

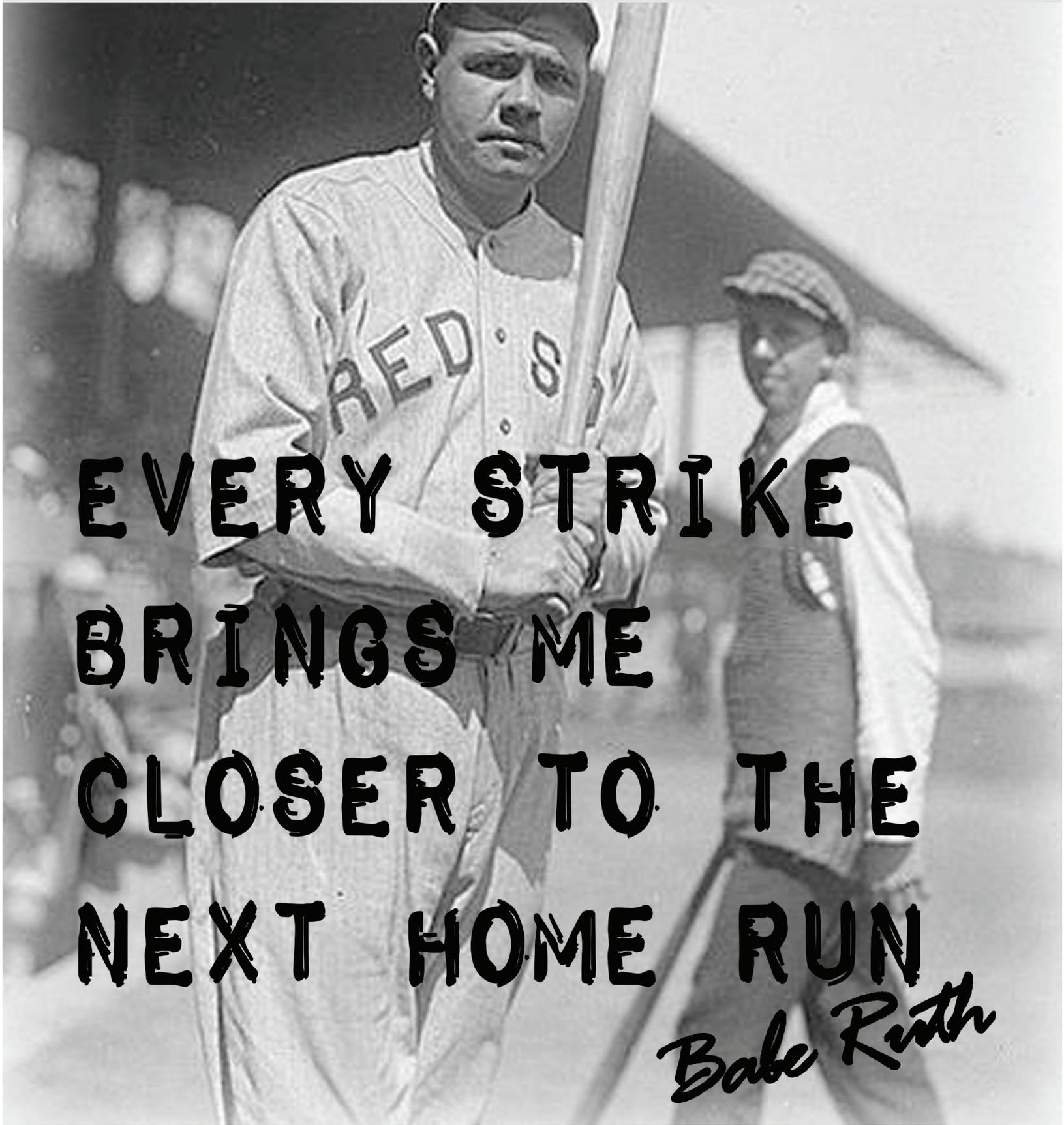
WINTER 2016 Vol. 41 No. 4

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



EVERY STRIKE
BRINGS ME
CLOSER TO THE
NEXT HOME RUN

Babe Ruth

Sisters and brothers, we may be in for the roughest, rockiest ride of our lives!

We have weathered some of the worst nightmares from antiunion politicians over the years. Right after Ronald Reagan got elected he broke the air traffic controllers union by firing the lot of them after they went on strike, instead of using the Federal Mediation and Conciliation Services which the federal government had put in place under President Harry Truman. Reagan didn't like regulations; President-elect Donald Trump also doesn't like rules or regulations. This poses a great danger to working people.

