WINTER 2019 vol. 44 No. 4 www.ufcwlocal1445.org 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

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

September - November, 2019

786

GRIEVANCES HANDLED:

September - November, 2019

560

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

September - November, 2019

\$21,122.07

UFCW Interstate H & W Fund

Claims Paid - Experience Report September 20, 2019 through November 19, 2019

Coverage:

Total

Dental Vision Disability R_x (6/16/19 - 8/31/19) Medical (6/14/19 - 9/12/19) \$470,112.16 0.00 339,107.54 1,029,695.86 8,650,518.41 \$10,489,433.97



The 2019 Stop & Shop strike is bound to end up in the history books as one of the most successful labor actions in recent memory.

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

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



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Help from friends? A kind word from a stranger?
Something that made you realize how important this strike was to your community?

Send an email to ufcw1445@ufcwlocal1445. org and we'll tell the world.

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



\$100 winner Joseph Franciose (Stop &Shop - Natick) Photo not available at press time



\$100 winner Susan Jamer (Stop & Shop - Stoneham) Photo not available at press time



\$50 winner Noreen Fish (Stop & Shop - Danvers) with BA Gene Giacobbe and steward Rusty Tarbox



\$50 winner Joseph Villanucci (Stop & Shop - Medford) with BA Gene Giacobbe



\$50 winner Don Kirkness (Stop & Shop - North Andover) with steward Bill Power

\$50 winner David Ward (Stop & Shop - Watertown)

If you've signed up for ABC, you're automatically entered in the raffle and **YOU** could be one of our next winners!
At LEAST six winners - two \$100 winners and four

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.

THIS IS NOT FAKE NEWS

Donald Trump ran for office as a champion of American workers and a friend of labor. So why is his administration making life easier for business owners and harder for workers?

Whether or not you voted for Donald Trump in the last election is irrelevant at this point; the next election cycle

is critical to determining whether working people will survive in this economy or fail, as we watch our democracy disintegrate

While Trump is telling the people how wonderful a job he is doing with our economy, he is aggressively doing everything in his power, secretly, behind the scenes, out of the public eye, to destroy Organized Labor. That means ending collective bargaining rights and ending protections that American workers have enjoyed for generations: the rights to engage in union activities and organize into unions. One of the greatest elements of our democracy is working people having a voice on-thejob and having the legal right to engage in negotiations with an employer to gain economical improvements, safety rules, and job security.

Has anyone noticed that the federal minimum wage is still \$7.25 per hour? People working to support families on that minimum wage live so far below the poverty line that they aren't living much better than peasants in a third world country. Trump's

PRESIDENT'S MESSAGE

TRUMP'S WAR ON WORKERS RIGHTS



JEFF BOLLEN

union busting Supreme Court nominees and his anti-union National Labor Relations Board appointees are systematically fighting to dismantle the very labor laws that made this country free and democratic for working people. Again, this is being done surreptitiously, in the back rooms where his corporate Republican friends are plotting their evil schemes to destroy the guaranteed protections that allow workers to organize unions and engage in peaceful negotiations with their respective employers.

He has already made the statement he wants to BAN picketing, a staple of our freedom and democracy, an American constitutional guarantee.

He and his elitist cohorts want to manipulate the rules to overturn legitimate organizing elections anytime they choose, without regard to legal precedent or fair play.

They also want to make it much easier and faster to get unions out of companies by allowing decertification elections to



Guest editorial by Dave Young Director, UFCW Region 1

How You Can Help Us Grow Our Union Family

Members of Local 1445 know that growing our union and increasing worker power leads to higher workplace standards for all workers—both union and non-union.

Many of you have taken an active role to make our union better and stronger by spreading the word about the value of joining our union family. You have reached out to friends, neighbors and community members to let them know that union members are more likely to have jobs that provide better wages and benefits. The strong benefits union members can count on include affordable health care, paid sick

leave and vacation time, fair scheduling, overtime protection and retirement security. Thanks to all your hard work, we are strengthening our organizing campaigns.

One of the most effective ways of welcoming new members into our union is through member-to-member outreach. Many of you know and are friends with the people who work in your stores, health care facilities or food processing plants. Thanks to the connection you have with your fellow coworkers, you understand the day-to-day issues where you work. If you enjoy talking with your coworkers about the benefits of our union and want to do more, please reach out to us.

