

WINTER 2018 Vol. 43 No. 4

www.ufcwlocal1445.org

UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

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



Local 1445's two largest contracts are up in early 2019

Right off in 2019, the local's negotiating teams will be engaged in the collective bargaining process with two major companies that have been more and more difficult to bargain with each cycle: Macy's and Stop & Shop.

Macy's has been fighting union organizing drives by terrorizing and threatening any nonunion employees who talk to our organizers. One former employee of the Saugus, MA store was illegally fired for helping her fellow department employees join Local 1445. With the assistance of the local she took her case against Macy's - for the illegal termination - to the Labor Board and won. This same employee was then hired by a vendor who happened to have Macy's as a client, and when Macy's management became aware that her new job required her to visit other Macy's stores, they again illegally retaliated against her by persuading her new employer to fire her. But, again, she took action and again she won her case against Macys. She is now on our staff as a union representative.

Apparently Macy's never learns its lesson! Management called the police on a team of 1445 representatives as they were doing their jobs and servicing one of our union stores on the North Shore; again, Macy's was in clear violation of the contract and the law.

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PRESIDENT'S MESSAGE

**MEMBERS'
SOLIDARITY
WILL BE
TESTED IN
UPCOMING
NEGOTIATIONS**



JEFF BOLLEN

Macy's is now showing anti-union videos to newly hired associates in both union and nonunion stores, and managers are allegedly telling union members that they will get an incentive-bonus program for sales if they vote out the union. We currently are investigating these allegations, and other unfair labor practices; if true, these are very serious and illegal violations of the contract and the law.

Macy's management has also been seriously remiss in making sure associates are entered into the union when their probationary periods are over; this complete disregard for associates' contractual rights and benefits also deprives the local of thousands of dollars in revenue that could be put to use protecting those rights and benefits. Macy's management has even harassed a union representative when she was shopping with her family, on her own time. All Macy's locals throughout the country, and our International Union, will be working together on this campaign to see that Macy's changes its ways and treats all our members with the respect

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GUEST EDITORIAL



**DAVE
YOUNG**

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

Local 1445 Members Make Their Voices Heard This Election Year

On Election Day, members of Local 1445 helped make history by showing up at the polls in record numbers.

Many of you helped to get out the vote leading up to the midterm elections. You called voters from your home or at Local 1445 to help people understand the importance of individual races, as well as when and where to vote. You knocked on doors and talked to members of your community about issues that matter most to hard-working families, including stagnant wages, insufficient health care, income inequality and the shrinking middle class. You talked about the value that union membership brings to workers and their families, and let voters know that electing local offi-

cials who support the rights of workers to join a union of their choice leads to higher quality jobs that provide health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, overtime protection and other benefits.

Members of Region 1 and their family members even ran for office. Jorge Cabrera, the director of organizing at Local 919, ran for a seat in Connecticut's state senate. And Jessica Ramos, the wife of Local 1500 Organizing Director Brendan Sexton, won a seat in New York's state senate. She will represent the state's 13th District, which includes the neighborhoods of Jackson Heights, Corona, Elmhurst and Woodside. We should recognize these two members of our union family for taking a chance and hope they inspire others to get involved.

November 6 was a big night in U.S. politics, and all of you should be proud of the role you played in helping our union build more political power at the polls. To that end, I encourage you to stay engaged in the political process.

The years ahead present an opportunity for members of Local 1445 to further spread the word about the importance of exercising the right to vote and electing people who will stand up for policies that will make life better for working and middle class families. As parents, grandparents, community members and concerned citizens, we must continue to reach out to our family members, friends and neighbors to talk about the benefits of standing together for a better life. We must all do our part to show that when workers form a union, they have the ability to improve their lives and the communities they call home.

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IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

September - October 2018 837

GRIEVANCES HANDLED:

September - October 2018 320

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

September - October 2018 \$88,806.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

Sept. 15, 2018 through Nov. 15, 2018

Coverage:

Dental	\$744,259.87
Vision	0.00
Disability	343,431.87
R_x (9/15/18 - 10/31/18)	1,012,310.09
Medical (9/7/18 - 11/8/18)	9,247,059.43
Total	\$11,347,061.26

**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 ~**

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Pictured above: Steward of the Year from UMass Memorial Medical Center **Brian Loverro** with our good friend, re-elected State Senator Paul Feeney.

Every year, Local 1445 selects Stewards of the Year from companies based on the various categories of workers we represent; awards are presented at the annual Stewards Seminar. These stewards must demonstrate their dedication to serving their members and their local.

