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UFCW Local 1445 NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



There was a time in America when employers considered their employees as their most valuable assets and treated their workers as such: paying living wages, providing free health and medical benefits, and offering pensions that allowed long-term employees to retire with dignity and enjoy the rest of their lives without worry. In other words, workers gave the best years of their lives to one company and were able to enjoy a middle class existence in return.

Around the time Ronald Regan got elected as America's CEO, strange changes began to happen with the American economy. The corporate tax formula got reduced from 90% down to around 35% leaving the gap in revenue to be picked up by the rest of us good citizens. Inner cities and infrastructure started to deteriorate, public schools lost needed revenues, and poverty was on the rise in this land of ours.

Since that time a cunning and devious transition began to develop: Family companies were getting bought out by multi-national corporations, along with corporate mergers and investment firms occurring with greater frequency. Suddenly, shareholder investors became the valuable assets while workers were devalued as unnecessary labor costs. Corporate bean counters were hired to cut costs and increase profits. Workers were laid off or reduced through attrition. Unions were

PRESIDENT'S MESSAGE

The
DEVIL
and
STOP & SHOP



JEFF BOLLEN

attacked as too costly for companies. Pensions began to disappear, healthcare costs were shifted to the employees, and paid holidays were cut back. That trend has since continued with our new global economy, where foreign companies have bought out American firms such as Stop & Shop.

Once an outstanding family-owned leader in the Northeast supermarket industry, Stop & Shop paid the best wages and provided the best benefits in the food business, and enjoyed a mutually profitable working partnership with the Retail Clerks and Amalgamated Meatcutters Union, which has now merged into the UFCW.

After being sold to an American venture capital company, KKR, Stop & Shop then got bought out by the Dutch firm, Royal Ahold, in the 90s. Since then Stop & Shop has been demanding give-backs at every contract negotiation, continuously chipping away at the union wages and benefits year after year. Good wage scales disappeared, and the excellent starting rates for

Continued on page 14

GUEST EDITORIAL



**DAVE
YOUNG**

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

Protect the Contract You Have Worked Hard For

Members of UFCW Local 1445 are well aware of the benefits of having a union contract.

Our contracts improve the quality of jobs in industries across the country and provide higher wages and benefits such as health insurance, paid vacation, holidays and sick leave, scheduling overtime protection and safer workplaces. Our contracts solve workplace problems by providing other benefits for workers who may be the heads of their households, including guaranteed hours and fair scheduling so they can balance work-life issues.

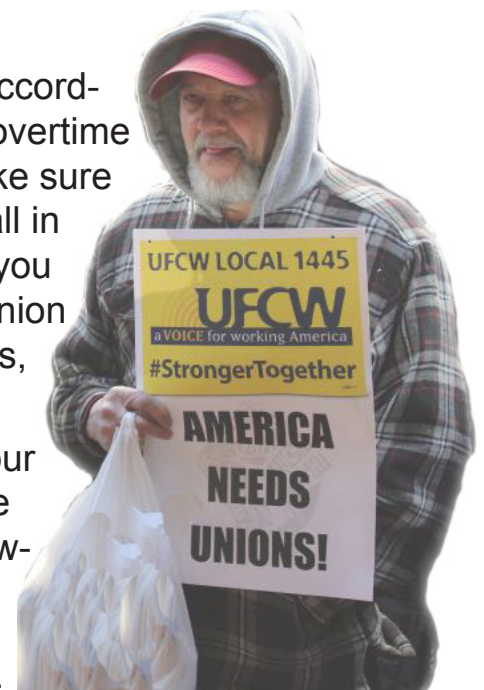
Our contracts establish standards to help eliminate the gender wage gap and combat discrimination, including regulated wage rates, pay transparency, and grievance procedures for workers who have been discriminated against. Our contracts set clear standards of pay, which means that no matter your gender, age, race, creed, color, country of origin, status of citizenship, language spoken, pregnancy status, family status, sexual orientation or gender identity—you get paid the same rate for doing the same job.