We are always looking for organizers who are able to relate the workplace challenges and can speak to the unique life experiences of current and potential members. We are looking for organizers who have the background and skills to use data to identify prospective members.

Each new organizer will have the opportunity to learn about how to use outreach platforms like texting, Hustle, and social media – to help us connect with prospective members. We are also looking for organizers who can make our members and potential members feel like they are truly part of a community, whether they are part of a unit of five or 2,000.

A stronger union leads to better contracts and better jobs. Thank you for your continued effort to make our union better and stronger. I hope you and your families have a happy and healthy holiday season.

SO LONG, SISTERS AND BROTHERS KEEP FIGHTING, NEVER GIVE UP, ALWAYS HAVE EACH OTHER'S BACKS, FOR WE ARE FAMILY

I wanted to say goodbye to all of you, and say that it has been an honor and a privilege to represent all of you over the years. I met many wonderful, hard working people over these 38 years as a union representative. I couldn't have asked for a more rewarding career.

You,regardless of where you work - whether it's Macy's, Stop & Shop, UMass Memorial Hospital, St. Vincent's, one of the laundries or packing houses, Golden Living and our other nursing homes, Gorton's, Hannaford warehouse, and EVERY facility represented by Local 1445 - are the salt of the earth. You are the people who go to work every day, paying the bills that never stop coming, struggling to support your families, and putting up with the stress from overbearing and demanding bosses, while many of you are taking care of aging parents and disabled children. YOU deserve the best life can bring you.

It is time for me to go and for the younger energetic staff to take the helm.

I hope I have served you well and led with compassion, honesty, integrity, and transparency. The road ahead for you will be challenging and rocky until the country elects a president who will stand up against corporate greed and uphold your rights to collectively bargain with your employer. But keep the faith, brothers and sisters! Only by sticking together will you overcome all the obstacles thrown in your way.

Stop & Shop members, you made this union proud with your spirit and resolve last April, and your fellow union sisters and brothers demonstrated by their support and encouragement the true spirit of union solidarity. I thank you all.

AMERICA

UNION TOBS

I will leave you in good hands, with Tom Brown for a short while, then Fernando Lemus, who will lead the local for the rest of the term. Fernando is very competent and will provide strong leadership. Local 1445 officers and staff are stronger than ever, diverse and very qualified.

To all the Local 1445 members: Thank you for your support over the years and for the privilege of allowing me to represent you.

In solidarity,

OUR NEWEST RETIREES

Joseph Aiello
Maria Amaral
Debra Ashman
Robert Berman
Paul Blair
Donald Briggs
Bradford Buck
Judith Bulman
Carmen Cordova
Marian Decroos
Gerald Fiske

Joan Frieburger
Richard Giglio
Paul Guercio
John Kaufman
Roland Lambert
Cindy Markley
Elizabeth McChesney
Christina McKenna
Jeanne Melanson
Donna Noviello
Marie Pierre-Louis

Francis Pizura
Patricia Richards
Deborah Robinson
Robert Rudemauer
Isaac Salters
Vincenza Sanfilippo
Diane Savage
Xiaoping Sun
Michael Twohig
Pablo Vargas
Sandra Williams

POTENTIAL RETIREES (No matter how young!) – It's never too early to think about getting ready for retirement; just ask anyone who's had to scramble to send in the required documentation and had to wait for the approval process to run its course.

Remember that once you've retired you won't be getting that paycheck each week.

The UFCW Industry Pension office estimates that it could take 6 months for your pension to be processed, so they advise you to plan on submitting your application at least 6 months in advance.

IMPORTANT: You can submit a pension credit request well in advance of when you expect to retire, and by doing so you will greatly streamline the application process.

For additional information and to speak to a Participant Services Representative, call the National Pension Fund office at (800) 531-2385, Monday through Friday, 8:30 AM to 4:30 PM (CST).

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 n	ame: Location name/numbe	r:
I understand that this appli		NLY who are NOT currently high	

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

Confused? Need more info? If you have any questions at all, please don't hesitate to call Linda at 800-439-1445, ext. or 101; or email <u>ufcw1445@ufcwlocal1445.org</u> 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.

<u>Students:</u> Your 750 – 1000 word essay should be double-spaced and printed out on single-sided sheets; it should be on the theme "How I Would Convince a Skeptical Friend That *The Union's Got My Back*" (or "...*My Parent's Back*", or "...*My Grandparent's Back*", depending upon who's the union member in your family - you get the idea.)