Besides Brian, this year's Stewards of the Year are **Robert Beauvais, Charles Stetson, Lori Leccacorvi, Robert Duquette, Kathleen McGaffigan, Tashi Gyurmey, and Charles Murphy.**

**Congratulations to all and
thank you for your service!**

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



*\$100 winner Anthony Venuti
(Stop & Shop - North Reading,
Peapod driver)*



*\$100 winner Suzanne Smith
(Stop & Shop - Lexington) with BA
Kevin McGaffigan*



*\$50 winner Joseph McCarthy
(Stop & Shop - North Reading)*



*\$50 winner Helen Manning
(Stop & Shop - Watertown) with BA
Kevin McGaffigan*



*\$50 winner Jose Matias
(UMass Memorial Medical Center)
with BA Richard Poole*



*\$50 winner Roderick Trafton
(Weetabix)*

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

I'd like to wish everyone a happy holiday season and a successful New Year.

The other day I was listening to a conversation and happened to hear the phrase, "They have outlived their usefulness." They were talking about the unions! Of course I couldn't help but get into the conversation to set these people straight.

When I hear people nonchalantly using this phrase in regard to unions, it drives me nuts! These people obviously have no clue as to how unions are involved in keeping things on an even playing field between workers and their employers. They have absolutely no idea about how unions keep wages higher for their members, as opposed to nonunion workers'; how unions work to see that members get paid holidays, and as many paid vacation weeks as possible, based upon their years of service; and how unions negotiate with employers to provide retirement benefits that include defined pensions, to name only a very few of the many issues unions have won for their members over the years.

They forget that unions are involved politically to work for elected representatives who will fight for the rights of all working people and help all workers to have a chance at a better life. Unions have been an active part of the many organizations that are pushing for raising minimum wages, providing affordable quality health care for everyone, pushing for earned paid sick time, and on and on and on. So, please! "Outlived their usefulness?" I don't think so!

Which brings me to the upcoming contracts...

We no longer have any friendly companies: Where we used to have amicable relationships with our employers, they have now become adversarial. Companies now



TOM BROWN

expect us to negotiate "cost neutral" contracts, where we have to give up something important to us in order to get a meager wage increase from the company. We must not allow this to happen!

As I've said in past articles, the attitude out there seems to have changed. People – nonunion workers – don't want what you have; that might mean they'd have to commit themselves to working towards a goal. Now they'd rather take the easy way out and drag all the rest of us down to their level so you'll have less, like they do. I don't understand this kind of thought process, and it must

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UFCW can help members earn a debt-free degree.

Enroll today – You could get a college education online at no cost to you!

www.UFCW.org/College

UFCW LOCAL 1445

UFCW.org

Interested in pursuing your education but all the expenses - **tuition, fees, books, supplies, loans, interest, and on and on and on** - are just **TOO MUCH?** This is your chance to get that education you want **WITHOUT the prohibitive cost!!**

Take advantage of the new **Free College Benefit** and earn your two-year associate degree online with no out-of-pocket costs for tuition and fees. Not only that, President Bollen has stated that the UFCW is working toward expanding this from the current two-year associate degree program to a four-year bachelor degree program. So you can get your associate's degree now, and then go on to get your bachelor's degree when and if the program is expanded...or transfer that associate degree to another school's bachelor degree program and save yourself the cost of those first two years! Or maybe the associate degree is just exactly what you're looking for... This program opens up so many opportunities - how can you lose?

Deadlines to sign up for future semesters:

Spring 1 - January 12

Spring 2 - March 16

Summer - May 25

Fall - August 17

This is an ongoing benefit for UFCW members, so if you missed any previous deadlines, don't worry - you haven't lost out! To find out more go to www.ufcw.org and click on the "Free College" link.

Just one more GREAT advantage of being a UFCW Local 1445 member! Also check out the free GED assistance and free online language courses at www.ufcw.org.

I'm confused!

How do I know which 1445 scholarships I should apply for?

STUDENTS!

Are you a high school senior or undergraduate student or thinking about going back to school?

Then read on! If not, you can stop right now.

Are you, or one (or both) of your parents or grandparents, a member or retiree of Local 1445? Then read on! If not, sorry, you're not eligible.

OK, so now you know you're eligible for something, but what? Read on...

Are you a high school senior?

Are you going on to college or university? Then you're eligible for the Nicole Berman, Beppie McNally, and Dennis Norton scholarships. Fill out the "UFCW Local 1445 2019 – 2020 Scholarships" application. You're also eligible for the "UFCW Local 1445 Essay" scholarship, just be sure to include an essay with your entry.

When you graduate from high school, will you be attending a vocational program instead of a degree-granting program? Then you should fill out the "UFCW Local 1445 2019 – 2020 Scholarships" application (same as above) but make sure you check the "Vocational program" box and indicate what type of program you'll be enrolled in.

