

www.ufcwlocal1445.org

a VOICE for New England workers and their families since 1938

Here we are in 2016, fighting for our livelihoods in a chaotic political

year where survival of the labor movement and the security of our members remain at the top of our agenda. Good jobs with good wages and benefits have been disappearing in direct correlation with the shrinking of the union movement itself. Corporate greed and its political allies have all but disarmed workers in America by passing legislation to send manufacturing overseas for very cheap labor, and by refusing to pass labor reform laws that would help Americans elevate their economic standards by making it easier for employees to organize into unions without the fear of retaliation from antiunion employers.

Despite the odds being stacked against working folks and a shrinking union density, two major victories in New England and the Eastern Seaboard have been won because of worker solidarity.

35,000 Stop & Shop members in New England won a great contract, and 40,000 Verizon members all over the Eastern Seaboard and down through several states won a major victory after a long and difficult six week strike.

Stop & Shop Supermarket union members in New England stuck together and overcame a major attack on their wages, benefits, and future with a company going through major changes such as the recent merger of Stop & Shop's parent company, Ahold, with the nonunion DelHaize Corporation. Facing down an aggressive management team hellbent on major givebacks for current as well as future workers, our members - both older and younger - let management know they would do whatever it took to fight back, including striking if necessary, to land a good contract and stop company concessions. The members attended rallies, engaged customers for support, and remained united throughout the long battle beginning in December. Strong support also came from our sister UFCW locals in New York and New Jersey.

PRESIDENT'S MESSAGE



A Tale of TWO VICTORIES

JEFF BOLLEN

sey who sent teams of staff to man the stores and keep the members strong. All five UFCW local presidents stayed strong and never wavered even after the contract expired. We took the militant position to work without a contract rather than show weakness and ask for an extension after management intentionally dragged out bargaining for the purpose of wearing down the union committee. That was a big game changer that put the company on the defensive for the first time. All five local presidents communicated with the members on a regular basis with written updates on our websites. Local 1445 decided to experiment with social media and began doing live updates on our Facebook page. The response was overwhelming as the hits came in by the thousands, to the surprise of all of us. Outstanding issues and progress reports were given at the end of each week.

Without a contract being delivered on the original expiration date, our local decided to schedule an update meeting and take a strike vote, which was unanimous with over 1500 members in attendance. TV coverage from NECN and Channel 5 not only reported the strike vote but also aired for free the expensive UFCW commercial several times that evening.

With the threat of a strike looming as Easter drew near, and rallies demonstrating support from the community and the AFL-CIO affiliated unions, Stop & Shop management began withdrawing

Continued on page 6

What is Solidarity?

Solidarity is a word often used in our Movement, but what does it really mean? We in the UFCW have a long and proud history of sticking together and supporting each other through difficulty. In recent years though, it has become fashionable in the media to lament the decline of the Labor Movement and our reduced strength. We have news for them.....don't count us out of the game quite so quickly!

Since December, five New England locals of Region 1 had been in negotiations for a new contract with Stop & Shop Supermarkets. The Company had come looking for massive concessions from our members. Our locals just said, "No!" Things looked bleak on the surface.

However, the New England locals began preparing nearly a year before for these important negotiations for contracts covering almost 35,000 of our hard working family members. The preparations began shortly after the first UFCW Retail Conference in April 2015. Ahold local union chain meetings were scheduled to discuss support. A media strategy was developed. Coordinated bargaining was reinforced by the New England locals with development of a global contract proposal. The plan was in place in time to begin negotiations in December.

Negotiations were slow and became critical by February, with expiration looming. The company refused to move off their concessionary demands and address

the real issues of importance to our members.

That is when we witnessed that Solidarity is alive and well in our union. Solidarity took many forms: in the stores, in the community, and throughout our union. It took place when our New York and New Jersey locals, assisted by Region 2 and RWDSU Ahold locals, responded to a request for support by sending representatives to work with the New England representatives visiting stores to support our members. Those representatives stayed for weeks and played a major role in this campaign.

Next, support rallies were organized throughout New England to support Stop & Shop grocery workers in their fight for a good contract. The seven rallies brought together other unions, elected officials, community allies and customers to support our members. Our members continued their outreach to customers through leafletting on their breaks, wearing union buttons and talking to customers about the issues.

As the campaign gained momentum, the contract expiration came and went. Supported by their UFCW sisters and brothers, our members stayed strong and united.

On March, 30th, International President Marc Perrone convened a meeting of all Ahold locals from Regions 1 and 2 to discuss increasing assistance to the New England locals.

GUEST EDITORIAL



TOM CLARKE

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

Negotiations by the Company finally began in earnest the next day and continued until a tentative agreement (TA) was reached on Saturday, April 9th. The TA, which was ratified with near unanimous approval, contains no concessions for our hard-working members. It does contain good wage increases, improved scheduling language, benefit and pension protections and the creation of an additional 480 new full-time jobs, among other improvements.

There are lessons to be learned from the New England Stop & Shop Contract Campaign: Solidarity is alive and well in the UFCW – and it works! Success comes from making your plan and working your plan. Above all, that the UFCW is a strong and vibrant union that knows how to win.

Look out – grocery workers are on the move!

IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

Jan. 1, 2016 to Apr. 30, 2016 2,794

GRIEVANCES HANDLED:

Jan. 1, 2016 to Apr. 30, 2016 976

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

Jan. 1, 2016 to Apr. 30, 2016 \$112,084.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

March 25, 2016 through June 2, 2016

Coverage:

Dental \$642,477.73

Vision 2,851.00

Disability 367,907.57

R_x (3/16/16 - 5/15/16) 967,747.90

Medical (3/16/16 - 5/15/16) 8,032,364.87

Total \$10,013,349.07

Know
someone
who needs
a union?

Tell them
to call
**Local
1445!**

Organizing
Department

1-800-439-1445

LOCAL 1445 UNION NEWS



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**UNITED FOOD & COMMERCIAL
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JIM RONAYNE - Secretary-Treasurer

TOM BROWN - Recorder

JEFF BOLLEN - Executive editor

Linda Ferrazzara - Managing editor



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Another International ABC Winner!

Once again. Local 1445 is proud to claim a winner in the monthly UFCW International ABC drawing.



Marie Volcy, a member at St. Vincent Hospital, (pictured above with BA Laurie Lemus) signed up for ABC contributions and won a \$250 American Express gift card in the January drawing. Congratulations!!

International winners are selected each month from members who've newly signed up for ABC contributions of \$1 or more per week, or who have upgraded from a smaller weekly amount to \$1 or more. But Local 1445 holds our own drawings at the quarterly membership meetings from ALL our members who are contributing any amount to ABC.

Take a look at our
latest winners on
the next page!



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

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.**



*\$100 winner Janice Feinberg
(Macy's - South Shore)
with steward Connie Coleman*



*\$100 winner Stewart Gorrell
(Stop & Shop - Malden)
with steward Kathy McGaffigan*



*\$50 winner Joseph Faro
(Stop & Shop - Methuen)*



*\$50 winner Leo Fontaine
(Stop & Shop - Allston)*



*\$50 winner Rebecca Garrett
(Stop & Shop - Sturbridge)
Photo not available at press time*



*\$50 winner Annmarie Durrick
(Stop & Shop - Stoughton)
Photo not available at press time*

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 2)

their unreasonable proposals, and a good contract was completed on April 9. New wage scales were put in place, along with more hourly guarantees for senior parttimers, protection of health and prescription benefits and union pension, and improved vision and dental benefits. A better scheduling program and a no layoff clause for meat department workers are just some of the gains achieved in this new contract.

Our UFCW locals' and members' solidarity won this victory and makes us proud to belong to the UFCW.



At Verizon both the IBEW (International Brotherhood of Electrical Workers Union) and the CWA (Communication Workers of America) won a major contract victory against Verizon after a long strike.

Nearly 40,000 Verizon workers were forced to utilize their ultimate weapon after working without a contract for nearly a year. They chose to fight management against major concessions and management's advertising for strike-breaking scabs (offering

\$40.00 per hour, similar to Stop and Shop's tactics.) Union workers stood shoulder to shoulder in both IBEW and CWA unions and walked a treacherous picket line day and night for over six weeks without missing a beat. Along with picketing Verizon headquarters, workers picketed nonunion Verizon Wireless stores everywhere, turning away customers and directing them to union AT&T stores. Members who have been on strike since April 13 are celebrating big gains after coming to an agreement in principle with the company. After 45 days of the largest strike in recent history, CWA members have achieved their major goals of improving working families' standards of living, creating good union jobs in our communities, and achieving a first contract for wireless retail store workers.

Local 1445 has been walking the picket line, and after the Massachusetts AFL-CIO recently requested action from affiliated unions, Local 1445 adopted the Dedham Verizon store for regular picketing.

Sisters and brothers, this could easily have been us at Stop & Shop. We need to be ready early on and prepare for the fight once again, three years from now.

AN INJURY TO ONE IS AN INJURY TO ALL

In solidarity,

MEMBERS@ WORK

**Stop & Shop #2411
Somerville, MA**



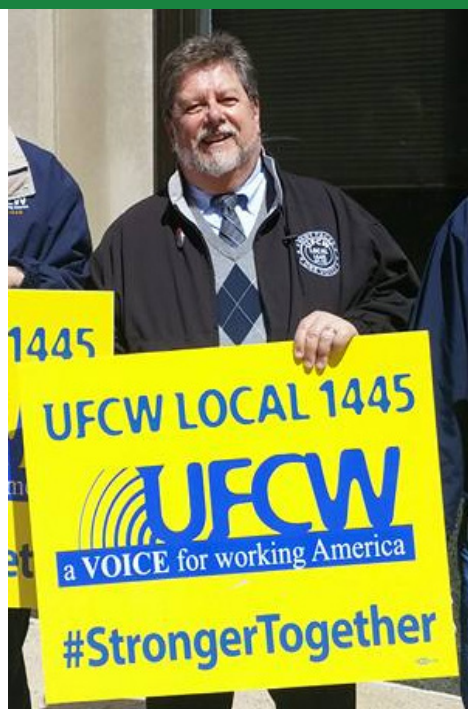
AT YOUR SERVICE

Well, here we go again... About 3 years ago Local 1445 won an election with the beauty advisors at the Saugus, MA, Macy's, demonstrating that the majority wanted Local 1445 to represent them as their bargaining agent and representative. Great, right? NO!

