

UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

AWARD-WINNING QUARTERLY PUBLICATION OF UFCW LOCAL 1445



An injury to one is an injury to all.

~ David C. Coates

Last Chance for Local 1445 Scholarships for 2021

Every year, UFCW Local 1445 awards thousands of dollars in scholarships to our members and their family members. We have continued to administer the Local 15/John G. Silva scholarship which is awarded to two Gloucester High School seniors; we also award two scholarships to college-bound high school seniors through the Massachusetts AFL-CIO, based on high scores on the labor history exam given to applicants every February at high schools throughout the state.

In addition, Local 1445 awards seven more scholarships at the July quarterly membership meeting. Members or the children or grandchildren of members who are college- or vocational school-bound high school seniors or undergraduate students are eligible; there's also a scholarship for members who are not currently in school but who have decided to resume their education.

The John G. Silva and Massachusetts AFL-CIO scholarships have already been claimed, but there is still time for interested students to apply for the scholarships that will be announced at the July quarterly meeting – the application **deadline is JULY 15!** More information and applications are on **pages 8 and 11 – 12**, and if you have any questions you can call Linda at 800-439-1445, extension 101 or email LFerrazzara@ufcwlocal1445.org.



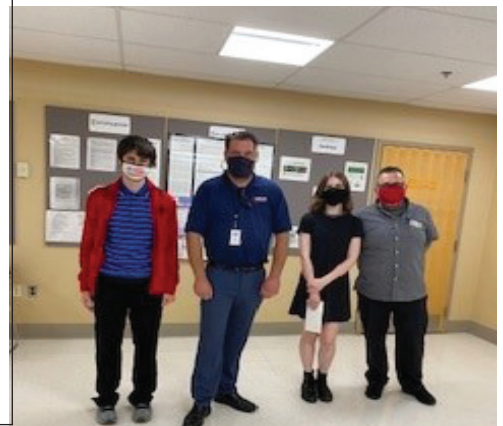
**UFCW New England
Health Fund**

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

Below: John G. Silva winner Kristina Koulouris with her grandmother, retired Gorton's member Maria Noto, and BA Mat Farrell



MA AFL-CIO winners Dylan and Alicia Ricci with dad, Franklin Stop & Shop member Rob Desousa, and BA Shaun Murphy



**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
WORKERS UNION LOCAL 1445** ~
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FABRICIO DASILVA - Sec'y-Treas
LAURIE LEMUS - Recorder
**LINDA FERRAZZARA -
Managing editor**

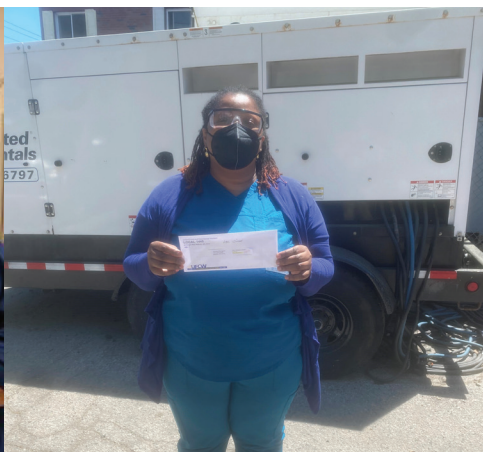


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Congratulations to our latest **Active Ballot Club (ABC)** winners!



\$100 winner Esdras Oliveras (UMass Medical Center) with BA Steve Lajoie



\$100 winner Taciana Philogene (Mattapan Healthcare)



\$50 winner Ann Vozzella (Stop & Shop - Milford) with BA Shaun Murphy



\$50 winner Sereyphenarat Choewn (Baker Commodities) with BA Andy Lemus



\$50 winner Alicia Rosenbaum (Stop & Shop - Arlington) Photo not available at press time



\$50 winner John Zaccagnini (Stop & Shop - Winchester) with BA Andy Lemus

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

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

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

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

Don't miss out - see your shop steward and sign up TODAY!

Not sure who's your shop steward? Speak to your business agent, or call the Local 1445 office (1-800-439-1445) and we'll be happy to help you.

PRESIDENT'S MESSAGE

It was in February of 2020 that the first cases of COVID-19 began to crop up in New England cities, and in early March of that year WHO, the World Health Organization, declared that the world was in the grips of a global pandemic.