But while we know that our contracts help to raise standards for our members and all workers, some employers are trying to undercut existing bargaining relationships and roll back many hard-won contract terms and conditions. To that end, I'm asking all Local 1445 members to help us enforce our contracts.

When you get your paycheck, make sure you're being paid according to your contractual agreement. For example, if you work overtime and your contract stipulates that you get time-and-a-half, make sure that is reflected in your paycheck. If you take a vacation or call in sick, make sure your vacation and sick days are accurate. If you see any discrepancies in your pay or benefits, contact your union steward. If you see any workplace safety and health violations, you can also contact your union steward.

Together, we can make sure our contracts are honored and our work is valued. With your help, we can continue to bring more power to the bargaining table and lay the groundwork for growing our union family.

Thank you for helping us make our union better and stronger.



IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

November 2018 - February 2019 1,063

GRIEVANCES HANDLED:

November 2018 - February 2019 325

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

November 2018 - February 2019 \$7,978.49

UFCW Interstate H & W Fund

Claims Paid - Experience Report

Nov. 16, 2018 through March 25, 2019

Coverage:

Dental \$1,333,939.50

Vision 0.00

Disability 710,607.86

R_x (11/1/18 - 3/20/19) 3,516,891.76

Medical (11/9/18 - 3/14/19) 16,770,215.49

Total \$22,331,654.61

Know
someone
who needs
a union?

Tell them
to call
**Local
1445!**

Organizing
Department

1-800-439-1445

LOCAL 1445 UNION NEWS



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**UNITED FOOD & COMMERCIAL
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Debbie Robinson Stop & Shop #93 Danvers



Debbie Robinson recently celebrated 50 years as a UFCW member at Stop & Shop.

"Debbie's fellow union members presented her with flowers to celebrate this occasion, her golden anniversary," said UFCW Local 1445 business agent Gene Giacobbe. "They've all enjoyed working with her for all these years, and are really going to miss her when she retires in June. And the customers will miss her, too."

Debbie, we all wish you a healthy and happy retirement - you've earned it!

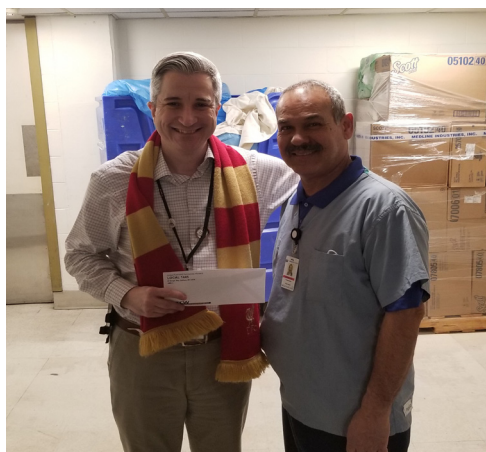
Congratulations to our latest **Active Ballot Club (ABC)** winners!



\$100 winner Eudene Stowers
(Stop & Shop - Brookline) with BA Gene
Giacobbe and steward Sean Killilea



\$100 winner Reina Fuentes
(Angelica Textiles)
Photo not available at press time



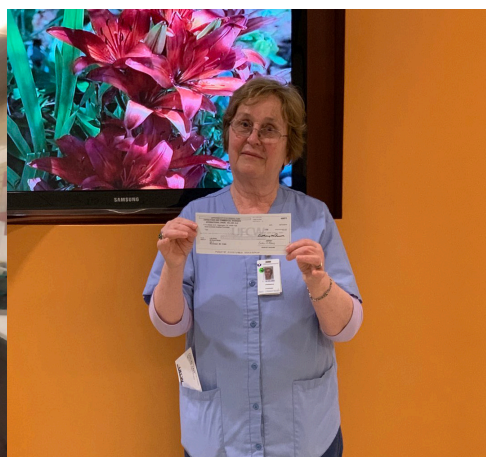
\$50 winner Rafael Lugo
(UMass Memorial Medical Center)
with BA Richard Poole



\$50 winner Alfredo Laurienzo
(Stop & Shop - South Bay) with
steward Dave LaPia



\$50 winner Julia Gawle
(Stop & Shop - Watertown)



\$50 winner Lule Klosi
(UMass Memorial Medical Center)

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 time-and-a-half pay for Sunday work.