The "UFCW Local 1445 2019 – 2020 Scholarships" application will enter you in the drawings for three scholarships: the Nicole Berman scholarship, the Beppie McNally scholarship, and the Dennis Norton scholarship. There are two awards for each of these three scholarships: one for \$1000 and one for \$500. The Essay scholarship has two awards of \$1000 each.

Are you an undergraduate student?

Then you should fill out the "UFCW Local 1445 2019 – 2020 Scholarships" application; you are also eligible to enter the drawings for the Nicole Berman, Beppie McNally, and Dennis Norton scholarships.

MEMBERS GOING BACK TO SCHOOL!

If you are a MEMBER who has been out of school and were not a student in 2017 or 2018, but you have decided to go back, Local 1445 may be able to help you out. Fill out the "UFCW Local 1445 Lottery" scholarship application (page 11.) One member who is NOT a high school student or undergraduate student will be chosen for this \$1000 award. This is for MEMBERS ONLY and is for members who have been out of school for a while.

What about families with multiple Local 1445 members?

If you are an undergraduate student or high school senior and YOU are a member, you can send in an application for yourself. And if one or more of your parents and/or grandparents is also a member, each one of them (each Local 1445 member, that is) can send in an additional application for you! So, for instance, if you're a member and both your parents are members, then you could have 3 applications sent in for you – just make sure that each application has the member's name on it as the qualifying member but that all the applications list YOU as the student. Ordinarily if only one family member – student or parent - is a Local 1445 member we could accept only one application for the student; however, in the case of families with students and/or parent(s) who are all members, we can accept multiple entries. Lucky you!!!

Still have questions? No problem - just call Linda in the office (800-439-1445, ext. 101).

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): _____

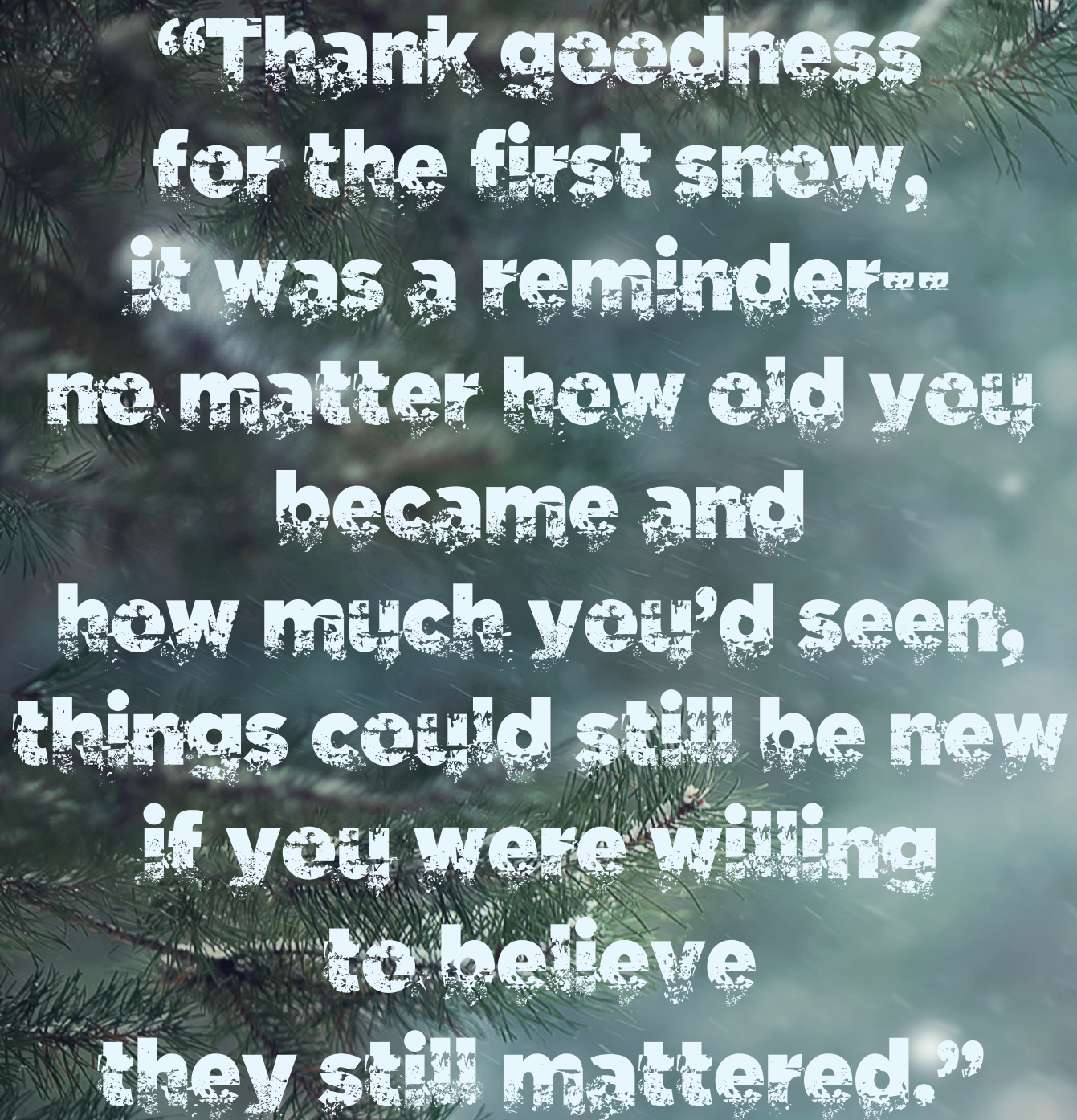
I AM a member of Local 1445 at _____
Employer's name Location name/number