From the very first sign that this pandemic would mean serious trouble, Local 1445 did what we do best: **Mobilized all available resources to ensure the best defense possible for our members and their families.**

UFCW Local 1445's Response to the Global COVID-19 Pandemic



FERNANDO LEMUS

- The Local 1445 Executive Board immediately approved a \$75,000 fund to help those experiencing severe financial hardship by initially providing weekly payment assistance, and continuing food donations up until the beginning of 2021 when conditions began to improve.
- Local 1445 immediately and successfully lobbied Governor Baker and the Massachusetts state legislature to **classify our members as “essential”** in order to ensure that they would receive every benefit and consideration approved for this classification of workers, including mandated employer-provided masks.
- Local 1445 pushed employers to **improve health and safety standards** and to provide protections such as plexiglas shields, hand sanitizer stations, gloves, store occupancy limits, area sanitation supplies, and more.
- Local 1445 campaigned, and was successful for a time, in negotiating with employers to pay “hazard pay” to our members who were risking their lives, and the health of their families, by showing up for work every day. Our members – **essential workers** – were making sure their communities had the services and products they needed, in the midst of the global pandemic and in spite of the fact that exposure to a deadly virus was a daily threat.
- And when COVID-19 vaccines became available, Local 1445 got right up in Governor Baker’s face

Continued on page 16

GUEST EDITORIAL



**FALLON
AGER-NORMAN**

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

“Scan and Pay” App Case Shows the Power of Standing Together

Local 1445’s recent Scan and Pay mobile app victory underscores the power of being a member of our union family. Our union recently announced that it had won its case against Macy’s to reverse the company’s practice of using its “Scan and Pay” mobile app to deny commissions to employees on in-store purchases. In this case, which was led by Local 1445, Macy’s was found to have violated the rights of Macy’s members and was ordered to provide back pay to all workers who lost commissions on in-store sales through the Macy’s app.

Key findings of the independent arbitrator in our union’s case against Macy’s include:

- **Macy’s Scan and Pay payment system bypassed the traditional point of sale** register-based tracking of sales and commissions mechanism, thereby affecting and reducing the earnings of commissioned sales employees.
- **Macy’s, in effect, instituted an app that constituted a parallel, in-store point of sale**, without regard to its effect on the compensation of certain commission employees.
- **Macy’s violated the collective bargaining agreements of all UFCW Local 1445 Macy’s employees** by adopting a new in-store payment model that altered the parties’ practice with respect to accounting for and tracking, as well as earning commission credit for, in-store sales.
- **Macy’s is now required to provide a monetary remedy to demonstrate that the new app violated the parties’ collective bargaining agreements** by failing to recognize the disruption of the parties’ in-store point of sales practice and deal with the corresponding impact on sales associates’ commission compensation.
- **Effective immediately, all commissioned departments should be excluded from the app**, meaning that products purchased from those departments must be rung up by an employee at a register. This will ensure that there are no further incidents of Macy’s using the Scan and Pay app to deny commissions that employees have earned.

This victory underscores the value of being a member of our union family. It also underscores the value of continuing to talk about the power of a union contract with your friends, neighbors, and community members, detailing how unions protect good-paying jobs across New England. Together, we can continue to make our union better and stronger.

SECRETARY-TREASURER'S REPORT

**Unions were here before,
they are here today, and
they will be here tomorrow**

For the past 19 years, I've heard that unions are dying; I'm sure you've also heard, at some point, that unions aren't needed anymore.

Nothing could be further from the truth! On a daily basis, the fights that the union staff take on show how important it is for the union to still exist.

Last year when our president, Fernando Lemus, took over, we focused on restructuring two things in our local union: The first was the renewed commitment to aggressive organizing, which resulted in Local 1445 winning an award for organizing the most members of all UFCW locals in the country. The second was to make sure we restructured how our agents serviced our members, by giving our agents a lot more training and tools, and by adjusting their schedules. We also provided software to create and track data that could be used to back up the results of all the restructured plans and evaluate these.

The chart below is a testament that unions are important and are still needed to this day. The numbers below are from January 2021 to June 17th only!

LOCAL 1445

<i>Number of Sites Visited</i>	<i>Grievances Handled</i>	<i>Backpay and Severance</i>
1,533	489	\$824,928.08

Looking at the amount of money recovered that otherwise would be in the pockets of the employers is PROOF that IT PAYS TO BELONG TO LOCAL 1445.