What should you include in your essay? Think about how you would talk to your friend about the union. Let's say your friend doesn't know anything about unions, only what s/he might have heard from other people. You could explain the history of unions – when they were originally formed in this country, and why: What conditions led workers to organize into unions, even at the risk of being seriously injured or killed by company agents and dishonest law enforcement personnel? What were some of the scandals and tragedies that eventually led to the public support and passage of laws protecting workers and their right to organize, such as the NLRA? Why was it necessary to actually pass laws to guarantee these protections? Then you could describe conditions today: What legal rights do workers have that will help to guarantee living wages, benefits, safe working conditions, and respect on the job? And how do these rights help to protect the American middle class and give everyone a shot at "The American Dream"? What are some of the advantages ALL workers enjoy today – such as overtime pay, days off, paid holidays, etc. etc. etc. –thanks to the Labor Movement? You could add the benefits of being in a union: Unions make sure workers are covered by collective bargaining agreements (contracts) - what's the advantage of that? What's so great about "seniority"? If nonunion workers are treated unfairly all they can do is complain, while union workers can file "grievances" - what's that all about? What's the advantage of having an outside professional representative, i.e., a business agent, to handle any disputes and resolve any problems you or your coworkers might have with your boss? Even if you've never had to contact the union, being a union member means the union is there for you if you ever need help – who can nonunion workers call to protect their interests if they get into trouble? You might go on to explain what's involved in organizing: How do workers at a nonunion employer organize into a union? Can just one person decide to call in the union? Does everyone have to agree? Why would a company object to having workers unionize? **Etc. etc.**: OSHA is supposed to protect all workers – how is having a union an advantage? And more, such as the fact that a union is completely democratic and all members are considered equal, regardless of where they work or their job description.

These are just some of the points you might want to discuss in your essay – you may have personal experiences you can include or other issues you feel are important to address. All in all, your essay should demonstrate your understanding of the history and evolution of the Labor Movement, and why worker solidarity today will be crucial in the fight to save America's middle class, and why you are proud to be associated with UFCW Local 1445.

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

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

After the winners have been selected and announced, each winner will be notified by his/her business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is a fulltime student at the college or university of her/his choice.

Students: Complete this application and forward it, along with a 750 – 1000 word essay, to the address below. You (or a parent or grandparent) must be a union member; your essay must be on the theme "How I Would Convince a Skeptical Friend That **The Union's Got My Back**" (or "...**My Parent's Back**", or "...**My Grandparent's Back**", depending upon who's the union member in your family - you get the idea) and should be double-spaced on single sided sheet(s). Application forms submitted without an accompanying essay will not be considered. (See the essay guidelines for suggestions on what points to cover.)

IMPORTANT! You may also be eligible for the Nicole Berman Memorial scholarship, the Local 1445 Women's Network/Beppie McNally Memorial scholarship, the Dennis Norton Memorial scholarship, and the Joe Hayes Memorial scholarship. By filling out this application and submitting your essay, if you are eligible you will automatically be entered in those scholarship drawings as well.

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

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

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

UFCW Local 1445 2020 – 2021 Scholarships Application

These UFCW Local 1445 scholarships will be awarded to Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be chosen by drawing at the Local 1445 July 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:	Telep	phone:
Address:		
City:	State:	Zip:
School to attend - Fall 2020:		
Year of study - Fall 2020 (fresh	ıman, sophomore, etc.):	
Or ☐ Vocational program (** S	ee important notes above):	
I AM a member of Local 1445	at	
77 4	Employer's name	Location name/number
I am NOT a member. My parer	nt □or grandparent □(check one) is	a member or retiree:
Member's or retiree's nar	ne Employer's na	me 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.

