

Continued from the previous page

today, as union members and their communities are starting to realize the value and importance of solidarity, something we all experienced during our powerful and effective Stop & Shop strike, as well as all the many other fights that this local has taken on in the last 5 years.

By organizing workers we can achieve those many small victories that together will bring about huge changes. Then, maybe years from now, we'll all be able to look back and be proud of the part we were able to play in creating a better future for all workers and their communities.

In the organizing department, we are currently working on a state wide campaign to unionize more than 5,000 workers in the cannabis industry who are in urgent

need of representation to fight for better working conditions. The NETA dispensary in Brookline, the NETA Grower facility in Franklin, and Mayflower in Holliston are 3 of the almost 10 locations where more than 400 workers will be soon voting to join UFCW Local 1445. With contract negotiations happening at Sira Naturals in Milford, UFCW Local 1445 is the union leading the fight to represent workers in the cannabis industry from growth to sale.

We also have campaigns in multiple industrial laundries with more than 500 workers, in order to protect our contracts in that industry as well. In addition, Local 1445 is working to organize Unitex and WashCycle, nonunion locations where workers are suffering low wages, few if any benefits, unsafe working conditions, and a total lack of dignity and respect.

President's Message *Continued from page 3*

Some of our members have been financially impacted more than others by the loss of their jobs as a result of this pandemic. In partnership with PAGU Restaurant in Cambridge, Local 1445 put together a food drive that has brought 40 pounds of food each week for 4 weeks to almost 300 of our neediest members and their families. In addition, the Local 1445 executive board approved hardship payments of \$100 per week for 3 weeks for 184 of our members who were laid-off and were not eligible to receive unemployment benefits.

UFCW Local 1445 stands in solidarity with our brothers and sisters who are peacefully protesting around the country to have their voices heard. **ALL HUMAN BEINGS** deserve to be treated equally with dignity and respect no matter the color of their skin, their beliefs, their backgrounds, their ethnicity, their gender, their sexual orientation or identity. **WE MUST STAND TOGETHER TO END THE HATE, OPPRESSION, AND DISCRIMINATION THAT IS POISONING OUR NATION.**

In solidarity,



LEGISLATIVE REPORT

UFCW Local 1445 Fights to Protect Workers Vulnerable to COVID 19

The start of the COVID 19 pandemic in this country happened quickly. Within an instant the disease went from something all of us were reading about impacting countries overseas, to completely disrupting all of our lives. While the impact of COVID in our part of the world came on quickly, Local 1445 reacted equally as quickly and wasted no time in our political outreach.



JIM CARVALHO

Almost immediately in the beginning of March, Local 1445 began reaching out to elected officials about what the impacts of this disease were going to have for all workers, not just our members. We communicated with the governors and state legislatures in all the states we represent and pressed them to immediately implement safety measures, guidelines, hazard pay, and anything else our local union felt was urgently needed to help benefit and protect essential workers. Thankfully many of the guidelines we were pushing for were quickly implemented, particularly in protecting grocery workers in Massachusetts. But unfortunately more work has been needed and is ongoing throughout the pandemic on behalf of all workers.

As our members continued to work through the crisis, Local 1445 continued to advocate on behalf of and push for improved protections for all our members whether in nursing homes, hospitals, or grocery stores. We have continued to communicate with leaders in Massachusetts, as well as in Maine and New Hampshire. Local 1445 has participated in bi-weekly conference calls with the mayor of Boston, Marty Walsh, keeping him and the city up-to-date on what our members currently working at places like Stop & Shop need and are facing day-to-day, as well as providing updates on our members currently out-of-work at sites such as the TD Garden and Macy's.

Local 1445 Political Director Jim Carvalho has been testifying at a number of hearings relating to COVID in the workplace as well. In May he was a member of a panel that testified before the Boston City Council on the Occupational Presumption of COVID 19 in an effort to gain workers compensation benefits for essential workers who contract