At the end of 2021 we will be able to show you a year's comparison to 2020, but as of now this already shows that our agents are in their stores a lot more, that more communications and information are getting to our members, and that Local 1445 continues to do what we do best - fighting for our members and the workers in the Common-



FABRICIO DASILVA

wealth. Our goal is not to be perfect but to fight daily for a worker-driven agenda and to provide better lives for our union members.

Are unions important and necessary? The answer is **YES!** And we count on you to continue to give us your feedback, good or bad, in order for the leadership and our staff to do the best job we can do daily.

We are not done yet... We have many projects lined up that COVID interrupted, and we are confident that by the end of 2021, our members will be **even prouder** to belong to Local 1445!

Thank you for your membership and solidarity.



AT RISK OF LOSING YOUR HOME DUE TO COVID-19?

**HAVE YOU
RECENTLY
LOST YOUR JOB?**

**HAS YOUR INCOME
DROPPED?**

**ARE YOU BEHIND
ON RENT?**

**DO YOU NEED
HELP MOVING
TO A NEW HOME?**

WE CAN HELP!!

TO APPLY

Go to Metro Housing's
online application to
begin the process

bit.ly/Rentrelief

**¿HA PERDIDO
RECIENTEMENTE
SU TRABAJO?**

**¿HA BAJADO
SU INGRESOS?**

**¿SE HA ATRASADO
EN SU ALQUILER?**

**¿NECESITA AYUDA
EN MUDARSE A UN
NUEVA HOGAR?**

¡¡PODEMOS AYUDAR!!

PARA APLICAR

Vaya a la aplicación en
línea de Metro Housing
para empezar el proceso

bit.ly/RAFT_ERMA



METRO HOUSING|BOSTON
Helps families and individuals
address their housing needs
across the continuum toward
economic security.

METRO HOUSING|BOSTON
Ayuda a familias e individuos
satisfacer sus necesidades de
vivienda a través de continuar
hacia la seguridad económica

¿ESTA EN RIESGO DE PERDER SU HOGAR DEBIDO A LA COVID-19?

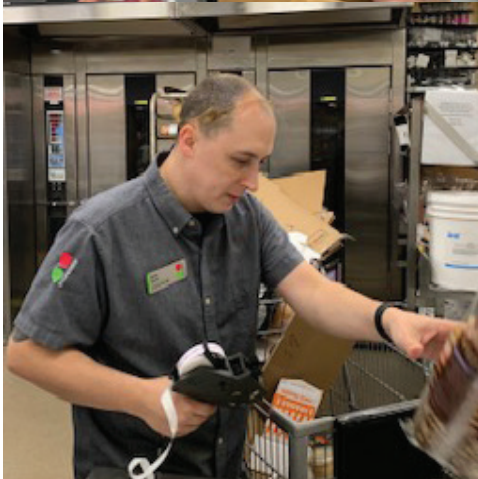
METRO HOUSING|BOSTON

1411 Tremont Street, Boston, MA 02120-3401 | Phone 617-859-0400 | Toll-Free 800-272-0990 | Relay 800-439-0183
info@MetroHousingBoston.org | MetroHousingBoston.org

Rev 4/2021

UFCW LOCAL 1445 HEROES AT WORK

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



UFCW Local 1445
2021 - 2022 Lottery Scholarship application
(MEMBERS ONLY – see important note below
for application information for family members*)

This UFCW Local 1445 scholarship will be awarded to Local members who are NOT currently in school but who have decided to resume their educations. Scholarship winners will be chosen by random drawing from eligible applicants at the Local 1445 quarterly membership meeting held in July. (**Please note: Graduating high school seniors who will be attending a vocational school program, rather than a college or university, are also eligible to enter this lottery but they must fill out and submit the “2021-2022 Scholarships” application form rather than this one.*)

The applicant must be a UFCW Local 1445 member in good standing at the time of the drawing. **Applications must be postmarked no later than July 15, 2021.**

After the winner has been selected, the winner will be notified by her/his business agent and will be required to forward her/his social security number to Local 1445, along with documentation that she/he is enrolled in a certificate or degree program at the school of her/his choice.

Submitting THIS application form will qualify the eligible applicant for inclusion in the Local 1445 Lottery scholarship drawing, provided the following additional requirements are met:

- Applicant is NOT CURRENTLY a student, WAS NOT a student during the last regular school year (2020-2021), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2021; AND
- Applicant is a member in good standing of Local 1445 at the time of the lottery drawing.