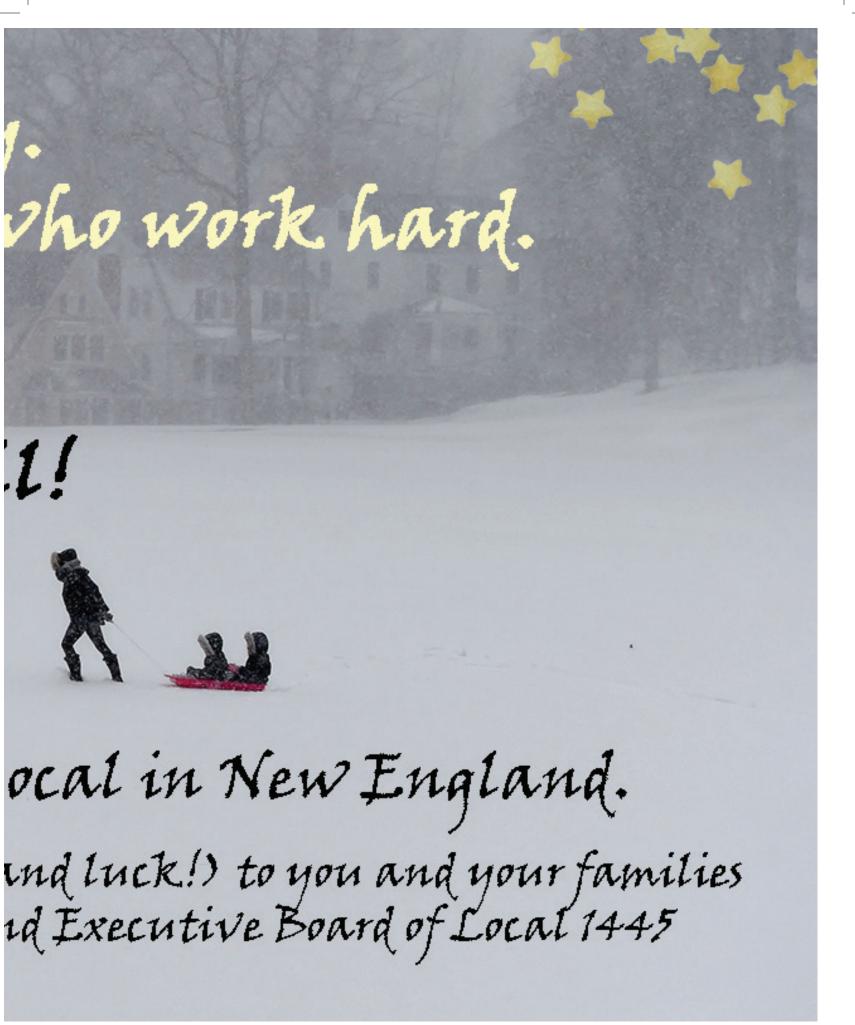
Confused? Need more info? If you have any questions at all, please don't hesitate to call Linda at 800-439-1445, extension 101; or email ufcw1445@ufcwlocal1445.org and put "Scholarship question" in the subject line.

Luck is for the lazy. Success is for those w

Many thanks to all

Your hard work and dedication have made Local 1445 the greatest loc

With best wishes for success (an from the officers, staff, and



AT YOUR SERVICE

WEINGARTEN RIGHTS

One more benefit of union membership

"Weingarten rights."

"Weingarten rights."

"Weingarten rights."

I cannot stress this phrase strongly enough: "WEINGARTEN RIGHTS"

Too many times I hear from members who have been called into a manager's office to be disciplined, and they don't know what to do, or they don't have a shop steward present. They're worried and they're upset, and I can't blame them. But as a union member, if you



ever find yourself in a similar situation, there's only one thing you have to remember: **WEINGARTEN RIGHTS.**

Your Right to Union Representation

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions."

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

Once you have read these words to your manager or security, you cannot be forced to participate or answer any questions without a union representative – shop steward, business agent, or union officer - present.

IMPORTANT: YOU MUST INSIST upon union representation, and it is your guaranteed legal right to do so. **DO NOT** let the manager or security talk you out of it – **DO NOT waive this right! DO NOT be intimidated!** If a steward or business agent isn't

Continued on page 22

President's Message Continued from page 1

take place even when management commits ULPs (Unfair Labor Practices.)