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.

AT YOUR SERVICE

Sad News for Local 1445 Members

It is with regret I inform you of the passing of a man I feel was a special person, who always went above and beyond what was asked of him. This person had a long career with Stop & Shop and with Local 1445, and it was my good fortune to have him first as a friend and then as a fellow worker.

He started working parttime at Stop & Shop at the age of 16; over the years he advanced to fulltime, and eventually was voted overwhelmingly onto the UFCW Local Executive Board, where he was an important influence on the decisions that determined the direction of this local. He was also instrumental in the purchasing of the current union office.



TOM BROWN

To give you an example of the kind of person he was, while I was out visiting the Stop & Shop stores just this past week, a worker came up to us and happened to mention their old business agent who had helped them a number of years ago at Christmas-time. They said they had been out of work for a long time on medical leave and money was tight, so they were having a problem buying presents for their children. When the business agent heard about their situation, he gave them cash out of his own pocket so the member could buy presents and the family could enjoy their Christmas. This was the kind of man he was.

You always knew where you stood with this man, whether you liked it or not. You always got the truth, and if there was a problem, he would do his best to resolve it. I was not only proud to work with this man but even prouder to call him my friend.



He was well known in Stop & Shop and was respected by all the other locals. If you've been a member of Local 1445 for any length of time, you would know this special person... **JOE HAYES.**

PS

If there's a union in Heaven, he's up there, telling them how to run it!

Continued on page 23

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

Bob's Discount Furniture Contract Ratified

On December 23, 2018, our members working at Bob's Discount Furniture voted on, and overwhelmingly accepted, their new contract.

Improvements include 5 weeks vacation after 15 years, wage increases for hourly members, an extra floating holiday for commission members, improvements to how web orders are handled, and the offer of a company parttime insurance plan.

Congratulations to the negotiating team for a job well done, and to the members who can look forward to working under the new improved contract.



MEMBERS@WORK



UFCW Local 1445
2019 - 2020 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 the deadline listed on the application form.**

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

2019 - 2020 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 12, 2019.**

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, and the Dennis Norton Memorial scholarship; **be sure to fill out and submit the 2019 – 2020 Scholarships Application in order to be considered for those as well.** (But don’t worry – if you forget to fill out the additional form, we’ll make sure you’re entered in those as well.)

Name of student: _____ Telephone: _____
Address: _____
City: _____ State: _____ Zip: _____

School to attend - Fall 2019: _____

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 12, 2019.

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

2019 – 2020 Scholarships Application

These UFCW Local 1445 scholarships will be awarded to Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be chosen by drawing at the Local 1445 July 2019 quarterly membership meeting from among all eligible applicants. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer, at the time of the drawing. **Applications must be postmarked no later than July 12, 2019.**

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 three 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; and the **Dennis Norton** 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 three 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 2019: _____
Year of study - Fall 2019 (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 12, 2019.

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
2019 - 2020 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 “2019-2020 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 12, 2019.**

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 (2018 – 2019), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program beginning in 2019; 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 2019 – 2020 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 2019: _____

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 12, 2019.

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

2019



PROGRAMA DE BECAS DE LA UFCW CHARITY FOUNDATION SCHOLARSHIP PROGRAM

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

In 2019 the UFCW Charity Foundation will award
several SCHOLARSHIPS, up to \$8,000 each, to UFCW members
or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:
www.ufcwcharityfoundation.org/scholarship

The scholarship application will be available online
from February 11-May 12, 2019.



La solicitud de beca estará disponible en línea comenzando
del 11 de febrero al 12 de mayo de 2019.

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

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

As I See It: We need to stand up for Stop & Shop workers

By Deb Goldberg

Posted Mar 19, 2019 at 3:01 AM

With thousands of Stop & Shop workers in Massachusetts voting overwhelmingly to authorize a strike against their employer, I have been thinking a lot about families. My own family and the families of the workers who are willing to put it all on the line to stand up for a better life.