Republicans that are anti-regulation claim that our economy will grow faster if businesses are freed from the long arm of the government. You - the members - are intelligent enough to figure out what that means for your families and your union: It means dismantling protective laws such as the Dodd-Frank bill, which prevents Wall Street from destroying jobs and our economy, as happened under George W. Bush. It could mean weakening or ending the National Labor Relations Act which, although not very strong as it is, protects the right of workers to organize and form unions at work. And Trump has already hinted about privatizing Social Security and cutting benefits, crippling the most successful government program in history, the one that provides a safety net for older Americans (now that so many companies have done away with pension programs for their retiring workers.)

What does it mean to working folks when Trump says he will "Make America great again"? He says he will build a wall to keep illegal aliens out of the country. What about the thousands of hard-working yet undocumented immigrants currently working and raising families in America? Will he tear families apart and send parents back to

PRESIDENT'S MESSAGE



**BUCKLE
UP!
IT'S GOING
TO BE A
ROCKY RIDE**

JEFF BOLLEN

where they came from and leave the children here? He says he will abolish the Affordable Care Act (ACA). How will that help working families that had no healthcare coverage prior to the ACA? Or people who were denied insurance because of pre-existing conditions? Or older kids - 19 to 26 - who couldn't get coverage under a parent's plan? Where does that leave them?

He promises to bring jobs back to America. Will they be minimum wage jobs? He made the statement that wages are "too high" in our country, so what does he mean? The big threat to all of us is that Trump believes in slave-state-union-busting labor law called "RIGHT-TO-WORK" which will weaken our membership's solidarity and, ultimately, destroy OUR union and ALL unions, and all workers' ability to bargain with employers for better wages and benefits, and safe working conditions.

Any member who voted for Mr. Trump is either uninformed about the benefits of being in a union and having a contract or else doesn't understand that Trump is ready to outlaw the "union shop". That should be enough by itself to make Americans realize that Trump was not seeking office to help everyday working people and, once in power, will be interested solely in catering to his billionaire cronies. After at least 6 bankruptcies that effectively destroyed jobs

Continued on page 5

Moving Beyond the Election

Whether you are happy or sad about the results of this election, please understand that no president or person has total control over your life. Whether you agree or disagree with our new president-elect, you should feel more compelled than ever to stand up for your values and the things you believe in.

Being a part of a union family means you have more power than most to shape your life and make it better. Your union contract guarantees that your rights at work and your hard-earned wages and benefits will continue to be protected. It also means that your concerns will never fail to be heard.

Incredible value can be created when we stand together to negotiate the better wages, benefits and life that we've all earned and deserve. Now, more than ever, we must commit ourselves to that strength.

As we prepare for our government to transition and President-elect Trump to take office, rest assured that our union family will continue to be a strong advocate for hard-working men, women and their families in Region 1 and across the country.

We will continue to embrace the values that we stood for in this election, including fairness, dignity and respect in the workplace. We will continue to talk about issues that must be addressed on a national level, such as social and economic inequality, the need to protect Social Security and Medicare, and the need for paid sick leave, predictable scheduling, and good, quality jobs that can support a family. We will continue to negotiate the better wages and benefits that our members have earned and deserve. And we will continue to reach out to workers who don't have a union contract, and grow our union family.



*Guest editorial by Tom Clarke
Director of UFCW Region 1*



In my last article, I asked all members of Local 1445 to show the country and the world that we are not influenced by extreme views and dangerous rhetoric that is designed to drive us apart.

It is our sincere hope that President-elect Trump will change course and leave his divisive campaign tactics behind, and focus instead on implementing policies and pieces of legislation that will make life better for UFCW members and hard-working families everywhere. Local 1445 and our entire union family will hold him accountable if he fails to do so.

IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

August 1, 2016 to October 31, 2016 698

GRIEVANCES HANDLED:

August 1, 2016 to October 31, 2016 401

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

Aug. 1, 2016 to Oct. 31, 2016 \$2,287.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

August 19, 2016 through Nov. 14, 2016

Coverage:

| | |
|------------------------------------|------------------------|
| Dental | \$1,131,225.25 |
| Vision | 5,948.10 |
| Disability | 587,782.11 |
| R _x (8/1/16 - 10/31/16) | 1,755,090.53 |
| Medical (8/16/16 - 11/4/16) | 10,261,264.39 |
| Total | \$13,741,310.38 |

Know someone who needs a union?

Tell them to call
Local 1445!