***IMPORTANT!** If you are a **high school senior** who will be attending a **vocational** school (rather than a college or university) upon graduation please be sure to fill out and submit the **Local 1445 2021 – 2022 Scholarships application NOT this one**, as noted above. **This Lottery scholarship application is ONLY for MEMBERS who are not currently in school.**

Name: _____ Telephone: _____

Address: _____

City: _____ State: _____ Zip: _____

School to attend in 2021: _____

I AM a member of Local 1445 at: _____

Employer's name:

Location name/number:

I understand that this application for is for MEMBERS ONLY who are NOT currently high school or undergraduate students.

Return this form to **UFCW Local 1445 Lottery Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda**. Entries must be postmarked July 15, 2021.

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

POLITICAL/LEGISLATIVE REPORT

After weeks of sitting on Gov. Baker's desk, emergency paid leave policy becomes law.

Over a month ago the state legislature passed a bill that would provide emergency paid leave for COVID-19 related issues. Both public and private sector workers would be eligible for up to five days of paid leave for COVID-related illness or vaccine-related side effects for one's own self, family, or member of the same household.

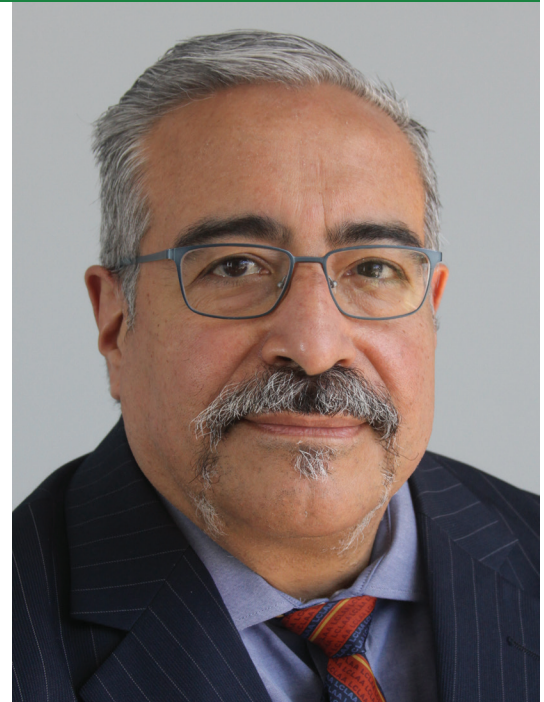
In April Governor Baker sent the bill back to the legislature excluding municipal workers from coverage. Local 1445 and the AFL-CIO fought to include municipal workers. As a result, the House and Senate rejected the Governor's changes.

This policy is in addition to the state's 2014 paid family leave, and the federal paid leave passed last year during the height of the pandemic. The new policy would cover gaps in the existing state and federal laws.

Epic battle looms over Beacon Hill on COVID relief money

In May Massachusetts received \$5.2 billion in COVID relief federal funds. These funds are now under the control of the Executive Office for Administration and Finance. As it stands now Governor Baker unilaterally controls this money without legislative oversight or appropriations.

Speaker of the House Ron Mariano and Senate President Karen Spilka issued a joint statement indicating the federal funds should be moved into a separate account. The Secretary of Administration



GABE CAMACHO

and Finance would still have control over the funds, but the legislature would authorize the spending of the money.

UFCW Local 1445 President Fernando Lemus wasted no time and penned a letter to Governor Baker requesting a meeting regarding the disbursement of the billions of dollars of these federal funds. Additionally, along with our sister UFCW locals and the Massachusetts AFL-CIO, specific proposals for **hazard pay for Local 1445 members have been developed and offered for consideration.**

Infrastructure bill is the next test for the Biden Administration

President Biden is negotiating with Republican leaders to hammer out a trillion dollar infrastructure bill that would create millions of good jobs to repair our crumbling roads, school buildings, parks, water systems, public transportation, and provide access to childcare and high-speed internet.

Chief Obstructionist Senator Mitch McConnell is trying to narrow the definition of “infrastructure” and repurpose already appropriated COVID relief funds for a much more modest infrastructure bill.

VICTORY!: “Right to Work” bill DEFEATED in NH

After months of grassroots organizing and legislative advocacy the so-called “Right to Work” bill, that would have weakened private sector unions as well as take away worker protections under the National Labor Relations Act, was defeated soundly. Local 1445 member and shop steward Cheryl Ferullo testified against the bill before the Labor Committee. Alan Raff of the NH AFL-CIO and 1445 member coordinated the efforts by the state’s labor movement to defeat the bill. Brother Raff was also recently elected to the NH AFL-CIO’s Executive Committee. Congratulations to the NH AFL-CIO and workers from all sectors.