Donald Trump himself has made the statement that he supports a national Right-to-Work (for less!) bill. His flunkies on the Supreme Court passed the infamous JANUS vs AFSCME Council 31 decision destroying the union shops in the public sector. Next, he plans on doing the same in our private sector. This won't end until he has made American unions irrelevant and ineffective

A couple of current cases:

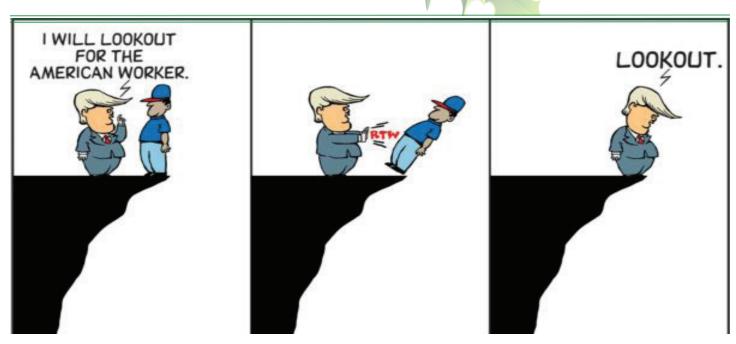
- Trump's people are trying to reverse concerted protected rights for workers who engage in union activities on the internet, sharing common complaints about working conditions and engaging in organizing activities. (RioAll-Suites Hotel &Casino 28-CA- 060841.)
- Trump's people are considering declaring as legal the practice by employers of purposely misclassify-

- ing employees as independent contractors to get out of paying worker's comp or any benefits. This is practice is currently illegal, a violation of the NLRA and local laws. (Velox Express inc. 150-CA -184006).
- Trump's two National Labor Relations Board appointees are vehemently antiunion. Why would any sensible person appoint biased people on a Board that is supposed to uphold workers' rights and maintain labor peace and equality?

Trump claims to be the champion of working people but, as is so often the case, his actions contradict his words and demonstrate all too clearly his contempt for unions and all working people.

I only hope working Americans who voted for him in the last election will not make the same mistake twice.

In solidarity,



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LEGISLATIVE REPORT

IT'S TIME FOR CORPORATIONS TO PAY THEIR FAIR SHARE!





ASK IF YOUR LEGISLATOR AGREES

Big business lobbyists are pushing legislators to pass regressive taxes and fees that disproportionately affect low- and middle-income people, in order to fund investments in our roads, bridges, and public transportation. Their proposal includes a series of user fees, including a 15 ¢/gallon increase in the gas tax, higher tolls, and new fees on ride-hailing. Noticeably absent is a greater contribution from large, profitable businesses.

We cannot accept this. Here is the Raise Up Massachusetts response: Rather than only asking working people to pay more, it is long overdue and absolutely necessary that our elected officials ask corporations to pay their fair share.

The same corporations whose employees drive on our publicly funded roads and bridges, ride our public transportation system to and from work, and benefit from our highly educated workforce are off-shoring their profits to pay less taxes, taking advantage of an absurdly low corporate minimum tax, and hiding all sorts of other corporate loopholes from us because we have insufficient corporate disclosure laws.

Contact your legislator by call or email and voice your opposition to regressive revenue and voice your support for corporations paying their fair share. Ask, will they oppose a revenue package asking only working people to pay? Do they support closing corporate tax loopholes - such as taxing profits from offshore tax havens, establishing a tiered corporate minimum, and requiring corporate disclosure?

We truly hope to learn from these conversations, which means we must track their

Legislative Report Continued from previous page

outcomes! If you get an email back from a legislator, please forward it to: info@rai-seupma.org

You can find contact information for your legislators by going to: <a href="mailto:mai



Support Teamsters Local 25 on Strike Against Republic

Truck drivers and trash collectors for Republic Services in Marshfield, members of Teamsters Local 25, have been on strike

since 1:00 a.m. Thursday, August 29. They are demanding adequate and affordable healthcare, comparable pay to other Republic Services drivers in towns as close as Quincy, and a union contract. Since the strike began, the Teamsters Local 25 members have walked the picket lines 24 hours a day, with solidarity from local unions and residents.

Please add your support to the picket line. Members of Teamsters Local 25 and their allies are picketing at the Marshfield location (965 Plain Street) 24/7 until a deal is reached. Join fellow union and community members and show solidarity on the picket line! Follow Teamsters 25 on Facebook or Twitter for frequent updates.

Stop & Shop members will remember how supportive Teamsters Local 25 members were when our Stop & Shop members were on strike. Let's show these union sisters and brothers the same union solidarity!



unite HERE Local 26 on Strike Since 9/5/19

UNITE HERE Local 26 has been negotiating with the Battery Wharf Hotel since March 2018. The hotel owners

Continued on page 17

Legislative Report Continued from page 17

are set on taking away all that members need: the right to a fair schedule, job security, affordable family healthcare, yearly wage increases, and a pension. With no choice but to take action on September 5th, 75 workers went on strike.