My family, led by my grandfather Sidney Rabb, were the original founders of Stop & Shop. We always believed that the workers who helped make the business a success deserved good wages and benefits for themselves and their families.

With more than 100 years since Stop & Shop began, I am now thinking about the families of the current Stop & Shop workers, who are facing cuts from the company to their health care benefits and take-home pay —cuts that are so dire, many feel their only recourse is to stand up and fight for a better life. Today, I see all that we built and believed in are being put in jeopardy because of Ahold Delhaize, the current parent company of Stop & Shop.

The three-year contract for over 30,000 Stop & Shop workers in New England, members of United Food & Commercial Workers (UFCW) local unions 328, 371, 1445, 1459, and 919, expired in February, and instead of offering increases that reflect how the company values its hard-working employees, Ahold Delhaize and Stop & Shop have only proposed aggressive slashes to wages, health care, and retirement security.

Last year, Ahold Delhaize saw \$74 billion in net sales, marking a strong year of growth and profit, and this year, the company authorized over \$1 billion in stock buybacks. Despite this success, Ahold Delhaize and Stop & Shop refuse to demonstrate their value for the very workers who helped them build that success.

According to data from the U.S. Bureau, Massachusetts ranks number two in the top five states, along with Rhode Island, Vermont, and New Hampshire, which have seen a decline of middle class households over the last 20 years. And now Ahold Delhaize and Stop & Shop are trying to pull the rug out from under thousands of middle class families.

Stop & Shop workers know this fight is bigger than just Massachusetts and New England. They share my family's values that hard work should be rewarded, and protecting these values is essential to building an economy that works for everyone. That is why we all must stand with Stop & Shop workers in this fight.

My family believed that our Stop & Shop workers were an essential part of the Massachusetts middle class. Their hard work strengthened not only Stop & Shop's bottom line, but the local economy across New England. I urge Stop & Shop to recognize and value their hard-working employees, who have made this company one of the top supermarket operators in the nation.

Please join me in standing with these brave women and men. Ahold Delhaize and Stop & Shop must put people before corporate greed, and respect and invest in the thousands of people who have worked so hard to make Stop & Shop a successful company. Anything less is simply misguided and wrong for these families, our middle class, and our state's economy.

- Deb Goldberg is the state treasurer of Massachusetts

President's Message *Continued from page 1*

employees who got promoted to full-time were reduced to merely one dollar an hour more than the part-time rate, discouraging good employees from accepting full-time positions. Healthcare was once free of charge for both full- and part-time employees, with excellent coverages, but as of the turn of the millennium, new contracts imposed rapidly increasing employee healthcare copays. In order to keep the company competitive, union negotiating committees grudgingly agreed to give a little something back each contract year, but at the same time were able to maintain superior wages and benefits for the members, always well above those of nonunion companies.

The last three or four contract cycles, management has insisted on giving less and less to the newer employees and grandfathering current employees. Today management has become completely hostile toward its union employees and is demanding that all wages and benefits be slashed to match those of their nonunion companies. They are demanding massive and unreasonable increases in employee contributions to healthcare, bonuses instead of general wage hikes, caps on wages which will never increase once the top of the scale is reached, and the phasing out of pensions over time by not keeping up with the formula to maintain the level benefits.

Sisters and brothers, this company brags publicly about the profits they are raking in. The dollar amount is in the tens of billions; there is absolutely no need for these employee concessions. With a profit this huge, the company should be agreeing to the greatest contract for the workers in over 30 years, with NO give-backs on the table. Arrogantly and without remorse, the greedy fat cats who run the company are

challenging the intelligence and resolve of our union members. Our members read and understand the financial periodicals, and for management to demand any concessions in today's economy is unconscionable and unacceptable.

The company is downsizing the workforce through automation, completely without regard for the harm this is doing to customer service and good customer relations. The plans include eliminating meatcutters and fresh cut meats, adding more selfserve checkout counters to make customers perform the work – without pay – that cashiers traditionally do, and bringing in robots to replace the human workforce.