Organizing Department

1-800-439-1445

LOCAL 1445 UNION NEWS



Published Quarterly at Boston, MA by:
UNITED FOOD & COMMERCIAL WORKERS UNION LOCAL 1445 ~
Chartered by the United Food & Commercial Workers International Union

JEFF BOLLEN - President
JIM RONAYNE - Secretary-Treasurer
TOM BROWN - Recorder
JEFF BOLLEN - Executive editor
Linda Ferrazzara - Managing editor



Local 1445 UNION NEWS (ISSN 1049-1147) is published quarterly for \$30 per year by Local 1445, 30 Stergis Way, Dedham, MA 02026. Second class postage paid at Boston, MA under the Act of 1812. Postmaster: send address changes to Local 1445 Union News, 30 Stergis Way, Dedham, MA 02026.

To those of you who think Donald Trump is a sharp and savvy businessman ~
Would he conduct business without a contract?
Then why should you?
Being a union member means you have a contract!

To those who think Donald Trump is ruthless and unprincipled ~
Would you trust such an employer without requiring him to sign a contract? Of course not!
Your union contract is your protection!

Either way, union membership means you have legal guarantees that you will be treated fairly and with respect.



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



*\$100 winner Charles Coogan
(Stop & Shop - Swampscott)
with steward Mike Norden*



*\$100 winner Amy Borrelli
(UMass Medical Center)
Photo not available at press time*



*\$50 winner Steven Chiappa
(MS Walker, Inc)
with BA Gene Giacobbe*



*\$50 winner Aljemall Peeples
(Stop & Shop - Roxbury)*



*\$50 winner Christine Regan
(Macy's - South Shore)
with Steward Connie Coleman*



*\$50 winner Rachel Taylor
(St. Vincent Hospital)
Photo not available at press time*

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.

President's Message (continued from page 1)

at his businesses and at the firms of the creditors he stiffed, after renegeing on his workers' substandard pensions, and after bilking hard-earned funds from the desperate people he hoodwinked with his "Trump University" scam, it should be obvious to anyone who bothers to do the research that Trump is an economic disaster to all working Americans. Emboldened by having an antiworker president in the White House, I predict that New Hampshire will go right-to-work (for less) by the spring of next year. And Mr. Trump would like this same antiworker legislation to go national.

President Obama has attempted to replace Justice Scalia on the Supreme Court of the United States with a more moderate justice but the Republicans want another extremist conservative jurist, and have successfully blocked new appointments from taking place until after Mr. Trump gets inaugurated. That is dirty pool. Obama is fighting for a more fair and balanced Court. Will the Supreme Court bring national "right-to-work" to America? That certainly won't make America great again! Will it outlaw Planned Parenthood, where women get important affordable healthcare and cancer screening, not just measures on birth control? Will women who choose abortion be imprisoned? Will Trump repeal or try to end same sex marriage? Will his Supreme Court send the

LGBTQ community back into the closets?

It's hard to know exactly what Trump's plans are for the future, since during his campaign he contradicted himself on 99% of the issues 100% of the time. What we do know, though, is that his sympathies lie with Big Business and Corporate America, in spite of his vapid campaign rhetoric promising to "Make America great again." A look at the people he's considering for key cabinet posts puts the lie to any claims he may have made about being concerned for working class Americans; these Trump toadies are more concerned with their own bottom lines and less with the struggles that middle class workers must face every day.

BUT I really hope I'm wrong. I really hope that when Mr. Trump takes the oath of office on January 20, 2017, when he's standing up there with his hand on the Bible, the realization will strike him like a bolt of lightning out of the blue that his only allegiance must be to the people of this country, and that rather than pad the pockets and pamper the egos of his rich buddies, his one true duty is to safeguard and further America's future. That would mean protecting whatever progress we've made on social and economic issues while moving forward to help make the American Dream more achievable for every single one of us. But that would require

a 180° turnaround in Trump's basic philosophy and that just ain't gonna happen!

Yes, the labor movement has faced dark and difficult times in the past but has kept on fighting. Giving up has NEVER been an option. So what do we do now? The only thing we can do - buckle up, people, and get ready for a rocky ride.

In solidarity,



Weetabix
Clinton, MA

*Leo Martinez, Marcelino Lopez,
and Jose Hernandez*



AT YOUR SERVICE

2017: Let's hope for the best but plan for the worst

Another year has passed and I'd like to wish everyone "Happy holidays!" We're already thinking about the upcoming year, 2017, and hoping that it will be a successful one for all of us.