Fair Share Amendment goes to the Ballot

The MA Legislature voted 159 to 41 to advance the Fair Share Amendment to the November 2022 ballot. The vote was 121 to 39 in the House and 38 to 2 in the Senate.

The Fair Share Amendment would amend the Massachusetts Constitution, creating an additional tax of 4 percentage points on the portion of a person’s annual income above \$1 million. This new revenue would be invested into funding our public schools and colleges as well as the repair and maintenance of our roads, bridges, and public transportation infrastructure.

Although today’s vote was exciting, the work isn’t over yet. *It’s just beginning.* In the coming months, we’ll keep you posted about ways to help ensure a victory for Fair Share in November of 2022.

UFCW Local 1445
2021 - 2022 Essay Scholarship Application
(High school seniors only)

This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in the accompanying essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; **applications must be postmarked no later than July 15, 2021.**

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

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

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

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

School to attend - Fall 2021: _____

I AM a member of Local 1445 at _____
Employer’s name Location name/number

I am NOT a member. My parent or grandparent (check one) is a member or retiree:

Member’s or retiree’s name Employer’s name Location name/number

Return this form to and your essay to **UFCW Local 1445 Essay Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 15, 2021.

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

UFCW Local 1445

2021 – 2022 Scholarships Application

These UFCW Local 1445 scholarships will be awarded to Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be chosen by drawing at the Local 1445 July 2021 quarterly membership meeting from among all eligible applicants. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer, at the time of the drawing. **Applications must be postmarked no later than July 15, 2021.**

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

Submitting this application form will qualify the eligible applicant for consideration in the following four Local 1445 scholarships that are awarded by random drawing to high school seniors and undergraduate students: the **Nicole Berman** Memorial scholarship; the **Beppie McNally/Local 1445 Women's Network** scholarship; the **Dennis Norton** Memorial scholarship, and the **Joe Hayes** Memorial scholarship.

IMPORTANT! Please note: **If you are a high school senior who will be attending a **vocational school** (rather than a college or university) upon graduation, **please be sure to indicate that on this form along with your course of study.** If you are a Local 1445 member who has been out of school for at least one year, you are not eligible for the four scholarships listed above but you may still be eligible for the *Local 1445 lottery scholarship*; please be sure to fill out and submit the **Local 1445 Lottery scholarship application** (NOT this application.) **MEMBERS ONLY who have been out of school and are NOT CURRENTLY undergraduate or vocational school students but will be going back to school must fill out and submit the separate "Lottery Scholarship" form to be eligible.** High school seniors (members or children or grandchildren of members) who will be attending a **vocational school program** rather than a college or university may also apply for the lottery scholarship and **should do so on THIS form but MUST indicate the school AND program** or the application will not be considered.

Name of student: _____ Telephone: _____

Address: _____

City: _____ State: _____ Zip: _____

School to attend - Fall 2021: _____

Year of study - Fall 2021 (freshman, sophomore, etc.): _____

Or **Vocational program** (** See important notes above): _____

I AM a member of Local 1445 at _____
Employer's name Location name/number

I am NOT a member. My parent or grandparent (check one) is a member or retiree:

Member's or retiree's name Employer's name Location name/number

Return this form to **UFCW Local 1445 Scholarships, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 15, 2021.

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

CONTRACT NEGOTIATIONS REPORT

Stay Strong - Stay Involved

UFCW Local 1445 has had many, many contracts expiring lately, so we've been going all out to negotiate HARD with these companies to make sure our members get the very best contracts with as many improvements as possible! This isn't always easy as the companies do not want to take care of their employees. Now that the pandemic seems to be on the wane and things are starting to get back to "normal" (whatever that is!) this is NOT the time to relax and take things easy; this is NOT the time to forget all the risks and concessions **YOU** made for your employers so they could stay in business and would still be up and running once the pandemic restrictions had been lifted. It's a good bet that your employers would like you to forget all that you did for them, but your union – Local 1445 – is not about to let that happen!