The company challenged the election and confiscated the ballots. Then the company went to Washington DC, to the National Labor Relations Board (NLRB), and 2 years later Macy's appeal was denied. That wasn't the end, though...Macy's took it to court in New Orleans (?) because they thought they would have a better chance of overthrowing the ruling. Again, 1 year later, Macy's was denied. So stay tuned because Macy's can still appeal for the third time!

Even as I'm writing this column, Macy's at Herald Square in New York City is on an extension because their contract has expired and RWDSU Local 1S has taken a strike vote. Macy's is one of the largest employers in the country, and rather than embracing the union and working with us, they do everything in their power to keep us out.

Things have changed for the retail worker over the last 100 years. Filene's opened in 1912 and was considered the new flagship in Boston. The owner, William Filene, was dedicated



TOM BROWN

to providing the best for his workers; for instance, he started a credit union for them and worked in harmony with the union. I think he would be rolling in his grave today!

Doesn't it make you wonder why companies try so hard and spend so much money to keep us out? I'll tell you why: Because with a union contract, no matter how small or big, your benefits are guaranteed and that's what being part of a union gives you - protection against corporate greed!

We are always under attack, so it's imperative that we continue to organize and make sure our message is heard: That people deserve a fair wage, health care, vacations, and permanent schedules so they can make

time for doctor appointments and other important events for themselves and their families.

Most people don't understand the benefit of the grievance procedure, another benefit of union membership. It guarantees that if you are ever charged by the company with any kind of wrongdoing or infraction, you don't have to face the company alone, that you will have representation by a knowledgeable and experienced agent who will plead your case and give you the best defense against any allegation the company may come up with.

I believe this is the most important part of a contract. It is the insurance you hope you never have to use, but when you do need it, you're sure glad you have it.

These are just a few of the things the union gives you and protects for you. As Macy's has demonstrated time and time again, most companies would like to have their workers at their mercy so they can dictate the terms and conditions of employment for these employees-at-will. Being in a union means you are on a more equal footing with your employer and that the company must adhere to the terms and conditions spelled out in your contract, and treat you with the dignity and respect you deserve.

In solidarity,

Scholarship check list
School year 2016 - 2017

1. Are YOU a Local 1445 member? If YES go to A; if NO go to item 2.
 - A. Are you a high school senior? If YES, go to I; if NO, go to 1B.
 - I. Will you be attending a vocational program? If YES, see below; if NO, go to II.
You are eligible for LS, NBS, BMS, DNS.
 - OR
 - II. Will you be attending an undergraduate/degree program? If YES, see below; if NO, there are no scholarships for which you are eligible.
You are eligible for ES, NBS, BMS, DNS.
 - OR
 - B. Are you an undergraduate student? If YES, see below; if NO go to 1C.
You are eligible for NBS, BMS, DNS.
 - OR
 - C. Are you going back to school (vocational or undergraduate) after a year or more? If YES, see below; if NO, there are no scholarships for which you are eligible.
You are eligible for LS.
2. Is a FAMILY MEMBER (spouse, parent, or grandparent) a Local 1445 member or retiree? If YES, go to 2A; if NO, there are no scholarships for which you are eligible.
 - A. Are you a high school senior? If YES go to I; if NO, go to 2B.
 - I. Will you be attending a vocational program? If YES see below; if NO go to II.
You are eligible for LS, NBS, BMS, DNS.
 - OR
 - II. Will you be attending an undergraduate/degree program? If YES, see below; if NO, there are no scholarships for which you are eligible.
You are eligible for ES, NBS, BMS, DNS.
 - OR
 - B. Are you an undergraduate student? If YES, see below; if NO, there are no scholarships for which you are eligible.
You are eligible for NBS, BMS, DNS.

Gloucester High School students: Are you a Local 1445 member, or the child or grandchild of a Local 1445 or Local 15 member or retiree, who's also a college-bound Gloucester High School senior? You might be eligible for the John G. Silva scholarship. See your Gloucester High School guidance counselor or call Joe Hayes at the Local 1445 office (800-439-1445, ext. 144) for more information.

In addition, Local 1445 members/family members may be eligible for Local 1445 scholarships administered by the Massachusetts ALF-CIO, and for UFCW International Union and UnionPlus scholarships. See these websites for more info: MA AFL-CIO (www.massaficio.org); UFCW International (www.ufcw.org); and Union Plus (www.unionplus.org).

KEY: LS Lottery scholarship

Lottery application OR Scholarships application (see application forms for more info)

| | | |
|-----|-------------------------------------|--------------------------|
| ES | Essay scholarship | Essay application |
| NBS | Nicole Berman Memorial scholarship | Scholarships application |
| BMS | Beppie McNally Memorial scholarship | Scholarships application |
| DNS | Dennis Norton Memorial scholarship | Scholarships application |

UFCW Local 1445

2016 – 2017 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 lottery from eligible applicants 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, at the time of the drawing. Previous winners are not eligible. **Applications must be postmarked no later than July 15, 2016.**

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 all 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** and you will also be considered for the *Local 1445 Lottery scholarship*. **HOWEVER**, 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). Your business agent can get you the form, or call the Local 1445 office: 800-439-1445. **The Lottery scholarship is open only to MEMBERS who have been out of school OR to members and their family members who will be participating in a vocational program.**

Name of student: _____ Telephone: _____

Address: _____

City: _____ State: _____ Zip: _____

School to attend - Fall 2016: _____

Year of study - Fall 2016 (freshman, sophomore, etc.): _____

Or vocational program ☐ (**eligible for Lottery scholarship; see above): _____

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

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

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

Return this form to **UFCW Local 1445 Scholarships, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda**. Entries must be postmarked by July 15, 2016.