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

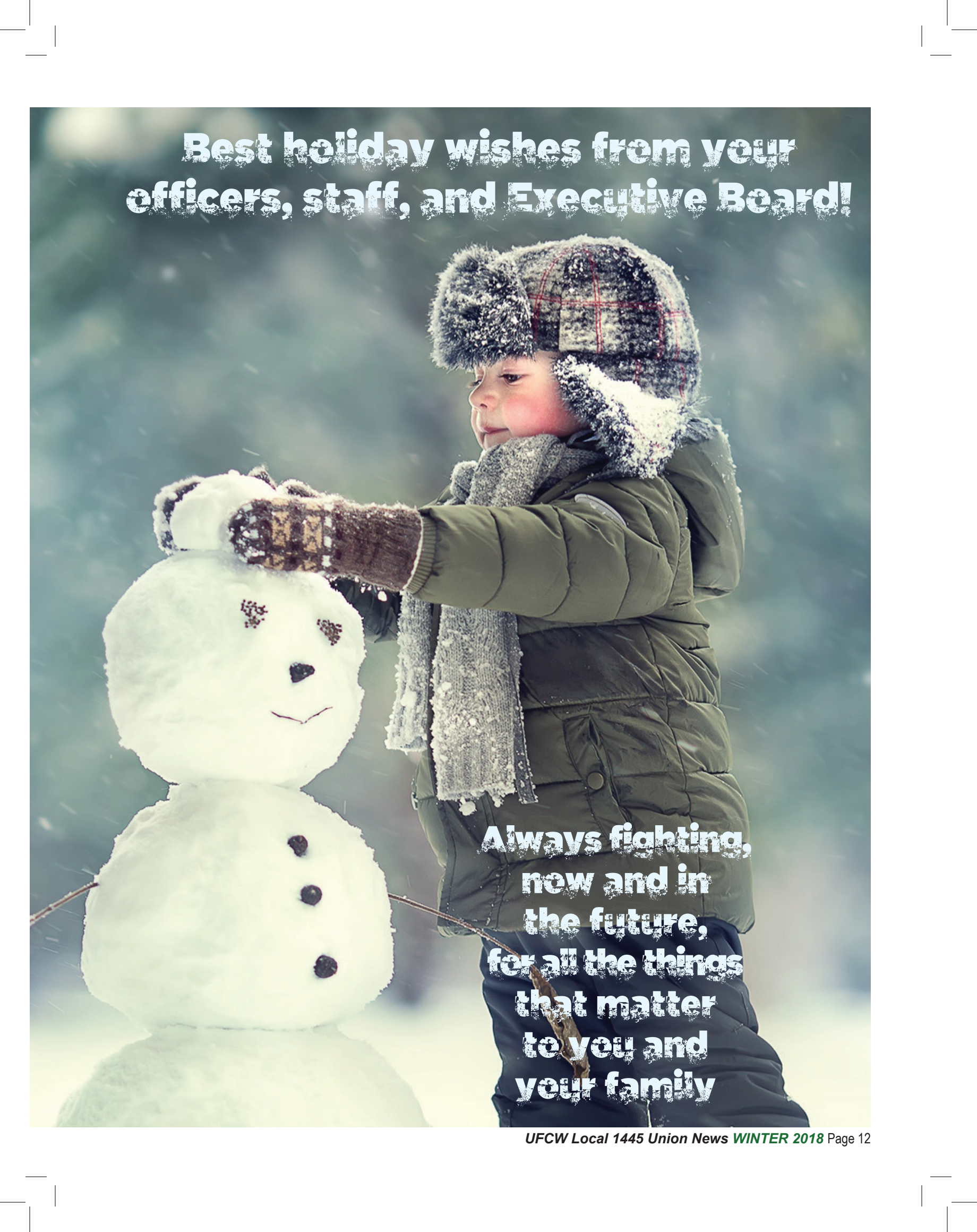
Return this form to **UFCW Local 1445 Scholarships, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 12, 2019.