I would also ask you to try to support our local union stores and companies. It is in our best interests to make them prosperous and successful. That way, when it's time to negotiate a new contract, it makes it easier to attain what we need to make it a GOOD contract.

This is a list of some of the union stores and companies that Local 1445 represents:

- Macy's** - Boston, Peabody, Natick, Braintree, MA; Warwick, RI
- Stop & Shop**
- Gorton's of Gloucester**
- M.S. Walker** (Allen Liquors)
- Bob's Discount Furniture** - Manchester, NH
- Weetabix Company**
- Coca Cola Bottling**
- Pearl Packing**
- Tops Market** – Gardner, MA
- bfresh markets** – Allston, Brighton, MA
- Dianne's Fine Desserts**

Now let me change gears regarding New Year 2017: We have a new President-elect who, in many cases, was not the person that we wanted. But it's done and we must move on. I don't believe he is a friend of the labor movement, but that remains to be seen. However, I do know that he believes in "Right-to-work" (RTW). Don't let the name fool you! RTW laws do NOT aim to provide a general guarantee of employment, and that's only the beginning. It is very important that we start thinking about how RTW is going to affect each and every one of us, those of us who care about being union. RTW will start by weakening our ability to negotiate a decent contract that improves wages, defines holidays and vacations, provides healthcare; in other words, all the benefits you enjoy now would begin disappearing, and much more.

It is imperative that we all start talking to our family, friends, neighbors, and coworkers and remind them of the benefits of being in



TOM BROWN

a union. As just one example, union members have union representation (a voice which can't be silenced by the boss) and never have to stand alone when facing discipline by the company.

Unions have their roots in the very earliest days of our nation, from assuring fair wages and pensions to improving working conditions that guaranteed safer and healthier workplaces. If we are to preserve the advantages that more than two centuries of union activists have won for us, we must all stand together on this one: This single issue – RTW - could become one of the labor movement's worst nightmares.

In solidarity,

Happy Holidays!

*Darkness cannot drive out darkness;
only light can do that*
Martin Luther King Jr.

Doug Belanger

Jeff Bollen

Celine Blaisdell

Bob Berman

Jim Ronayne

Jackie Brennan Thomas

Eldemira Correia

Tom Brown

Bill Burton

Linda Ferrazzara

Jim Carvalho

Connie Coleman

Tony Flanagan

Fernando Lemus

Luis Cosme

Gene Giacobbe

Fabrizio DaSilva

Bob LaBrecque

Kelli Goodnow

Eileen O'Meara

Joe Lafleche

Laurie Lemus

Tina Parsons

Jose Lopes

Sara Lopes

Kethy Roy

Richard Poole

Lucy Lugo

Miguel Vasquez

Ana Ruth Rodriguez

Kevin McGaffigan

Brian Sangster

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 2017 – 2018 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 2017 – 2018 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 2017 – 2018 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 2017 – 2018 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 was not a student in 2015 or 2016, 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 12.) 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 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
2017 - 2018 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 13, 2017.**

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 2017 – 2018 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 2017: _____

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 13, 2017.

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 2017 – 2018 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 2017 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 13, 2017.**

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 lottery 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 2017: _____
Year of study - Fall 2017 (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 13, 2017.

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
2017 - 2018 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 lottery 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 “2017-2018 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 13, 2017.**

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 (2016 – 2017), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2017; 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 2017 – 2018 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 2017: _____

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 13, 2017.

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.

MASSACHUSETTS AFL-CIO 59th ANNUAL SCHOLARSHIP PROGRAM

CRITERIA

The Massachusetts AFL-CIO Scholarships are available to all high school seniors living in Massachusetts. Students with union affiliation will be eligible for both the Mass AFL-CIO scholarships as well as the union scholarships offered by the union that the student is affiliated with.

Please view and download our scholarship brochure, study guide and application at www.massaficio.org for a complete list of union scholarships and their criteria.

Students that live out of state and come from a union affiliation must get permission from their high school guidance department to have an exam sent for them. The contact from the high school should then contact Carla Trulli at 781-324-8230 x10 for further instructions.

REQUIREMENTS

ALL STUDENTS MUST :

- Be a senior in high school and plan to attend some form of higher education in the fall.
- Sign up with the exam coordinator at the high school and provide them with a copy of the application by **January 4, 2017** to have an exam ordered for them. **No applications will be accepted after January 4!**
- Complete the scholarship application and download the study guide from our website at:
<http://www.massaficio.org/scholarship-program>
- Take the Labor History Exam on February 2, 2017.