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

2016 – 2017 Essay Scholarship Application

(High school seniors only)

This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in the accompanying essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; **applications must be postmarked no later than July 15, 2016.**

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 500 – 1000 word essay, to the address below. Your essay must be on the theme "History Proves Stronger Unions Protect American Workers and Their Families" and should be double-spaced on single sided sheet(s). Application forms submitted without an accompanying essay will not be considered.

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 2016 – 2017 Scholarships Application in order to be considered for those as well.**

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

School to attend - Fall 2016: _____

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 Essay Scholarship, 30 Stergis Way, Dedham, MA 02026, ATTN: Linda.** Entries must be postmarked by July 15, 2016.

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
2016 - 2017 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, or the spouses, children or grandchildren of members*. Scholarship winners will be chosen by lottery from eligible applicants 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 retired member of Local 1445, at the time of the drawing. Previous winners are not eligible.

Applications must be postmarked no later than July 15, 2016.

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 (2015 – 2016), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2016; 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 2016 – 2017 Scholarships application** rather than this application. Your business agent can get you the form, or call the Local 1445 office: 800-439-1445. **This Lottery scholarship application is ONLY for MEMBERS who are not currently in school.** (Submitting the **Local 1445 2016 – 2017 Scholarships application** will also enter eligible applicants in the 3 additional Local 1445 scholarship drawings; see the *Scholarship eligibility requirements* document for more information.)

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

Vocational program/school: _____

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 15, 2016.

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.

LEGISLATIVE REPORT

Doug Belanger for State Rep Worcester 17th District

Working men and women in this country are in desperate need of more elected officials who will faithfully represent them in all levels of government. Far too many politicians will always talk about how they will fight for workers while campaigning, only to bend to corporate and business interests when it comes time to act. Doug Belanger has been a servicing representative for UFCW Local 1445 for over two decades, and town selectman in Leicester for 18 years. There is absolutely no doubt that the reason Doug wants to reach higher office is so he can fight not only for union members, but for all working families across Massachusetts, every day at the State House. The primary election will be held on Thursday, Sep-



JIM CARVALHO

tember 8th, and will consist of many state wide races including Doug's important race. Please do not forget to vote in the Massachusetts Democratic State Primary on Thursday, September 8th, and support our Local 1445 brother Doug Belanger in his campaign for State Representative in the Worcester 17th District. If you would like to find out how you can help Doug's campaign please contact Political Director Jim Carvalho at 1-800-439-1445 ext 110.



**How you vote is a personal decision. Local 1445 endorses candidates we feel will best represent the needs of our membership and all working families, and we respectfully urge you to consider these candidates when casting your vote.*

Local 1445 Endorses Colin Van Ostern for New Hampshire Governor

Current New Hampshire Governor Maggie Hassan has decided to not seek re-election to instead run for US Senate on the November 2016 Ballot. This will leave an extremely important Governor's seat open in what will already be an already incredibly busy 2016 election season. The New Hampshire governor has played an important role for union members and working families over the past decade. John Lynch and Maggie Hassan, the last two governors, have helped stop the anti-union and anti-worker Right-to-Work bills that have come up countless times in the



state legislature, and Maggie Hassan helped expand affordable health care to nearly 50,000 New Hampshire residents while holding the office.

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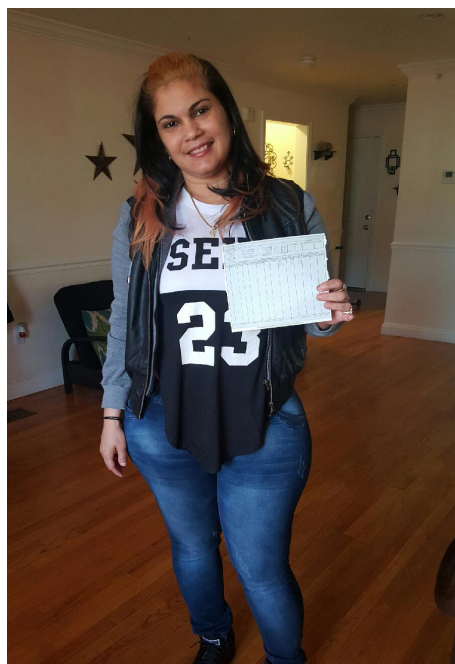
(Continued from previous page)

Local 1445, therefore, is proud to endorse our good friend and current New Hampshire Executive Councilor Colin Van Ostern for the open governor seat. Colin is one of the rare public leaders seeking higher office because he truly wants to help improve the lives of all New Hampshire residents. There is no doubt that he is the best candidate to support not just Local 1445 members but all hardworking men and women in the state. While on the Executive Council Colin has proven he stands up for working class families. He voted for and helped implement the bipartisan New Hampshire Health Protection Plan mentioned earlier that brought some 50,000 residents access to affordable health care, and Colin was instrumental in helping our brothers and sisters end their months' long strike against Fairpoint by demanding better from the company before the state would continue business with them.