We have ratified excellent contracts with Macy's/Saugus, Crothall, and The Reservoir Nursing Home, and next on the agenda are Westwood DPW, Norwood Healthcare, and Bob's Discount Furniture. We are also working to negotiate strong contracts for our new cannabis units. And don't forget about Stop & Shop! That contract will be expiring very soon and I'm sure we all remember the fight we had with the company three years ago. That was one for the history books, with the outstanding participation of our members, our fellow unions, our communities, and our labor-friendly elected representatives. That was a clear demonstration of the **power of solidarity**, and Local 1445 members must be ready to always use that superpower to support all our union sisters and brothers, no matter where they work or what they do.

If your contract is due to be renegotiated soon, make sure you are ready to join with your coworkers in the battle over the big issues: wages, benefits, a safe workplace, health insurance, pensions, and more. Think about what's important to you, and speak up! Make sure your negotiating team KNOWS what you expect from them, and be ready to fight if necessary.



ELAINE O'NEIL

Maybe your contract has already been negotiated. You can relax a little bit but don't forget that before you know it, it will be time to renegotiate. It's never too soon to plan ahead and prepare for that time by thinking about what you'd like to see in the future. Be involved, get in touch with your business agent with your questions and concerns. Be a part of your negotiations.

UFCW Local 1445 members have contracts – legally binding documents – that protect them from being taken advantage of by our employers. That's an invaluable benefit, but a contract is only as good as the members who will stand behind it and stand up for their coworkers. If you have questions about your contract, don't be afraid to contact your business agent – that's their job. If you see contract violations, again, contact your business agent – that's their job. And always support your union sisters and brothers – stay strong and stay involved. As union members, that's YOUR job!

The UFCW Free College Benefit Just Got Better!



Associate Degree Certificate Programs NEW! Bachelor Program

For more info: <https://www.ufcwfreeschool.org/degree-programs/>



MEMBER ASSISTANCE PROGRAM

ARE YOU OR A LOVED ONE STRUGGLING WITH SUBSTANCE USE OR A MENTAL HEALTH PROBLEM?

UFCW LOCAL 1445 is excited to announce that we have partnered with Delphi Behavioral Health Group to better serve our membership in need of addiction and mental health treatment. If you are struggling with either illness that many times goes undetected or untreated, please notify your Union business agent or call us to receive treatment.

FOR MORE INFORMATION CALL TOM GORIS,
TREATMENT REPRESENTATIVE, DIRECTLY

516-655-7331



OUR NEWEST RETIREES

Donna Baglio	John Gillis	Christel Nelson
Frank Bennett	Lauren Glowacky	Joseph Novak
Roberta Breen	John Goggin	Michael Ogiba
John Byrnes	Paula Govostes	Clemilda Oliveira
John Carusone	Michael Grady jr.	Minakshiben Patel
Flor Castano	Edward Guisti	Robert Quinlan
Paul Catoggio	Nadire Hasanbelli	Peter Roy
Marcia Clark	Kenneth Hogan	Peter Shaw
Carmen Claudio	Bernadette Kelly	Andrew Soohoo
Rosario Consolo	Chamben Khatri	Shpresa Sota
Elaine Cook	John Klanfer	Deborah Sullivan
Robert Di Frummolo	William Leblanc	Helen Sylva
Sandra Dumas	Marguerite Liburdi	Edward Tupper
Jean Fanelli	David Lopresti	Vincenzo Valastro
Barbara Fawcett	Maria Lowe	Dean Valido
Mary Finn	Anthony Marino	Dale Veilleux
Jean Franckel	Paul Mcnamara	Thomas Waelter
Herve Francois	Paulina Morales	Linda Wiechec
Joann Gallego	Julio Gara Moreno	Joakim Yeannakopoulos
Mary Garner	Joan Myers	Joseph Ziobro

President's Message *Continued from page 3*

by lobbying the legislature and succeeding in getting **our essential membership prioritized** to receive the shots. Not only that, Local 1445 partnered with local city and town governments to provide clinics where our members could be vaccinated. And again, labor movement solidarity was on display as Local 1445 volunteers even provided rides to vaccination sites for members who lacked transportation.

Throughout the pandemic, while Local 1445 members, and all workers, have shown up for work every day, major corporations have sat back and raked in the profits. Yet they've been reluctant to share the wealth with all those who helped make it possible – the working people of America!

Now, as states are opening up and the demand for products and services is growing, the threat of inflation hangs over our heads and with it the increasing cost of everything we need and use every day. Food, clothing, housing costs, transportation – all are rapidly becoming more expensive.