Applications can be mailed to Massachusetts AFL-CIO, 389 Main Street, Suite 101, Malden, MA. 02148 Attention Carla Trulli, Faxed to (781) 324-8225, or emailed to ctrulli@massaficio.org

Deadline to register: No later than January 4, 2017
Online registration will be available after October 1, 2016
at the MA AFL-CIO website www.massaficio.org

A MA AFL-CIO scholarship application form is on the following page

**MASSACHUSETTS AFL-CIO
59th ANNUAL SCHOLARSHIP APPLICATION**

The scholarship exam will be given at the student's high school on
Thursday, February 2, 2017

Please note that a student cannot receive more than two (2) awards for this program.
Please submit a copy to your Guidance Department when registering for this exam.

Part I Student Information

Full Name: _____ Male Female

Address: _____

City: _____ State: _____ Zip: _____ Phone: () _____

Email Address: _____

Senior at: _____

Part II Union Member Information

Only students that come from a union affiliation need to complete this section. If there is more than one affiliation, please list under "OTHER".

1. Member's Full Name: _____ Active Retired

Relationship to student applying (please one)

Self Parent/Step-parent Grandparent

2. Union: UFCW Local Number: 1445 Union Tel.: 800-439-1445

OTHER

3. Member's Full Name: _____ Active Retired

Relationship to student applying (please one)

Self Parent/Step-parent Grandparent

4. Union: _____ Local Number: _____ Union Tel.: _____

Part III Parent Information

Mother's Full Name: _____

Father's Full Name: _____

Applications can be mailed to MASS AFL-CIO, 389 Main Street, Suite 101, Malden, MA 02148 Attention: Carla Trulli,
Faxed to (781) 324-8225 or emailed to ctrulli@massaflcio.org by January 4, 2017

Deadline to register: January 4, 2017

Please see "CRITERIA" page for more information.

Gloucester High School seniors -
UFCW Local 1445 has a scholarship for you, too.

The John G. Silva scholarship was originally established for the children of Local 15 seafood workers in Gloucester, and Local 1445 "inherited" it when Local 15 became part of Local 1445.

College-bound seniors attending Gloucester High who are members, or who are the children or grandchildren of members or retirees, including retired Local 15 seafood workers, are eligible. You can get more information and application forms from your Gloucester High School guidance office.



MAKE A DIFFERENCE: JOIN ABC



ABC levels the playing field by fighting for the issues that matter to you and your family.

- ✓ **HIGHER WAGES** ✓ **PAID LEAVE** ✓ **A BETTER LIFE**
- ✓ **WORKER RETENTION ACT** ✓ **PROTECT SUNDAY TIME AND A HALF PAY**

It's simple, you and your family deserve better.

ABC helps you get it.

JOIN ABC TODAY.

ABC is nonpartisan and independent of any political party. Your contribution will directly support the important work of UFCW activists like yourself.

LEGISLATIVE REPORT

Moving Forward

Not even all the votes had been counted on the night of November 8th and it was apparent that for at least the next two years organized labor was in for a full-on assault nationally.

Local 1445 worked hard to help candidates we knew held true the values of our union. Unfortunately, too many of our candidates came up short nationally and locally. There were a number of wins for working men and woman however. In Maine a ballot measure seeking to raise the minimum wage passed thanks to our efforts. Similarly, in Massachusetts a huge coalition of organized labor, not just teachers unions, and community groups fought back the reckless and unnecessary ballot question (Question 2) that would have diminished our vital and rich public schools that provide an education to all our children regardless of need or ability. And finally, Maggie Hassan won her senate race in New Hampshire by a razor thin margin, ensuring our union has an ally in that seat for the next six years.



JIM CARVALHO

Unfortunately, as we know, we witnessed a number of losses, the presidential race being the most observable. But also lost was the governor's office in New Hampshire, the second congressional district in Maine, and, sadly, a number of great candidates who were challenging Republican incumbents at the Massachusetts State House.

Most apparent, upon reflection on the election, is that unions and working families will face an absolute and unashamed attack over the next few years. While faced with what's to come, we must all look at ourselves and each other and ask some important questions: What does our union mean to us? And what do we WANT our union to be? The only way to find these answers, and subsequently have any chance of holding off those who wish to drain our membership of more economic and social power, is to come together as one union and work together like we never have before.