This race will be one of the most important of 2016 and it is clear that Colin Van Ostern is the best candidate to represent Local 1445 members and all hard working men and women if elected as New Hampshire governor. **Please don't forget to vote in the New Hampshire Democratic state primary on Tuesday, September 13th, and support Colin Van Ostern for New Hampshire governor.**

OUR NEWEST RETIREES

| | | |
|----------------------------|---------------------------|-------------------------------|
| <i>Gail Allen</i> | <i>Maureen Durrian</i> | <i>Brenda Nash</i> |
| <i>Ana Alvarez</i> | <i>George Egan</i> | <i>David Nixon</i> |
| <i>Peter Amati, Jr.</i> | <i>Donald Eisan</i> | <i>Edward Norris</i> |
| <i>Ann Anderson</i> | <i>Vanesa Escania</i> | <i>Beverly Oliver</i> |
| <i>Domenico Appugliese</i> | <i>Antonia Ferreira</i> | <i>Carl Overberg</i> |
| <i>Constance Arlig</i> | <i>Michael Foran</i> | <i>Michael Pappalardo</i> |
| <i>Maureen Barrett</i> | <i>Maria Gaipo</i> | <i>Robert Perry</i> |
| <i>Geraldine Black</i> | <i>Evelyn Germain</i> | <i>Miguel Pizarro</i> |
| <i>Elaine Boisclair</i> | <i>Irene Glencross</i> | <i>William Quinn</i> |
| <i>Ruthann Brewer</i> | <i>Catarino Gutierrez</i> | <i>Judith Rastellini</i> |
| <i>Mary Bruce</i> | <i>Elizabeth Haley</i> | <i>Aline Richard</i> |
| <i>Kevin Buckley</i> | <i>David Hayes</i> | <i>Rosa Rivera</i> |
| <i>George Butler</i> | <i>Carol Healy</i> | <i>Miguel Rivera-Sandoval</i> |
| <i>Ruth Canoni</i> | <i>Claire Hinds</i> | <i>Dianne Roberto</i> |
| <i>Dale Carroll</i> | <i>Annette Howard</i> | <i>Everlenia Rouse</i> |
| <i>Joanne Castle</i> | <i>Lynn Howland</i> | <i>Marie Silva</i> |
| <i>Kathleen Castronovo</i> | <i>Harry Jacobs</i> | <i>William Silvio</i> |
| <i>Maryann Claflin</i> | <i>Alexis Jislene</i> | <i>Ellen Stasinos</i> |
| <i>Linda Constantino</i> | <i>Jung-Sin Kang</i> | <i>Judith Stone</i> |
| <i>Alana Cooper</i> | <i>Joanne Kearney</i> | <i>Karla Svartstrom</i> |
| <i>Radames Cotto</i> | <i>Donna Laforest</i> | <i>Maria Swiatkowski</i> |
| <i>David Covenio</i> | <i>Verzell Lyles</i> | <i>Carmela Trichilo</i> |
| <i>Paul Dailida</i> | <i>Dorothy Magoun</i> | <i>Jose Vieira</i> |
| <i>Joao Deburgo</i> | <i>Selim Malo</i> | <i>Linda Wells</i> |
| <i>Beverly Dillon</i> | <i>David Manning</i> | <i>Marsha Whitcraft</i> |
| <i>Justa Diplan</i> | <i>Mary Manning</i> | <i>Linda Wilkie</i> |
| <i>Barbara Doherty</i> | <i>Judith McCarthy</i> | <i>Kelly Wing</i> |
| | <i>Romeo Michel, Jr.</i> | |



UFCW Local 1445 stands by all workers who are desperately trying to win a voice and respect at their workplaces. Left is **Elizabeth Cruz**, a Bay State Laundry worker who was fired for union activity. Miguel Vasquez, lead Local 1445 organizer on the Bay State Laundry campaign, was able to win the case and get a \$10,000 settlement for her. Together with the attorney general's office, Local 1445 continues the fight at Bay State Laundry in Dorchester, where employees are subject to wage theft and illegal reprisals for their attempts to organize.

Union members – let's recap... What do you get for your union dues? A legally binding contract! On-the-job stewards! Talented business agents! Experienced union officers! But guess what – there's more!!!

Weingarten rights!!! (Say what?)

Most nonunion workers have NO CLUE about Weingarten rights. Unfortunately, the same can be said of many UNION workers. What the heck are Weingarten rights and why do workers – especially union workers – need to know about them?

Back story: Believe it or not, there was a time when working people had very little say in how they were treated on the job. They worked long hours in unsafe conditions for poverty wages and no benefits. But slowly and painfully, by joining together and remaining united in the face of armed and hostile retaliation from their despotic employers, they were able to bring attention to their plight and to persuade their elected representatives to pass laws that would guarantee more equitable treatment and safer workplaces. The NLRA was one result. According to www.nlrb.gov "*Congress enacted the National Labor Relations Act ('NLRA') in 1935 to protect the rights of employees and employers, to encourage collective bargaining, and to curtail certain private sector labor and management practices, which can harm the general welfare of workers, businesses and the U.S. economy.*" In other words, the NLRA was created to allow working people to deal with their employers on a more equal basis by giving workers the legally guaranteed right to organize. The NLRA was not conceived to benefit one group or the other, but to benefit all segments of the entire US economy, for the benefit of all.