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.



**“Thank goodness
for the first snow,
it was a reminder—
no matter how old you
became and
how much you’d seen,
things could still be new
if you were willing
to believe
they still mattered.”**

~ Candace Bushnell

A photograph of a young child wearing a green puffer jacket, a grey knit scarf, and a plaid hat with a fur trim. The child is building a snowman in a snowy field. The snowman has a round head with stick arms, a carrot nose, and a smiling mouth. The background is a soft-focus snowy landscape with falling snow.

**Best holiday wishes from your
officers, staff, and Executive Board!**

**Always fighting,
now and in
the future,
for all the things
that matter
to you and
your family**

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 2018: _____

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

I understand that this application 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.

President's Message Continued from page 1

and dignity to which they are LEGALLY entitled.

Local 1445 is in the process of gearing up the members for a fight to secure a good contract with Macy's, and with our other large employer, Stop & Shop. The solidarity and determination of our members will be the ultimate deciding factor in how well we are able to do against these antagonistic, antiunion companies.

It wasn't always this way with Stop & Shop: A couple of decades ago when Stop & Shop was family-owned, contracts would be settled amicably, and wages and benefits were improved without any major hassles or work stoppages. No more!

Stop & Shop has been chipping away at our membership by not replacing parttimers through attrition. They also have the burden of trying to get help in an economy where anyone can find another minimum wage job anywhere.

Looking at their current modus operandi, Stop & Shop has gotten rid of the front end jobs; no baggers are being hired; cash office folks are pretty much gone; there are no florist clerks on duty at certain times and days; there are more self scanners in operation with fewer cashiers manning fewer open registers. Now the company has plans to build a mega meat plant, employing up to 700 employees, to prepackage all types of meats - beef, pork, poultry, etc. - in order to do away with meat cutters and fresh meats. They even pay "blood money" bonuses to managers who cut our hours to increase the company's profits. And now they want to install robots to scan the shelves, taking more work away from our members. They

are also talking about self-serve deli departments... Where will it stop?

It will stop when we stand together and demand, "No more!" And this is true for ALL our members, no matter where you work. We must stay united, now more than ever, to land good contracts with decent improvements. ALL of you deserve larger wage increases, more fulltime opportunities, and protected benefits, pensions, and health and welfare.

Last time around with Stop & Shop - three years ago - we came very close to actually going on strike to get a decent contract. This time will be no different except we have higher expectations due to the wind-fall tax break the company received from President Trump and the profits they've made in spite of their disregard for customer service. We also expect the company to keep your pension level funded and secure, despite any increased costs. We also want the company to fix the wage compression issue that becomes more serious as the minimum wage goes up by law. And if management tries to screw with time-and-a-half on Sundays and holidays **we will DEFINITELY go to WAR!**

So, sisters and brothers, no matter where you work, no matter when your contracts are up - get ready to fight! Stay united and stay tuned for live video updates that we'll post during all our future contract negotiations. **Together we will win!**

I wish all my union sisters and brothers a safe and peaceful holiday season.



In solidarity,

LEGISLATIVE REPORT

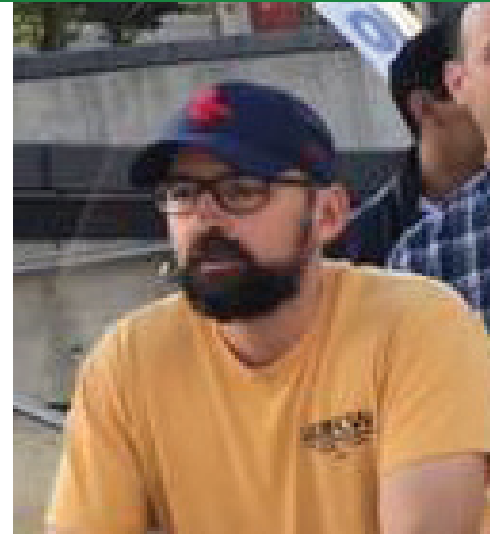
Union Members Win Big In November

For years UFCW and all of our sister unions have been encouraging more and more members to run for elected office, and our union sisters and brothers have been answering the call. At all levels of government we have had more members running for seats ranging from town roles all the way up to the U.S. House and Senate. Whether they win or lose it is vitally important to have union members in these races to bring their experiences and firsthand knowledge of what it truly means to be a working man or woman into the political debate.

Thankfully this past November we saw a huge number of our union sisters and brothers win seats to elected office. According to the AFL-CIO over 900 union members won their elections on November 6th! This includes huge numbers of state and city/town elections but also two governors, at least 18 U.S. House members, and even one U.S. Senator. These victories are a huge first step in rebuilding our country's middle class that has been ignored for far too long.