Local 1445 worked hard all through this past election cycle. Every weekend we knocked on doors, both up in New Hampshire and in Massachusetts. We will put in this same hard work every election to help advance the well-being of our union, and of all working men and women. We do it because it is the right thing to do and, in fact, organized labor is the only group that does this work to benefit and improve the lives of so many that aren't even our members. However, if we want our union to mean strength for ourselves and working people, and if we want our union to be the stalwart against corporate greed and manipulation, then we have to work harder together in a scale and scope our union has not seen in some time. All of us working togeth-



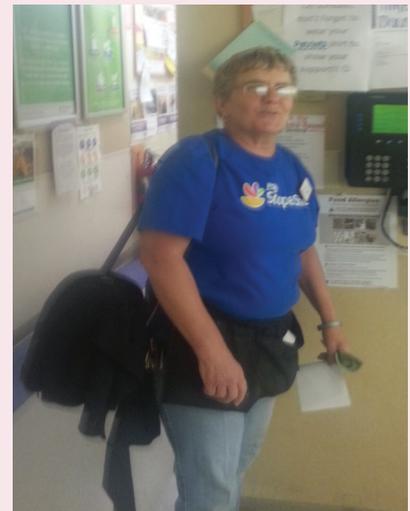
er will not only give us the best chance of success, but it will also strengthen the very idea of what a union is and what a union can achieve.

It will take extra effort, helping during days or times off when we will be tired. It will take a lot of educating and motivating ourselves and each other, but we will be able to motivate all of us from within to build a better and more relevant union. We will need the participation of each member. Like we haven't needed it in a long time, for these things to be realized, but it will be absolutely worth every extra ounce of effort we all put into it. It is a chance to test our union and find out what our union means to us, and what we want it to be.



Many thanks to all who donated toys to the Local 1445 Women's Network toy drive! As in past years, these toys will go to help make the holidays a little brighter for the children of deserving union families. What a marvelous way to share the spirit of the season and reaffirm our commitment to helping all our union brothers and sisters!

Our Canobie Lake Park family day was a great success, giving families a chance to get together for fun and relaxation. We even had a 50/50 raffle - Patsy Grover from Stop & Shop in Stoneham was the lucky winner.



By the time this newspaper reaches you, the holidays may be coming to a close. Thank you to all our members for your support and encouragement throughout the year, every year, and for your willingness to step up to help others and to help out whenever and wherever you see a need. Happy and healthy holidays to all!



OUR NEWEST RETIREES

Donna Alessi
Susan Bridges
Marie Felix
Paula Gagnon
Linda Gorham
Pamela Grandison
James Haugh

Charles Bennett, Jr.
Jane Kelley
Rebecca King
Karen LeBlanc
Evelyn Liberti
Diane Malone

Anne McCarthy
Dorothy Nicholas
Maria Nieves
Irma Perez
John Peters
Donald Piscatelli

Joseph Rapazzo
Stuart Sangster
Robert Small
Margaret Sullivan
Larry Trusty
Wayne Welsh
David Westbrook

2016 UFCW Local 1445 Stewards Seminar

Every year, Local 1445 holds a stewards seminar, to give stewards a chance to hear about important issues that will affect their members.

This year, the seminar was held at Lombardo's in Randolph, MA. Attending were more than 200 stewards from across the various industries and companies that Local 1445 represents.

Our guest speakers included UFCW International President Marc Perrone, UFCW International Secretary-Treasurer Esther Lopez, UFCW Region 1 Director Tom Clarke, UFCW International Deputy Political Director Rachelle Netzer, Massachusetts AFL-CIO President Steve Tolman, labor attorneys Wendy Bittner and Al Gordon, American Federation of Teacher/Massachusetts President Tom Gosnell, Cynthia Mark from the Fair Labor Division of Attorney General Maura Healey's office, and our good friend Representative Joe Kennedy.

Stewards heard about the great contracts we've been able to negotiate because of our solidarity and determination; as a matter of fact, Local 1445 contracts are some of the best in the nation. The importance of contributing to the ABC fund was also discussed, and it was pointed out that there are many important political races, other than the presidential race, during the upcoming years that will directly affect the livelihoods and working conditions of our members. Union solidarity and financial support will be vital to maintaining the laws that protect labor unions and our right to organize.

Also important was Cynthia Mark's discussion of wage theft, when employers illegally withhold wages for hours worked, for overtime and Sunday pay, when they require employees to work unscheduled hours, and when illegal or undocumented workers (who may be afraid to object) are paid less than minimum wage. Thankfully this is a problem that shouldn't face Local 1445 members – a call to your local with a question or complaint about possible wage violations is enough to correct any problems and make sure our members receive the wages to which they are legally and contractually entitled.