The Battery Wharf has not agreed to language protecting women from sexual

harassment and assault. They refuse to include standard immigration language that upholds the security and safety of immigrant union members. And finally, they refuse to keep language in the hotel contract that seeks to correct the historical discrimination of African American workers in the hotel industry.

Workers are on the picket line 7AM - 7PM so people can join any day!



Sira Naturals Joins UFCW Local 1445

New agreement will support good jobs in Massachusetts

Sira Naturals, Inc., one of the largest vertically integrated cannabis providers in Massachusetts, announced that its employees are set to join UFCW Local 1445, making Sira Naturals the first cannabis company in Massachusetts to unionize its work force.

Every single one of our employees is fundamental to our success," said Sira Naturals founder and President Michael Dundas. "As the largest cannabis union in the country, we believe UFCW will be a strong partner in paving the way for a new



generation of union agreements that reflect the importance of a strong and independent labor force in the cannabis industry." Sira Naturals made clear that they would not oppose any decision by employees to organize under the UFCW banner. The agreement sets a new standard for relationships between company management and organized labor in the emerging regulated cannabis industry.

"We are proud to support these good jobs and good businesses that empower their workers in this new part of our economy," said Jeff Bollen, president of the UFCW Local 1445. "It is exciting to see a company's management proactively support the right of its employees to organize the way Sira has. This is truly a case of a forward-thinking company and union coming together to build a strong foundation for tomorrow's workforce."

"We could not be more excited about this partnership," said Dundas, "and we are hoping that other Massachusetts cannabis companies will join us in recognizing the importance of an organized workforce as we build this new industry together."

About Sira Naturals

Sira Naturals, Inc. is one of the largest vertically integrated cannabis providers in Massachusetts. It operates a medical marijuana cultivation and product manufacturing facility in Milford as well as three retail medical marijuana dispensaries in the communities of Cambridge, Somerville and Needham. Sira Naturals is a mission-driven organization dedicated to the provision of premium cannabis, sustainably grown and sold with integrity. For more information, visit siranaturals.org.



Bill Ricci Retires



Kevin McGaffigan writes: "It was a privilege to go to Bill's retirement party... After 51 years with Stop & Shop, Bill retired out of the Danvers store. It was nice to see so many of his retired Local 1445 coworkers at the party, and hear all the stories from these men and women who built Stop & Shop into what it is today. And they all agreed that having a pension has made retirement much easier for all of them."

Kevin and BA Gene Giacobbe presented Bill with a few mementos in appreciation for his dedicated membership in Local 1445 and the great service he's provided for Stop & Shop and all his customers. Happy retirement, Bill!



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"Believe in truth. To abandon facts is to abandon freedom. If nothing is true, then no one can criticize power, because there is no basis upon which to do so. If nothing is true, then all is spectacle. The biggest wallet pays for the most blinding lights."

~Timothy Snyder, Yale history professor in a November 15, 2016 Facebook post

FOR UFCW LOCAL 1445 MEMBERS AND THEIR FAMILIES







AN OPPORTUNITY FOR YOU AND YOUR FAMILY

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

- You can earn a college degree FOR FREE
- For UFCW members AND families
- Eastern Gateway Community College is a public, nonprofit, regionally accredited school
- Credits you earn transfer to other schools
- Don't pay out of your own pocket for tuition, fees, or books
- Save thousands of dollars
- Advising and tutoring to support and guide you
- For you, your spouse, children, grandchildren and dependents

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SECRETARY-TREASURER'S REPORT

A Good Man Has Left Us

Ed Holmes passed away a few weeks ago, on November 1, 2019, at the age of 98.

I met Ed in 1976 when I was working at Filene's and he was my first business agent. Ed would come around with a notebook and pen in hand, talking with everyone and taking complaints. He would write them all down, get your phone number and any other info he needed, and would then go and research the problems. Then he'd either call you or come back to see you, with not just an answer but with why and how he came to that conclusion, and whether to grieve or not.