That success was seen in 1445's backyard as a number of union members won their races as well. Our great friend, Massachusetts State Senator Paul Feeney, a member of IBEW 2222, won his re-election to the State House, and our union sister, Tram Nguyen, UAW, won in an upset for her Massachusetts House of Representatives seat in Andover beating the incumbent there. Union members will also head into 2019 with lead roles at state houses especially up in Maine, where State Senator Troy Jackson, a member of the Painters Union, will become the Senate President after the Democrats successfully won back the state senate.

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JIM CARVALHO

Union members also had major victories in the some of the major hotbeds of labor rights over the past several years, none more so than Tony Evers who defeated one of the most anti-union governors of the past decade, Scott Walker, in Wisconsin. Scott Walker made it his priority to strip public sector workers of their collective bargaining rights when he became Wisconsin governor, and thankfully Wisconsin voters finally used their voting power to voice their displeasure with Walker's anti-worker agenda and elected Evers.

If we are going to strengthen and rebuild our country's middle class we need to elect more women and men

Continued on next page

to office that don't just talk the talk but have walked the walk. As we saw in Massachusetts this past legislative session, too many elected officials who would call themselves "friends" of labor don't understand our issues and certainly do not do what is right to protect us. The only way this can change is to continue to elect more union members to public office who can truly represent our middle class and have our backs when we need them.

St. Vincent's Hospital – Massachusetts Earned Sick Time Settlement

by Richard Poole

In the last year, the UFCW 1445 union members at St. Vincent's have established themselves as fighters. They have filed numerous grievances and, in many cases, have won. The union has been successful in forcing the company to put a member back to work with full back pay who was wrongfully terminated. The members also fought hard against Tenet Healthcare, the owner of St. Vincent's Hospital, during negotiations and were able to secure good pay raises along with lifting salary caps, freezing parking costs, and making the hospital a true closed union shop. After years of taking it on the chin, the members stood their ground and showed the company they are willing to fight.

One of the most recent victories was a class action grievance that was filed in the beginning of the year. The grievance cited a little-known part of the Massachusetts Earned Sick Time law that states that permanent second and third shift members must receive shift differentials when calling out sick using Massachusetts earned sick time. The law was put into place back in 2015 and has helped employees all across the state, whether union or non-union. When St. Vincent Hospital tried to flout the law by claiming they didn't have to pay the differential, the union stood up for the members and threatened that **all of the 350+ members affected would go to the Massachusetts Attorney General's office if the company didn't comply with the legal regulations**. After months of negotiations the hospital finally paid the monies owed to the members; a grand total of **\$77,000** will be paid out to 350 members. Not only did our members at St. Vincent's stand up for the rights of the Local 1445 workers who were affected, the hospital also has to remunerate affected employees of the Massachusetts Nurses Association and the Teamsters, which in the end will probably amount to payments totaling **more than \$100,000**.

We have a way to go at St. Vincent's Hospital but the hospital now knows that the members will no longer accept management's claims as truth. **The members are proud of their union and will continue to fight for better working conditions and security in the future.**



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

Wanda Bouhanna
Richard Bryson
Sharon Carlino
Gail Cartier
Linda Churchill
Elaine Colonna
Lynne Corkum
Brian Duggan

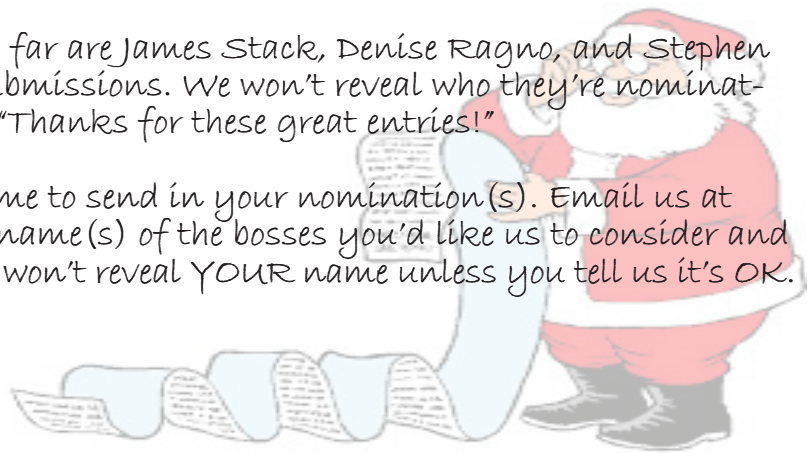
Stephen Elliott
Maryann Foppiano
Patricia Franklin
Brenda Hamilton
David Keefe
Deborah Kelley
Kimberly McLeod
Thomas O'Leary

Violet Oliver
Nancy Osterberg
Edward Parker
Susan Stutson
John Titakum
Rickey Townes
James Whalen
James Worrell, Jr.