Fast forward to 1975. Leura Collins, a worker at J Weingarten, Inc. and a member of the Retail

Clerks Union (which later merged into the UFCW) was accused by the company of stealing. She was harassed and threatened, and was denied union representation, even though she requested it many times throughout grueling interviews. Eventually it became clear, even to the company, that Leura had done nothing wrong and the manager asked Leura to keep the interviews private. But Leura was a savvy union member and she

reported her mistreatment to her shop steward and other union representatives, who filed unfair labor practice charges against the company.

In the case of NLRB v J. Weingarten, Inc., the Supreme Court "held that employees in unionized workplaces have the right under the National Labor Relations Act to the

presence of a union steward during any management inquiry that the employee reasonably believes may result in discipline." (Wikipedia)

Fast forward again to present day working America. YOU, as a member of Local 1445 working in a unionized workplace, may exercise YOUR Weingarten Rights – your right to union representation - when you are afraid that you are being called into a meeting that will result in discipline or a threat to your job. While this applies to disciplinary meetings ONLY, it also applies to UNION members ONLY – nonunion employees are ON THEIR OWN when faced with a boss or security personnel who are accusing them of wrongdoing.

This is very powerful protection! Although there are conditions that determine when you can legitimately invoke your Weingarten rights, e.g. the meeting must be or become disciplinary in nature and YOU MUST REQUEST REPRESENTATION (the employer is not required to offer it), your union membership gives you the right to have a calmer, more experienced person on your side at a time when you may be nervous and upset, and facing difficult questions and accusations. It's too

Continued on next page



easy to say or do the wrong thing, even if you are totally innocent and have done nothing wrong! Even the most conscientious employee can become the victim of rumors or misunderstandings, so never give up your right to union representation. (See the Weingarten Rights info cards below for more details.)

And there's even MORE! As a dues-paying union member, you are also eligible for group benefits that are available only to union members. The UnionPlus program offers so many different advantages and programs that it would take more space than is available here to list them all. Examples are credit card accounts, different types of loans, various kinds of insurance, discounts on many different services and products, scholarships, hardship programs, and on and on and on! You can find out more at www.unionplus.org. But you have to be a union member.

And speaking of scholarships, union members and their families may be eligible for scholarships offered by Local 1445, by the Massachusetts AFL-CIO, by the UFCW International, and by various labor councils throughout our jurisdiction. For information on the Local 1445 scholarships, see pages 8 – 10 or go to www.ufcwlocal1445.org and click on "Local 1445 scholarships for 2016-2017".

*In the next issue: Union Membership - What do you get for your union dues? **Part 6. The Grievance Procedure***

Weingarten Rights

Read Word for Word to Your Supervisor

If this discussion, meeting or telephone call could in any way be related to my being disciplined or terminated or affect any of my working conditions, I exercise my federal rights and hereby request that my union representative or shop steward be present. Without their presence, I choose not to participate in this discussion or meeting.
Please do not request that I waive this right.



Weingarten Rights

Lea Palabra por Palabra a su Supervisor

Si esta discusión, reunión o llamada telefónica podría estar de alguna manera relacionada con mi despido o acción disciplinaria o algo que afecte a mis condiciones de trabajo, ejecuto mis derechos federales y por lo tanto requiero que mi representante sindical o delegado esté presente. Sin la presencia de cualquiera de ellos, prefiero no participar en esta discusión o reunión.
Por favor, no pida que decline este derecho.



Weingarten Rights What you need to know

Is this an investigatory meeting that may lead to discipline or affect your employment? **Request that a union steward or representative be present.**

Has a meeting BECOME investigatory, or do you believe it will lead to discipline? Request that the meeting stop until a union representative is present.

YOU must make the request for representation - your employer is under no obligation to offer it.

Once you have made the request, the meeting can start or continue **as long as your union rep is present.**

What if your boss tries to convince you that you don't need a union rep? If **YOU FEEL** that you may be disciplined as a result of the interview, **DO NOT WAIVE YOUR RIGHTS!** If the boss refuses your request for a steward or union rep and insists that you attend the meeting, don't be rude or insubordinate. Attend the meeting but just **SIT QUIETLY** until the meeting is over. **POLITELY BUT FIRMLY REFUSE TO ANSWER ANY QUESTIONS.**

When the meeting is over, contact LOCAL 1445 IMMEDIATELY and report what happened.

NEVER WAIVE YOUR WEINGARTEN RIGHTS!



SAVE THE DATE!

Making Strides of Boston

Sunday, October 02, 2016 8 a.m.

DCR Hatch Shell

47 David G Mugar Way
Boston, MA

Help us finish the fight.



To join the Local 1445 Women's Network in the fight against breast cancer, contact Lucy Lugo at 617-462-9939 or llugo@ufcwlocal1445.org

Congratulations, Donna Alessi!

(Below with BA Gene Giacobbe)



Donna is retiring from Stop & Shop #433 in Medford after more than a quarter of a century of service and union membership.