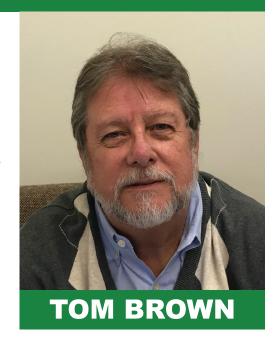
Ed retired in 1988 and it was my honor and privilege to take his place as a business agent, and his were BIG shoes to fill.

What I found out was that Ed was known by everyone. He cared about people, and helped them, not only at work but in their everyday lives as well. Even management worked well with Ed, agreeing to help members with problematic working conditions and sometimes even with financial difficulties.

He was loved by all, and he didn't have to raise his voice or pound on the table to get what was needed. Everyone knew that if Ed wanted something done then it must be the right thing to do.

A quick story: When I first took over as a business agent for Filene's Basement, they told me to go to the Charity Desk (where items were donated.) I questioned why, and was told that everything I needed would be there, so I went.

When I walked in the back, there was a desk and chair, a file cabinet, and a phone. It was Ed's "command



post" for downtown Boston, and it was where you went, whether you worked for Filene's Basement. Filene's. or Jordan Marsh. And that's where you'd find Ed: at his union home-away-fromhome. The telephone number and Ed Holmes' name were even listed as "Union representative" in the Filene's company directory. There aren't many business agents who've earned that kind of respect from the companies whose members they represent!

After retiring, Ed didn't stop caring about people. Along with his wife, Mary, Ed ran the Retirees Club for many years, coordinating monthly meetings and special oc-

Continued on next page

casion dinners at local restaurants.
Christmas parties were always a big
hit, and included a visit from St. Nick,
with entertainment and presents for all
attendees, whether they were naughty
or nice.

For many years after retiring from the local, Ed wrote the "Senior Notes" column for the UFCW Local 1445 Union News, a big favorite of readers young and old, until Ed had to give it up for health reasons.



Lisa Day, Ed Holmes, and Tom Brown, upon Ed's retirement as president of the Retirees Club.

You will be missed, Ed Holmes. You were truly one of a kind and we are all better off for having known you. Thanks for your compassion and your service.



At Your Service Continued from page 13

available right away and management still insists you attend a disciplinary meeting, do not be insubordinate or rude. Simply sit quietly and politely refuse to answer any questions or participate in any way. Once the meeting is over, call your business agent or the union office and let the local know what is going on.

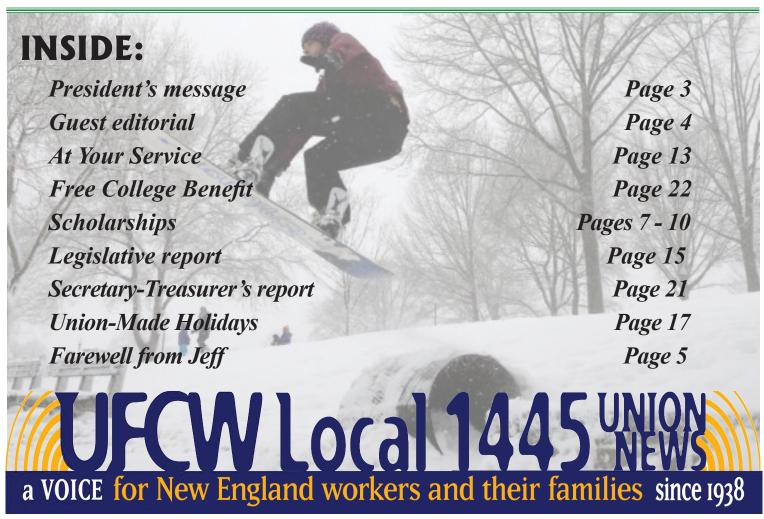
It is up to you and your fellow union members to make sure your contract is enforced, your legal rights are protected, and the union is notified when management doesn't abide by these regulations. If you are ever disciplined or terminated unjustly, your first phone call must be to your Local 1445 business agent. Every union location should have a Local 1445 union bulletin board displaying a shop card with your business agent's name and contact information on it. If your store or facility doesn't have a shop card, please call the Local 1445 office at 800-439-1445 to let us know and we'll make sure one is posted at your location.

But never forget this: WEINGARTEN RIGHTS = YOUR rights

LOCAL1445

UNIONNEWS

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

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

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

Additional area meetings, same date and time:
The Holiday Inn
The Holiday Inn
265 Lakeside Ave
Marlboro, MA
Peabody, MA