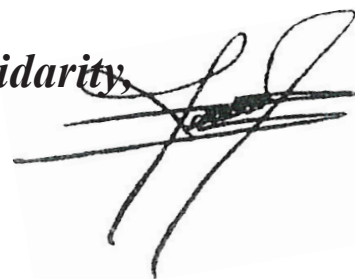
Local 1445 is well aware of the growing financial burdens our members face. Em-

ployers are fighting harder and harder to give less and less to their employees, but as Local 1445 renegotiates contracts with these employers, we fight **even HARDER** to make sure our members are guaranteed the benefits and wages they have **EARNED**. No employer could remain in business unless its employees were willing to put in the time and effort to keep the business running; Local 1445 is making sure our employers are aware of that fact.

Now, more than ever, **IT PAYS TO BE UNION**. Members of Local 1445 know they have an experienced and dedicated team on their side, to fight for the **BEST** contract that will provide financial security and peace of mind for them and their families, even in the worst of times, even in the midst a world crisis such as the global COVID-19 pandemic.

As the president of Local 1445, I am proud to say that in good times and in bad, UFCW LOCAL 1445 WILL ALWAYS PROTECT ITS MEMBERSHIP. You have my word on that.

In solidarity,



Uber and Lyft start a well-funded campaign to reclassify employees as “independent contractors”

In California, Uber and Lyft provided funds of \$220 million to get Proposition 22 passed in the ballot. As a result, thousands of workers lost their rights under the federal Fair Labor Standards Act, the National Labor Relations Act, and California state labor laws. One example was that hundreds of **Peapod drivers** were fired from supermarkets because they are now “independent contractors”.

Uber and Lyft have set their greedy eyes on Massachusetts to do the same either by ballot and/or legislation. This will not only affect “gig drivers” but entire categories for employees including in healthcare, education, construction, and retail sectors.

Cannabis Workers’ Right to Organize Update

Drafted by Local 1445 and introduced by Representative Steve Owens (D-Water-town) and Senator James Eldridge (D-Middlesex/Worcester) H. 3710 and S. 69

respectively “An Act to facilitate the unionization of the cannabis workforce” has been referred to the Joint Committee on Cannabis Policy. The Senate Chair of the Committee is labor’s strong friend **Sonia Chang-Diaz (D-2nd Suffolk)**. The House Chair is **Representative Daniel Donahue (D-16th Worcester)** who has walked the picket lines of the **Mass. Nurses Association and UFCW Local 1445 at St. Vincent’s Hospital**.

The bill would establish as a condition of licensure that a Labor Peace Agreement (LPA) with UFCW 1445 be in place. The LPA would basically require the employer to remain neutral during an organizing drive. Similar arrangements are known as Project Labor Agreements (PLA) in the Building Trades.

UFCW represents thousands of cannabis workers throughout the nation, and Local 1445 represents hundreds of cannabis workers in the Commonwealth of Massachusetts from grow facilities to medical and recreational retail. Industry experts project that the cannabis industry in Massachusetts will grow to over a billion dollar industry in 2021! We must make sure that these are union jobs with Local 1445 benefits, protections, and representation. We will keep you updated of any new developments and dates for hearings.

President Fernando Lemus

has been named by the Massachusetts AFL-CIO to Chair of the Campaign to Protect Workers’ Rights to fight against the Uber and Lyft ballot initiative and legislation. The UFCW International and the UFCW New England Council are also supporting the campaign. Political Director Gabe Camacho has already made several presentations to unions and community organizations to join the fight, because when we fight, we win! In the coming weeks we’ll keep you posted about ways to ensure a victory for all workers in Massachusetts.

UFCW LOCAL 1445 HEROES AT WORK

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



Local 1445 makes sure that elected officials throughout our jurisdiction are aware of the serious issues and concerns that affect our members and all working families. If you would like to help Local 1445 with political action and lobbying, call or email Local 1445 Political Director Gabe Camacho at 617-320-8443 or GCamacho@ufcwlocal1445.org.



Left: Political Director Gabe Camacho and BA Steve Lajoie supporting Candy Carlson, a longtime friend to Labor and Massachusetts working families.



Right: BA Andy Lemus with Local 1445 friends Congressman Jim McGovern and Worcester Mayor Joe Petty.

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2021 Official Quarterly Meeting

Reunión oficial trimestral 2021

Próxima reunião em 2021

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

Tuesday, July 27, 2021 6:30 p.m.

IMPORTANT - PLEASE NOTE:

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