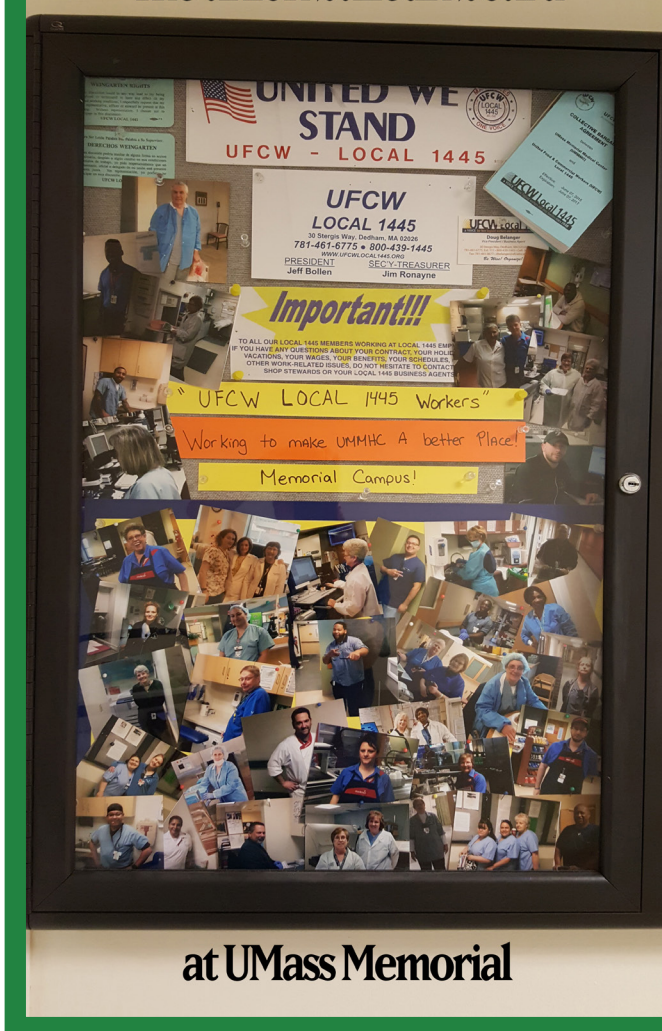
"Donna has been a joy to work with," said Gene. **"We all wish her a long and happy retirement!"**



Kelsey Ludwig

Devin Rafferty

The union bulletin board



at UMass Memorial

Both our UFCW Local 1445/MA AFL-CIO scholarship winners this year are from Stop & Shop #494 in Foxboro. For more scholarship info, see pp 8 - 11.

ORGANIZING REPORT



FABRICIO DASILVA

The Local 1445 Organizing Department continues to mobilize and educate workers at **Pri-mark** about the company's antiunion tactics, and has re-launched the campaign now that the Stop & Shop contracts have been settled.

Boston is a union town, and Primark employees especially need to understand the disrespect this foreign-owned company is showing to American workers.

We will continue the neverending struggle to demonstrate to all our working brothers and sisters the benefits and advantages of union membership.

Meet our newest Local 1445 members working at bfresh in Allston, MA



SOLIDARITY!



Local 1445 was at the Downtown Crossing Macy's store distributing flyers asking customers to contact the company and show support for the NYC Macy's workers in our sister local, RWDSU Local 1S



Local 1445 was in Boston for the May Day Rally, part of an international protest calling for better living wages and benefits for workers.



Local 1445 was walking the line with Verizon workers, demonstrating union solidarity, until the company finally agreed to a fair contract.

SUMMARY ANNUAL REPORT for the UNITED FOOD AND COMMERCIAL WORKERS AND PARTICIPATING EMPLOYERS INTERSTATE HEALTH AND WELFARE FUND

This is a summary of the annual report of the United Food and Commercial Workers and Participating Employers Interstate Health and Welfare Fund for the period May 1, 2014 through April 30, 2015; EIN 04-2605866. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Security Act of 1974 (ERISA). The Board of Trustees of the United Food and Commercial Workers and Participating Employers Interstate Health and Welfare Fund has committed itself to pay certain hospitalization, dental, optical and prescription drug claims incurred under the terms of this Plan.

Insurance Information

The Plan has a contract with Dearborn National Life Insurance Company to pay life Insurance claims, including accidental death and dismemberment claims incurred under the terms of the Plan. The total premiums paid for the policy period ended February 28, 2015 were \$529,595.

Basic Financial Statement

The value of Plan assets, after subtracting liabilities of the Plan was \$32,339,080 as of April 30, 2015, compared to a beginning balance of \$26,267,842 as of May 1, 2014. During the Plan Year, the Plan experienced an increase in its net assets of \$6,071,238. This change includes unrealized appreciation

and depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the Plan Year, the Plan had total income of \$66,715,080 including employer contributions of \$60,981,959, employee contributions of \$5,257,575, and earnings from investments of \$475,546. Plan expenses were \$60,643,842 and these expenses included \$2,771,773 in administrative expenses and \$57,872,069 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have a right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report
2. Assets held for investment
3. Transactions in excess of 5% of Plan assets
4. Insurance information, including sales commissions paid by insurance carriers
5. Financial information and information on payments to service providers.