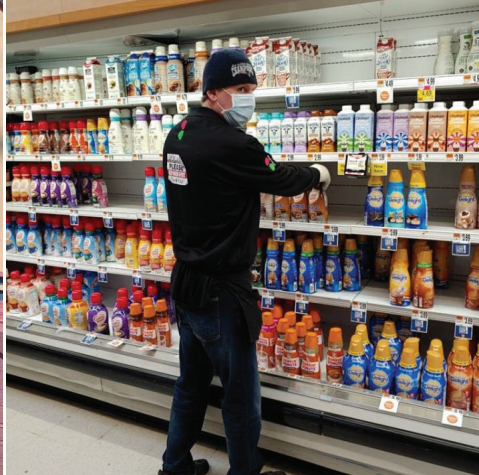
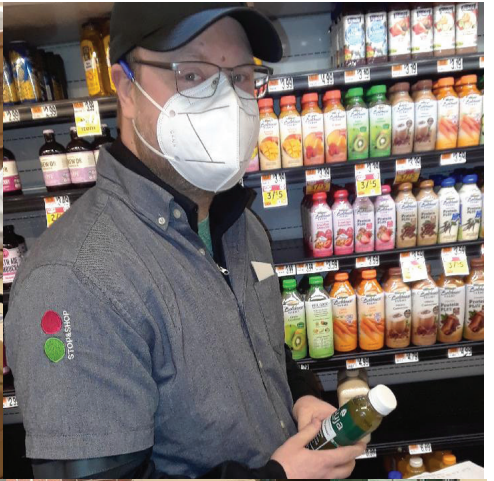
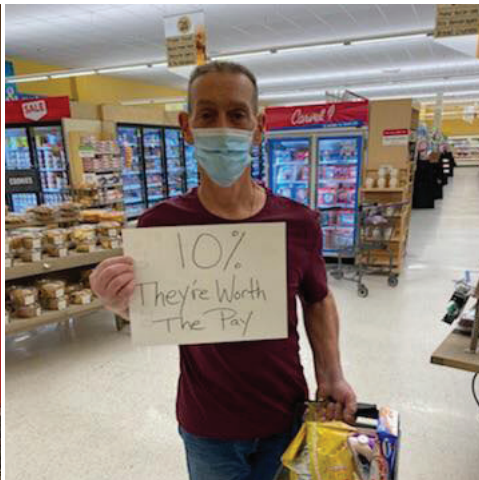
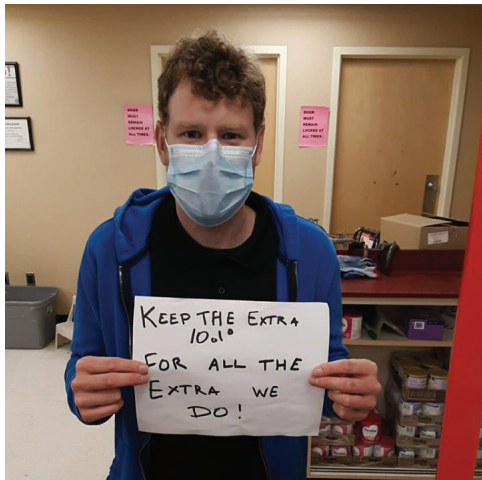
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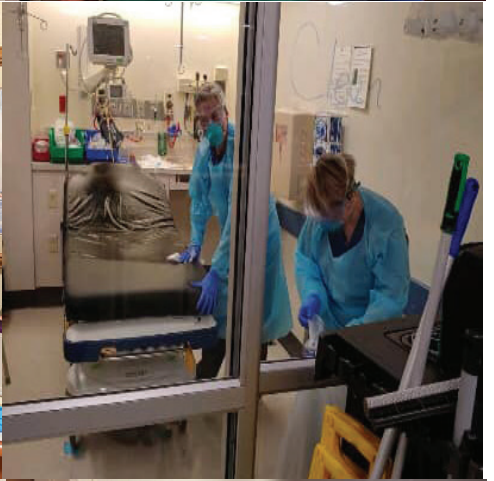
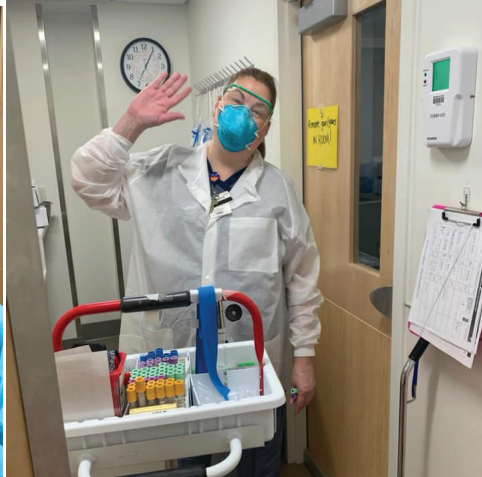
Legislative Report *Continued from previous page*

the virus while on-the-job. Similarly, in June, Local 1445 submitted testimony to the Massachusetts State Legislature's Committee on Labor and Workforce Development in support of a bill that would expand workers compensation benefits statewide to essential workers who became sick with COVID. Our union also testified in front of the same state labor committee in support of legislation that would require hazard pay at the rate of time-and-one-half to private sector essential workers.

Our union took action quickly when the pandemic struck, not just with our employers but with elected officials as well. We have been fighting to enhance the protections and benefits of all essential workers, whether they are members of our union or not. It is more important that the voices of the hardworking men and women who are risking their health and safety to serve our communities be heard. We will continue to fight for all our members during these difficult times, and if anyone would like to learn more about how they can get involved please contact **Jim Carvalho at Local 1445's office, 800-439-1445.**







LOCAL 1445

UNION NEWS

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



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, August 18, 2020 6:30 p.m.

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

IMPORTANT - PLEASE NOTE:

Notice of nominations and elections of UFCW Local 1445 officers.

Nominations will take place on **Tuesday, August 18, 2020 at 6:30 PM**
at **THE LOCAL 1445 UNION HALL** and at the following locations:

Las nominaciones de todos los oficiales se realizarán
en **THE LOCAL 1445 UNION HALL** y en las siguientes lugares:

**THE HOLIDAY INN
265 LAKESIDE AVE
MARLBORO, MA**

**THE HOLIDAY INN
NEWBURY ST, RTE 1
PEABODY, MA**

**THE HAMPTON INN
388 WESTERN AVE
AUGUSTA, ME**

Officers to be nominated/elected are **PRESIDENT, SECRETARY-TREASURER, RECORDER, and 18 VICE PRESIDENTS** (designated 1 through 18.)

To be eligible, nominees must be active members of Local 1445 who have either continuous active membership in Local 1445 since July 2019 or continuous active membership in the UFCW since July 2018.

If necessary, elections for contested offices will be held on **Tuesday, September 1, 2020** at the same time and locations. Appointed election judges will be present at the meetings.

MEMBERS MAY ATTEND ANY MEETING/LOS MIEMBROS PUEDEN ASISTIR A CUALQUIER REUNION.