The devil himself has infiltrated this management group, who are fast becoming the poster children for corporate greed and selfishness.

Working people in unions have one major weapon: withholding their labor, better known as **the strike!**

I have never seen our members so appreciative they have a union. They are now depending on our leadership to protect their standard of living more than ever. And not only that, the customers and the communities have overwhelmingly demonstrated that they are behind us as well.

Together, the leadership and members of all five UFCW locals need to stand up to this company and **fight like hell** to stop this greedy, unnecessary attack on our union family. We all have to stand up and say

ENOUGH IS ENOUGH!

In solidarity,



LEGISLATIVE REPORT

Boston City Council Passes Good Food Purchasing Policy Ordinance

United Food and Commercial Workers Local 1445 commends the Boston City Council for unanimously passing the **Good Food Purchasing Policy**, a new innovative program that gives preference to the companies supplying food to our public institutions based on their commitment to shared values such as local economic development, fairness, sustainability, and healthier food for our kids. Over the past 9 months Boston City Councilor Michelle Wu has worked with Local 1445 and a great coalition of allies on crafting the Good Food Purchasing Policy ordinance which the City Council unanimously passed on March 20th.



JIM CARVALHO

Too many workers in food processing do not have the opportunity of middle class jobs. Workers in this industry can often be underrepresented and taken advantage of by their employers. Many who work in food processing face terribly low wages and dangerous working conditions, especially in all types of meat processing where workers must keep up with ever increasing line speeds and use dangerous equipment such as knives and saws.

This is why UFCW has been supporting Good Food Purchasing Policies across the country and is excited that the City of Boston passed it here. It is important for Boston to use its purchasing power to support employers who not only provide good compensation and safe working conditions but also respect their employees' right to collectively bargain. The millions of dollars that the city spends on school meals should be awarded to businesses that recognize their employees' vital contribution to their success and create good middle class jobs which in turn create strong communities and prosperous cities and schools.

One report estimates that the US food sector employs 20 million workers, one-sixth of the entire US workforce. Although food workers generate \$1.8 trillion for the U.S. economy, they receive on average a mere \$9.65 per hour. Only 13.5% of food chain workers make a living wage, and 37% live below the poverty line. A whopping 57% of food workers suffer job related injuries or illnesses.

For example, although chicken is the main protein served with school lunches, the poultry industry is notorious for its inexcusable treatment of workers. A recent Oxfam

report found that poultry companies routinely deny bathroom breaks, expose workers to hazardous working conditions, and pay poverty level wages.

A 2014 study by the National Institute for Occupational Safety and Health (NIOSH) revealed that 42% of workers in chicken processing plants in South Carolina had evidence of carpal tunnel syndrome. According to that same report, “82% [of those workers] were awakened from sleep....because of pain, burning, numbness, or tingling in hands or wrists in the past 12 months...” Other OSHA reports show that from 2015 to 2016 the poultry industry reported over 180 classified severe injuries consisting of injuries as traumatic as amputation or the loss of an eye.

Not satisfied with their lucrative profit margins, the poultry industry relentlessly lobbies for even more at the expense of their workers. The National Chicken Council (NCC) has sought, and has now received, approval from the Trump administration to allow poultry companies to increase line speeds in chicken slaughter plants from 140 to over 175 birds per minute.

NCC also supported a bill that would allow companies to use temporary immigrant workers who would be exempted from labor laws, and allow employers to deport these workers. This would make these workers even more susceptible to intimidation should they complain about their treatment. Appallingly, the chicken industry continues to increase its use of prison labor through sham rehabilitation programs.

UFCW represents hundreds of thousands of food processing workers across the country. We have firsthand experience empowering workers to exercise their rights to stand up for better working conditions and fair pay. So we know that it is crucial for Boston to leverage its purchasing power to reward those employers who respect their employees' rights and treat them fairly.

The millions of taxpayer dollars that the city spends on school meals should be awarded to those businesses that recognize their employees' vital contributions to their success. This in turn will create good middle class jobs, strong and prosperous Massachusetts communities, as well as healthier meals for our kids.