Winners of the Steward of the Year achievement awards: Joseph Villanucci, Parker Bennett, Gayle Valastro, Clara Padilla, Mark Kuszynski, Steven Goula, David Iapia, and David D'Urso. Congratulations!



President Gosnell explained the reasons that the American Teachers Federation was asking voters to vote “NO” on ballot question 2. Attorney Wendy Bittner explained some of the many complicated and confusing issues involved in disability law. Attorney Al Gordon discussed social media – especially Facebook – and what workers need to be aware of when they post about their employers and working conditions, and that there can be a very fine line between what is acceptable and what may jeopardize jobs.

Representative Kennedy thanked our members for their support and encouragement. Members will remember that Joe has likewise been a fan and supporter of Local 1445, contacting employers on our members’ behalf during difficult contract negotiations and walking the picket lines with us and with other Massachusetts union members fighting for respect and consideration on the job.

All in all it was an educational and successful gathering. Our members can be thankful that their stewards take advantage of the opportunity to keep up with important information about the issues that affect us all.

MEMBERS@WORK

WEETABIX
CLINTON, MA

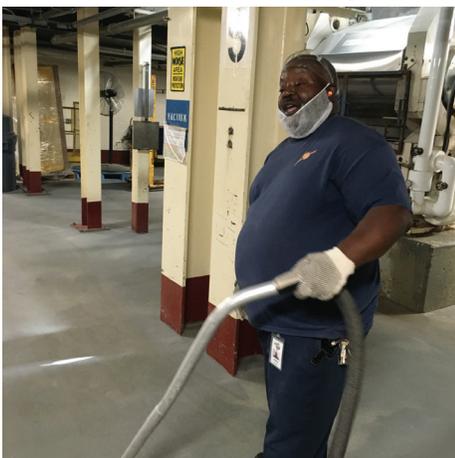
TOPS GRAND OPENING
GARDNER, MA



Steward Bruce Carr



Leo Martinez (in his ABC jacket)



Clifford Powell



ORGANIZING REPORT



FABRICIO DASILVA

Mobilizing and Educating: Bringing the message to the people

Our organizing department continues to mobilize workers at Primark and Hannaford Brothers. Now that Ahold and Delhaize, the parent companies of Stop & Shop and Hannaford Brothers, have merged it's especially important that we educate the workers at Hannaford's about the many benefits of union membership. Our members at the Tops Supermarket in Gardner, MA, can attest to the fact that being union members and having Local 1445 fighting for them was the only reason they all were able to keep their jobs, pay, and benefits once the newly merged Ahold/Delhaize started to sell off extraneous stores.

We are also working on two other campaigns: Aramark cafeteria at Pine Manor College in Chestnut Hill and JSB Bakery in Lawrence.

The fourteen workers at Aramark are facing serious issues, from stagnant wages, to actually getting paid, to being treated with disrespect, and being forced to work under horrible conditions.

The JSB Bakery unit of 100 workers contacted us during the Joseph's Bakery campaign. Lead organizer Miguel Vasquez is working on building up support for a successful push to help these workers organize for better lives and better treatment.

We continue to work at the grassroots level to bring our message to nonunion workers: that they can realize a better life for their families and gain dignity and respect for themselves on-the-job when they join together and organize.



SECRETARY-TREASURER'S REPORT

Americans drive Big Pharma profits

Why we pay more and what we can do about it

Providing good, affordable healthcare is a major concern for union families. Medical costs can easily cause financial ruin, especially if deductibles and out-of-pocket expenses are too high. Local 1445 negotiating committees work especially hard at negotiating contracts that will provide the very best healthcare insurance options at reasonable, realistic prices.

But with the rising cost of healthcare, keeping prices affordable is becoming almost impossible. And one of the major contributors to the increase is the exponentially rising costs of prescription drugs.

Most of us have heard about the manufacturer-imposed unconscionable increase in the price of the Epipen, an emergency medication critically important to severe allergy sufferers. People with life-threatening allergies – such as to peanuts or shellfish – can recount numerous incidents when anaphylactic shock caused by accidental exposure to an antigen would have killed them had they not had an Epipen handy. In the US, in 2007 Epipens cost about \$57; in 2016 the manufacturer, Mylan Pharmacy, has raised the price of a two-pack to more than \$600. In contrast, according to Bloomberg.com, the cost of two Epipens ranges from about \$100 in France to a little over \$200 in Germany, while in the UK, two-packs go for about \$69. (Also according to Bloomberg.com, the active ingredient in an Epipen costs the manufacturer about \$1.)