Bozo Boss or Best Boss: The nominations are pouring in! But before we announce any winners (or losers) we'd like to give all the members another chance to have their say and let us know who they think is a "Best Boss" and who they think stinks!

Among the members we've heard from so far are James Stack, Denise Ragno, and Stephen Balacco, all with extremely persuasive submissions. We won't reveal who they're nominating, or for which category, except to say "Thanks for these great entries!"

If you haven't done so yet, there's still time to send in your nomination(s). Email us at ufcw1445@ufcwlocal1445.org with the name(s) of the bosses you'd like us to consider and your reasons for selecting them. And we won't reveal YOUR name unless you tell us it's OK.



Get contract updates, local discounts, event reminders, and more sent right to your phone.

Text 1445 to 698329

Please fill out the information below.

Name

Email

Phone #

☐ I authorize UFCW to text message me.

Work Location Shift

SSN (last 4 digits only): XXX-XX-

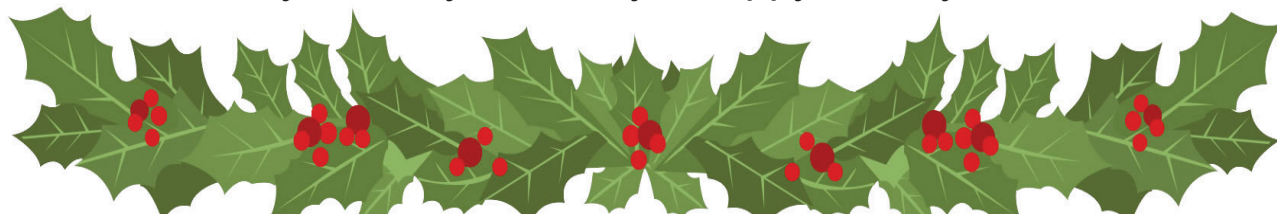
UFCW does not charge for text messages, but cell phone provider message & data rates may apply. Members can stop receiving texts at any time.

Guest Editorial *cont'd from page 2*

By staying engaged in the political process and dedicating ourselves to reaching out and talking about the value that comes from being a member of our union family, we can and will build a better and stronger UFCW.

Thank you for everything you have done and continue to do to make Local 1445 and the UFCW a better and stronger union.

I wish you and your family a happy holiday season.



At Your Service *Continued from page 5*

change or working people will never get ahead.

So it is important that we union people stick together and let the companies know that we will NOT stand for “cost neutral” contracts and will do whatever it takes to get FAIR and EQUITABLE contracts.

Don't forget – YOU are UNION. Be PROUD to be UNION!

I'm not sure if you heard Elizabeth Warren's acceptance speech, but she talked about fighting for workers who want to build a union and for unions – us! – that want to rebuild the Middle Class. Employers want to cut all benefits, including healthcare, holiday pay, and more. Elizabeth Warren gets it - that the workers who actually create the wealth in this country will never get ahead if they aren't allowed to join together in unions to have a fair chance at bargaining with billionaires and Big Business for a rightful share of the profits of their labor. Now we need to make sure that ALL our elected legislators get it!

Happy holidays to all!

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.

Holiday Dining



When you buy union, you're supporting good jobs in American communities, jobs that provide living wages and benefits, safe working conditions and dignity and respect for work. Look for these quality products, produced by union members, when you are preparing for your holiday celebration...

Set the Table



Homer Laughlin China (GMP)
Fiestaware (GMP)
Anchor Hocking (GMP)
Libbey Glassware (USW and GMP)
Claus Knives (USW)
Pyrex (USW)
Corning Ware (USW)
Bennington Pottery (UNITE HERE)

For the Feast

Fresh Whole Turkey

Butterball (UFCW)
Foster Farms (UFCW)

Ham

Appleton Farms Ham (UFCW)
Black Forest Ham (UFCW)
Butterball Ham (UFCW)
Cook's Ham (UFCW)
Farmland Old Fashioned Pit Ham (UFCW)
Farmland Original Pit Ham (UFCW)
Hormel Honey Roasted Ham (UFCW)
Tyson Ham (UFCW)

Stuffing

Manischewitz (UFCW)
Stroehmann Bakery Products (BCTGM)

Vegetables

Andy Boy (UFW)
Muranka (UFW)
Eurofresh (UFCW)
Birds Eye (UFCW)
Mann's (UFCW)
Sunripe Produce (UFCW)

Cranberries/ Cranberry Sauce

Ocean Spray (IAMAW)
Dole (IBT)

Potatoes

Dole Fresh Potatoes (IBT)
Mann's Fresh Culinary Cuts Sweet Potato (UFCW)
Betty Crocker Specialty Potatoes (BCTGM)