To obtain a copy of the full annual report, or any part thereof, write or call the Board of Trustees, United Food and Commercial Workers and Participating

Employers Interstate Health and Welfare Fund, 40 Commercial Way, East Providence, Rhode Island 02914, telephone number 1-800-343-2236. The charge to cover copying costs will be \$.10 per page for any part thereof, or the lesser of \$2.50 or \$.10 per page for the full report. You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the Plan and accompanying notes, or a statement of the income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report, because these portions are furnished without charge. You also have the legally protected right to examine the annual report at the main office of the Plan, 40 Commercial Way, East Providence, Rhode Island and at the U. S. Department of Labor in Washington, D. C., or to obtain a copy from the U. S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to Public Disclosure Room N-1513 Employee Benefits Security Administration, U. S. Department of Labor, 200 Constitution Avenue N. W., Washington, D.C. 20210.

SECRETARY-TREASURER'S REPORT



Stop & Shop Members Don't Lose Your Vacation or Personal Holidays!!

For many years, at the end of the year, most Stop & Shop store managers would pay out any unused vacations or personal holidays a member hadn't taken during the year. However, for the past several years this hasn't happened in many stores.

You must use your vacation or personal holidays in the year you've earned them or you could lose them. The only exceptions are:

- If you were hired after December 1 of the previous year, then you'll have until March 1 to use those vacations;
- If you do not take your vacation by December 31 because of a request by your employer, your employer must pay you the appropriate vacation pay (per the contract); or
- If you do not take your vacation by December 31 due to Workers' Compensation or other disability, your employer must pay your unused vacation pay on or before December 31 (again, per the contract.)

What everyone should be doing now -

Vacations: The regular vacation schedule should have been posted by April 15, 2016. If you were hired in 2015, put down your vacation on the schedule after your first anniversary date. For example, if you were hired on November 15, 2015, you MUST put down one

week vacation after November 15, 2016 or you could lose it; if you were hired on November 15, 2013, you will be entitled to your second week of vacation after November 15 of this year.

Personal holidays: Parttime employees hired before April 17, 2016 are eligible for one personal holiday after 6 months of service, and a total of three personal holidays after 12 months of service. For example, if you were hired on November 15, 2015, you would become eligible for one personal holiday after MAY 15, 2016 (6 months) and two more personal holidays after NOVEMBER 15, 2016 (12 months). And you must **USE THEM OR LOSE THEM** by December 31, 2016. If you were hired after December 1 of the previous year you have until March 1 to use your earned personal holidays. If you were hired previous to April 17, 2016, you are eligible for **AT LEAST ONE** personal holiday **THIS YEAR**.

**Please USE THESE
VACATIONS AND HOLIDAYS**



JIM RONAYNE

because you have EARNED THEM! Don't expect your store manager to let you know the deadline for taking your personal days or vacation weeks. If you have any questions – about how many personal days or vacation weeks you're entitled to and when you have to take them – be sure to speak to your business agent.

Wondering about any changes (especially decreases) to your hourly rates? Are you sure you've received all the wage increases you're entitled to? If you have **ANY QUESTIONS**, be sure to contact your business agent. And don't worry – your conversation will be kept strictly confidential. Not sure who's your business agent? Call Local 1445 at 800-430-1445 and we'll be happy to connect you with the right person.

In solidarity,

LOCAL 1445

UNIONNEWS

30 Stergis Way
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(781) 461-6775
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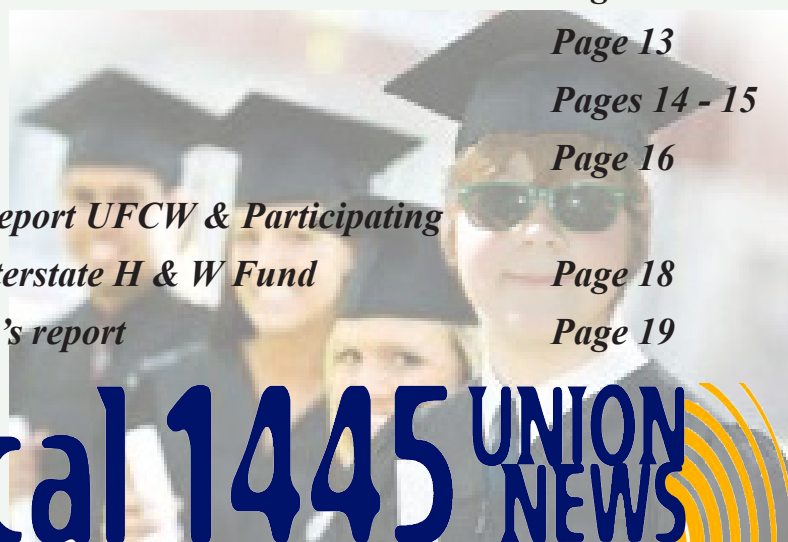
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UFCW Local 1445 UNION NEWS

a VOICE for New England workers and their families since 1938

2016 Official Quarterly Meeting

Reunión oficial trimestral 2016

Próxima reunião em 2016

This quarter's official membership meeting will be held on the following date:

Esta reunión oficial de membresía trimestral se celebrará en la siguiente fecha:

Esta reunião será realizada no dia:

Tuesday, July 19, 2016 6:30 p.m.

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