Not only are name-brand prescription prices skyrocketing, generic prices are, too. For example, the cost of a drug as ubiquitous as naproxen sodium (the generic name for the active ingredient in Aleve and other OTC inflammation and pain relievers) rose more than 200% from 2014 to 2015.

Pharmaceutical companies often claim that price hikes are what pay for the costs of researching and marketing new drugs. Granted: Developing new drugs is definitely expensive. But our problem here in the US is that while other countries' healthcare systems actively negotiate drug prices, in the US we do not. Health insurance companies rely on pharmacy benefits managers (PBMs) to work with drug companies to set prices, but with only three major PBMs in the US the lack of competition (and the legal prohibition against price negotiation by Medicare and Medicaid) means drug companies can charge virtually any prices they want. In effect, many people would say that the United States is actually subsidizing drug development for every other country in the world. With little competition between PBMs, drug companies and PBMs can work out deals where prices are as high as the market will bear, so that the drug companies make huge profits and the PBMs get a good chunk as their cut. Healthcare funds are left to figure out how to finance these drugs, since the funds must pay the prices charged by the drug companies and passed on through the PBMs. The funds must determine how much of the cost the patients themselves must bear, in order to keep the funds solvent. And this is a



JIM RONAYNE

Continued on next page

terrible dilemma: If the fund ends up paying too much, it may end up bankrupt, leaving all members in the lurch, and yet charging high copays and deductibles may leave many patients unable to pay for their prescriptions.

So what can we do about this sad state of affairs? Keeping a rein on prescription prices would certainly help keep healthcare costs down. (A CBSNews.com report states that \$858 per person per year is the average cost of prescription drugs in the US, while \$400 is the average across 19 other industrialized countries according to an article published in the August 23/30 issue of JAMA.) In Massachusetts, generic prescription drugs must be dispensed unless the doctor has specifically prescribed a brand-name drug and written "NO SUBSTITUTION" on the form. This helps keep costs down somewhat, but how effective can it be when even generic prices are soaring? Maybe it's time to look for help from our neighbor to the north – Canada.

For example, a prescription for the Advair Diskus, used to treat asthma and COPD, will cost the Fund \$286.24 while the same medication, ordered from a reputable online Canadian pharmacy would cost \$125.10. That's a difference of \$161.14 or 128%. A prescription for enalapril, a generic drug for high blood pressure, would cost the Fund \$0.46 per pill here in the US while the same prescription would cost only \$0.10 per pill, or 400% less, if ordered from Canada. A prescription for Epipen can be filled for \$107.64 plus shipping at www.onlinepharmaciescanada.com or by calling 877-536-8162. (They're physically located at Suite 109-7938, 128th St, Surrey, BC V3W4E8.)

While it's true that our Fund participants' copays may be less than the full Canadian prices, the Fund must pay the difference between the copay and the full US price. If Fund participants ordered drugs through reputable online Canadian pharmacies, paid the full Canadian price (say \$125.10 for the Advair Diskus) and then turned around and submitted the bill to the Fund for reimbursement, it would be a win-win for both patients AND for the Fund. Our members might still be expected to be responsible for the copayment but they would be saving the Fund \$161.14. Ultimately, by saving the Fund money, lower Fund expenses might mean that participants would end up with lower copayments which would save THEM money!

One EXTREMELY important caveat: When filling prescriptions online, make sure you are dealing with a reputable pharmacy. WebMD.com recommends these safeguards:

- ✓ Don't take any drugs that have not been prescribed for you by a healthcare provider who has examined you in person;
- ✓ Don't order drugs from any website that doesn't list a street address, phone number, or information on how to contact the pharmacist.
- ✓ Don't buy drugs from sites that don't require prescriptions or that offer to issue a prescription based on an online questionnaire or telephone consultation.
- ✓ Do make sure the site is verified or certified by a reputable program, such as the Verified Internet Pharmacy Practice Sites (VIPPS) or the Certified Canadian International Pharmacy (CIPA_{RX}). You can also check at www.PharmacyChecker.com.

The rapidly escalating cost of name-brand and generic prescription drugs is a serious problem for our healthcare funds, especially since the funds are restricted as to how effectively they can control these costs; in too many cases, they are at the mercy of the PBMs and Big Pharma. As consumers and patients, we must find measures that we can take to help keep costs down for the healthcare funds so that exorbitant overcharges don't end up getting passed along to us!

In solidarity,


LOCAL1445

UNIONNEWS

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

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UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

2017 Official Quarterly Meeting

Reunión oficial trimestral 2017

Próxima reunião em 2017

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 17, 2017 6:30 p.m.

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