Please contact your Boston city councilor and thank her or him for voting for the Good Food Purchasing Policy sponsored by Councilor Michelle Wu.



*Boston
Braintree
Natick*

Members at Work Macy's

*Northshore
Saugus
Warwick*



Macy's Rally - February 28 Downtown Crossing



It was a cold February day in downtown Boston, but Macy's was feeling the heat!

Macy's members and their friends, customers, and union sisters and brothers from New England showed up to send the message to management:

MACY'S WORKERS DESERVE A DECENT CONTRACT!



ELIZABETH WARREN
MASSACHUSETTS

COMMITTEES:
BANKING, HOUSING, AND URBAN AFFAIRS
HEALTH, EDUCATION, LABOR, AND PENSIONS
ARMED SERVICES
SPECIAL COMMITTEE ON AGING

United States Senate

March 25, 2019

UNITED STATES SENATE
WASHINGTON, DC 20510-2105
P: 202-224-4543

2400 JFK FEDERAL BUILDING
15 NEW SUDBURY STREET
BOSTON, MA 02203
P: 617-565-3170

1550 MAIN STREET
SUITE 406
SPRINGFIELD, MA 01103
P: 413-788-2690

www.warren.senate.gov

UFCW Local 1445 President Jeff Bollen
UFCW Local 1459 President Tyrone Housey
UFCW Local 328 President Tim Melia
UFCW Local 371 President Thomas Wilkinson
UFCW Local 919 President Mark Espinosa

Dear Messrs. Bollen, Housey, Melia, Wilkinson, and Espinosa:


I write to express my strong support for Locals 1445, 1459, 328, 371, and 919 of the United Food and Commercial Workers International Union (UFCW) in your ongoing collective bargaining negotiations on behalf of the workers you represent at Stop & Shop.

While the bargaining process may not be easy, I deeply appreciate the work that you are doing on behalf of more than 31,000 Stop & Shop employees in southern New England, including 18,000 in Massachusetts. When working families in our state and across the country are being squeezed harder and harder by stagnant wages and rising costs, it is more important than ever that the workers you represent have a contract that provides strong wages, good benefits, and a secure retirement.

Hardworking members of your union, ranging from meat cutters to retail clerks, make up the backbone of Stop & Shop's business, providing important products and services to Stop & Shop customers throughout the Commonwealth of Massachusetts. As one of the largest employers in the Commonwealth, I am hopeful that Stop & Shop will set a positive example by treating its workers with the respect and dignity that they deserve.

Unions like UFCW built America's middle class and will continue to provide middle-class careers for years to come. I appreciate your work on this effort and wish you all the best in your negotiations.

Sincerely,



Elizabeth Warren
United States Senator

MS Walker Members Ratify Their New Contract

Meetings were held at each of the two MS Walker plants – Boston and Norwood – in order to give all our members a chance to hear the contract proposals.

At the first, members turned down the proposed contract, so it was back to the drawing board for the negotiating team. But they were not discouraged and were able to secure further improvements that gave our members a reason to accept the final version:

- Very good hourly pay increases;
- Reduction in weekly insurance premiums, with the company paying a larger share; and
- Company to pay “maintenance of benefits” for the pension, to keep the pension at its current high level (Business agent Gene Giacobbe reports there was a major fight with the company on this, but eventually the negotiating team prevailed).

Another renewed contract, with major improvements, for our members. Great work!



New Retirees from Stop & Shop



Best wishes to two new retirees: Paul Colantino (left) from store #496, Methuen; and Angel Colon (right) from store #446 in Watertown.

Paul has been a member of the UFCW working at Stop & Shop since 1973, and Angel's membership through Stop & Shop began in 1987.

Their union sisters and brothers will miss these two long-time members. We wish them many happy and healthy years ahead – they've earned it!





We are accepting nominations for the
“Bozo Boss” and **“Best Boss”** awards.

To be eligible as a **Bozo Boss**, your nominee must be inconsiderate, disrespectful, think he/she is always right and can do no wrong, purposely violates your contract and makes you hate your job.