Bread

Pillsbury Rolls (BCTGM)
Stroehmann Bakery Products (BCTGM)
Aunt Millie's Bread Products (UFCW)

Pie

Entenmann's (BCTGM)
Marie Callender's (UFCW)
Pillsbury Pie Crust (BCTGM)
Sara Lee (BCTGM)
Banquet Fruit Pies (UFCW)

Pie Filling

Kroger brand pumpkin puree (UFCW)
Food Club canned pumpkin (UFCW)
Del Monte Fresh Apples (IBT)

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• Look for the Union Label •

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The Union Label and Service Trades Department, AFL-CIO, was founded in 1909 to promote the products and services produced in America by union members -- especially those products and services identified by a union label, shop card, store card and service button. We are supported by per capita payments from AFL-CIO National and International Unions.

SECRETARY-TREASURER'S REPORT

Contract Surveys Important Input for Your Negotiating Teams

*If you don't bother to respond,
don't complain!*

As most of you are probably aware by now, several of our largest employers' contracts are coming up for renewal in the very near future. This time around we are making online surveys available to our members at these companies to try to get input into what issues are most important to you and what improvements you would like to see in your next contract.

Almost everyone has a cell phone and texting is a quick and efficient way to get in touch and send out alerts, and for that reason we've tried to get as many members' cell phone numbers as possible. This will allow us to send out information as surveys become available so you'll know where to find them online. And as surveys are submitted we can tabulate the results and figure out how best to approach these companies with your demands and expectations for improvements to your contracts. Getting as many members on board as possible also sends the message to the companies that our members are united and solidly behind the union leadership when the Local 1445 negotiating teams sit down across from the employers at the bargaining table.

Surprisingly, some members have reacted negatively to Local 1445's attempts to contact them regarding these surveys. Some members have even asked that they not be texted again. Of course we will honor these requests, but it's difficult to understand WHY members would not want to know what's going on and



JIM RONAYNE

don't want to be able to voice their opinions and make their union leaders aware of their concerns. Apparently these members don't understand how their union works.

First and foremost, your union is composed entirely and solely of the members – **YOU** - and is a completely **DEMOCRATIC** organization. Sure, Local 1445 has officers that oversee the local's basic operations, but these officers are **ELECTED** by the membership and must abide by the bylaws that have been approved by the **membership**, as well as all state and federal laws that may apply. Without an experienced team at the helm, it would be im-

Continued on next page

Continued from page 21

possible for an organization of more than 12,000 members working at 45 different companies in various industries to operate efficiently and effectively but even these officers and executive board members must be dues-paying Local 1445 members in good standing. Yes, **MEMBERS**. **The only voices that count in our union are the voices of the MEMBERS.**

That's also why Local 1445 holds quarterly membership meetings in at least three different areas of the state – to hopefully make it easy for our members to attend these meetings in order to find out what the union's doing and intends to do, and to have a chance to make their feelings, concerns, problems, issues, and viewpoints known to the rest of the membership. We post meeting notices and advertise in the newspaper in the hope that our members – **YOU** - will take the time to attend. Your local actively seeks out your participation and **WANTS** to know how the majority of our membership would like the local union business to

be conducted. **Remember: Local 1445 is a democratic organization and, as such, is governed by the will and priorities of the majority of the members.**

The online surveys are just the latest attempt by your local to find out what's important to **YOU**. When your business agent or steward asks for your cell phone number so you can get Local 1445 texts, be aware that the local will never charge you to receive these texts and that they are an efficient way to keep you up-to-date and informed. (You should also be aware that some wireless plans may include charges for texts, but that's the service provider, not the union.)

And when you get the text with the link to the online survey, take a few moments to read through the questions then fill it out and submit it. These surveys aren't long or difficult, and won't take a lot of time but you should seriously think about each question and how important each issue is to you, and then answer to the best of your ability. Remember that Local 1445 represents various industries and companies, so

what's important where you work may not be as important to a member working somewhere else, and your local needs **YOUR** input to be able to judge what's most important in **YOUR** industry and **YOUR** company when it comes to **YOUR** contract.

If the midterm elections have shown us anything, it's that when people are motivated and mobilized, they can make their voices heard and effect the changes that are important to them. Don't let your fellow union members down - Local 1445 wants to hear **YOUR** voice! Give us your cell phone number, and when you get the text with the link to the online survey, fill out that survey and submit it. That's the very best way to make sure **YOUR** voice is heard and **YOUR** opinions are given serious consideration when it comes time to negotiate your contract.

Here's wishing you and your families peace and happiness this holiday season and in the years ahead.

In solidarity,



LOCAL1445

UNIONNEWS

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THE
BLIZZARD
OF '78



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, January 24, 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**