To be eligible as a **Best Boss**, your nominee must treat you with respect and consideration, take your opinions seriously, and make you and your coworkers feel you are important members of a team.

Be sure to give us the name of your nominee(s) and the employer/facility/location where they work. Nominations should also include one or more specific examples to illustrate why you think this boss deserves to be recognized as a **Bozo Boss** or a **Best Boss**.

Nominations can be made anonymously but if you include your name, where you work, and your email address or cell phone #, we will keep your information **CONFIDENTIAL** (we will not reveal who has made the nomination) and if your nominee is selected, you'll win a Local 1445 t-shirt! Send your nominations to ufcw1445@ufcwlocal1445.org

Make no mistake: By “Boss” we do NOT mean your fellow Local 1445 union members; we mean the COMPANY MANAGEMENT employees who are in charge at your location.

Some of our members have gotten the wrong idea, and we apologize for not being clear enough to avoid any confusion. As Local 1445 members, we are all in this together and we should ALWAYS work together as a team to make our workplaces as pleasant and supportive as possible, and to help our fellow union members as much and as often as we can. Some of us have **COMPANY** bosses who appreciate the work we do; others of us have bosses who think only of themselves and can only find fault, no matter how hard we try to please them. **THESE** are the bosses we mean.

OUR NEWEST RETIREES

Nuri Alushaj	Silvana Federico	Noe Murcia
Kathleen Angelini	Venetta Francis	Michael O'Halloran
Eileen Annese	Daniel Goncalves	Kathy Pusateri
Shirley Atkinson	Marilyn Haverty	Ralph Richards, Jr.
Gail Beaver	Barbara Henderson	Michael Scully
Louis Belmonte	Mary-Jean Hutchinson	Cheryl Spada
Christine Bennett	John Keeler	Lisa Stone
John Bergdorf	Norma Laroche	Deborah Tharp
Thertilio Blanc	Frank Lentini	Nicolas Trakadas
Marla Blaustein	Stewart MacDonald, Jr.	Dolores Viana
Nancy Bocock	Joseph McDermott	Charles Walters
Stephen Bruce	Domenic Mercurio	Gordon Weir
William Chiros	George Milner	Daniel Whitmarsh
Spiros Depew	Michael Morrissey	Warren Worth
William Egenlauf	Wayne Moulton	John Zelesky

Best Boss Award Winner, Ralph Belegarde Manager at Stop & Shop Store #416 in Dedham

Ralph was nominated by Richard Natale, who writes:

"Ralph has been our store manager for several years now. He is respected by the majority of the associates. (Nobody can please everyone all the time!) He respects the union contract and tries to keep problems at store level... He is fair with schedules and overtime. He supports his employees when personal problems arise, he grants time off when needed as well as temporary leaves of absence. He makes sure all employees are paid correctly... Ralph supports my union activity and even encouraged me to attend the contract negotiations. There are many other examples... Ralph is an old-school-type manager, the kind we all had years ago and actually liked working for... I am honored to nominate Ralph Belegarde as a 'Best Boss'."

And we are honored to recognize Ralph as the very BEST kind of BOSS. Having a manager like Ralph, who treats his employees with respect and consideration, inspires those employees to do their best and take pride in their work, and everyone benefits.

Congratulations, Ralph!

At Your Service Continued from page 5

Important business about Stop & Shop:

In 1965 I was 16 and went to work at the Stop & Shop store in Gloucester, Massachusetts. At that time, and for many years after, they were one of the best places to work. They were leaders in the industry and their great working conditions forced other markets to pay higher wages, give better benefits, and holidays etc., in order to compete with them. But that is not the case today.

Stop & Shop **says** that they want to be competitive but how do they do this? **By giving you – the workers - a less than cost-neutral contract, offering less and less and expecting you to give more and more!** Their corporate greed is the worst I've seen in my 30-odd years of retail experience and, as a matter of fact, I've seen better coming from companies with a much narrower profit margin!

Remember: It's not the **company** that willingly gives you higher wages, vacations, holidays, affordable healthcare, etc., it's the **union** that bargains with the company for **YOU**. The company needs to do the right thing and show its workers respect. Negotiations continue and you can be sure we are fighting for you and a better way of life.



As always in solidarity,



Thinking about retiring? If your pension is through the UFCW National Pension Fund, you can submit a pension credit request form at any time to get more information on your eligibility and to find out what additional information the Fund may require to successfully process your pension once you've decided to retire. File for your actual pension benefits at least SIX MONTHS before your retirement date – but if you've already filed the pension credit request and have submitted any required material, this whole process will be quicker and easier! Questions? You can contact the Fund at 800-531-2385 or on the web at www.ufcwnpf.org.

Members at Work Stop & Shop



SECRETARY-TREASURER'S REPORT

UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 1445 STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2018 AND 2017.

	2018	2017
ASSETS		
CURRENT ASSETS:		
Cash (including certificate of deposit of \$101,570 in 2018)	\$ 2,210,610	\$ 1,864,134
Marketable securities, at approximate market value (cost \$1,351,090 in 2018 and \$1,275,077 in 2017)	1,344,778	1,388,402
Accounts receivable, net	652,252	619,393
Severance receivable	7,241	
Prepaid expenses	6,956	6,804
Total current assets	<u>4,221,837</u>	<u>3,878,733</u>
FIXED ASSETS, AT COST:		
Land, building and improvements	1,348,218	1,259,083
Office equipment	262,281	262,281
	1,610,499	1,521,364
Less: Accumulated depreciation	<u>947,103</u>	<u>893,198</u>
Total fixed assets, at cost	<u>663,396</u>	<u>628,166</u>
TOTAL ASSETS	<u>\$ 4,885,233</u>	<u>\$ 4,506,899</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 259,771	\$ 255,745
Severance deficit		6,524
Total current liabilities	259,771	262,269
NET ASSETS	<u>4,625,462</u>	<u>4,244,630</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 4,885,233</u>	<u>\$ 4,506,899</u>

UNITED FOOD AND COMMERCIAL WORKERS
UNION LOCAL 1445
STATEMENT OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017

	2018	2017
REVENUE:		
Dues	\$ 6,077,381	\$ 6,023,143
Initiation fees	227,792	234,122
Interest and dividend income	64,053	33,520
Other income	44	
Realized gain/loss on sale of marketable securities	(4,237)	52,289
Unrealized appreciation of marketable securities	<u>(58,685)</u>	<u>103,369</u>
Total revenue	<u>6,306,348</u>	<u>6,446,443</u>
EXPENSES:		
Automobile expenses	141,278	121,259
Building expenses	58,540	41,533
Contributions and testimonials	68,670	49,802
Depreciation	53,904	46,046
Education and publicity	55,663	55,491
Employees' benefits	426,763	322,304
Meeting, convention and organizing expenses	206,404	204,759
Office and administrative expense	121,878	177,902
Per capita taxes	2,415,058	2,370,264
Professional fees	178,327	154,150
Refund of dues	2,345	9,107
Salaries and wages	1,976,318	1,838,586
Stewards' dues	46,392	51,637
Taxes	<u>173,976</u>	<u>144,705</u>
Total expenses	<u>5,925,516</u>	<u>5,587,545</u>
INCREASE IN NET ASSETS	380,832	858,898
NET ASSETS, BEGINNING OF YEAR	<u>4,244,630</u>	<u>3,385,732</u>
NET ASSETS, END OF YEAR	<u>\$ 4,625,462</u>	<u>\$ 4,244,630</u>

LOCAL 1445

UNIONNEWS

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2019 Official Quarterly Meeting

Reunión oficial trimestral 2019

Próxima reunião em 2019

This quarter's official membership meeting will be held on the following date:
Esta reunión oficial de membresía trimestral se celebrará en la siguiente fecha:
Esta reunião será realizada no dia:

Tuesday, April 23, 2019 6:30 p.m.

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

Additional area meetings, same date and time:

**The Holiday Inn
265 Lakeside Ave
Marlboro, MA**

**The Holiday Inn
Newbury St Rte. 1
Peabody, MA**