

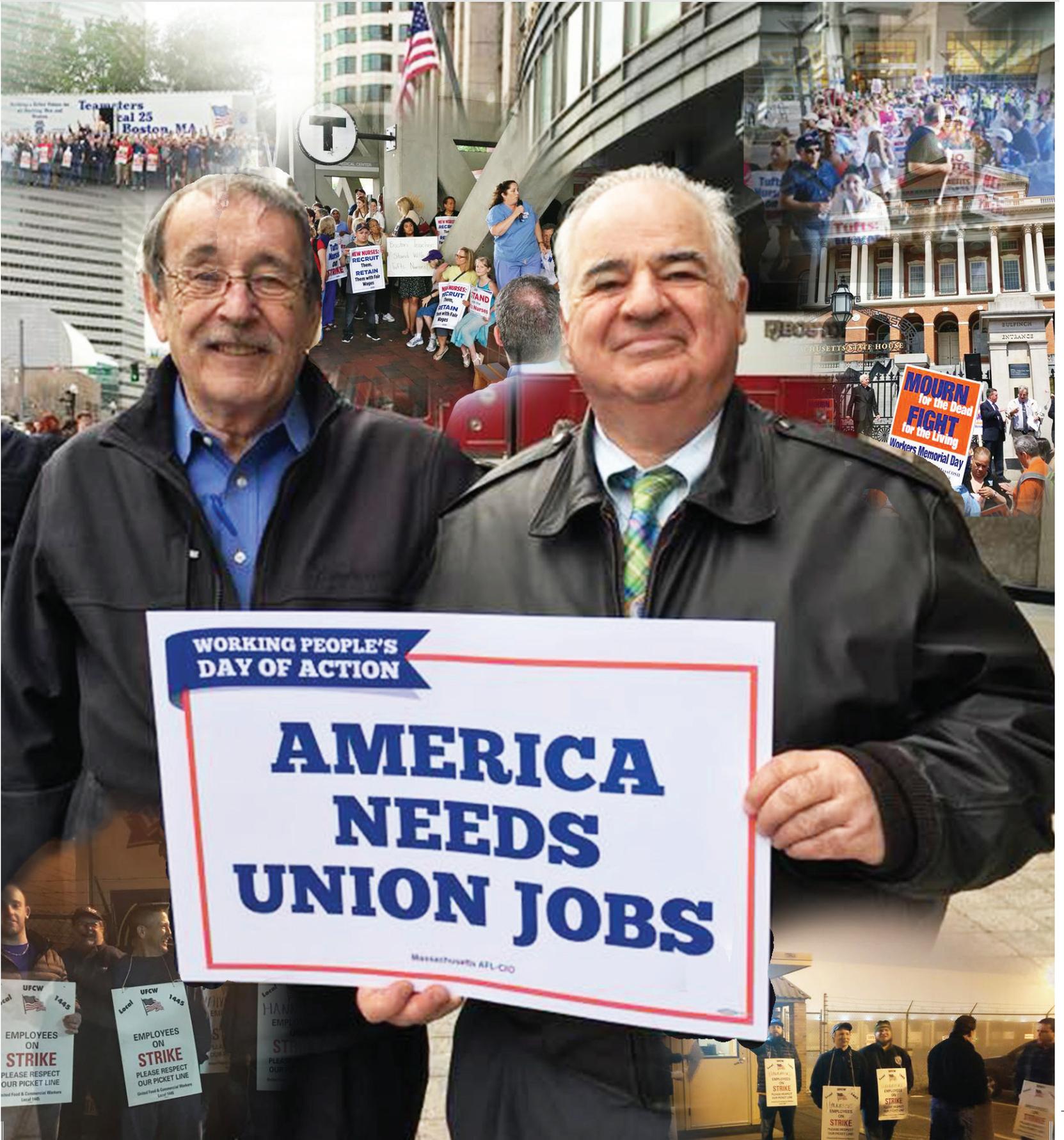
Spring 2018 Vol. 43 No. 1

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



WORKING PEOPLE'S DAY OF ACTION

AMERICA NEEDS UNION JOBS

Massachusetts AFL-CIO

UFCW Local 1445
 EMPLOYEES ON STRIKE
 PLEASE RESPECT OUR PICKET LINE
 United Food & Commercial Workers Local 1445

UFCW Local 1445
 EMPLOYEES ON STRIKE
 PLEASE RESPECT OUR PICKET LINE
 UAW Local 1445
 EMPLOYEES ON STRIKE
 PLEASE RESPECT OUR PICKET LINE

Fight for Social and Economic Justice

Social and economic freedoms are in jeopardy in today's political climate.

Hate crimes are on the rise, tax laws are heavily slanted toward the rich, mental illness goes undiagnosed until it's too late, and there's a lack of real

economic opportunity for the young; all these paint a dreary picture for our new generation unless they organize and change the political climate for the common good by fighting back. Many ARE fighting back, and the union movement will NEVER give up.

Working families make up the vast majority of people in the nation: You don't need a PhD to figure that out. Folks who toil in factories, shops, post offices, hospitals, nursing homes, retail stores, insurance companies, government agencies, security firms, food processing plants, police departments, fire departments, public works departments, schools, transportation companies, doctor's offices, and in many more types of jobs shape our society and country. The point is that the American workforce makes up the largest segment of the population in this country. These people come in all sizes, shapes, colors, creeds, ethnic backgrounds, sexual orientations, and hold a variety of religious beliefs as well. This is America, folks! We should all be able to enjoy the freedoms and protections to believe and worship as we please, and to learn and work in a safe environment.

First, America needs to be free from the violence and bigotry of those who preach racial and ethnic superiority and hold animosity against others who may look or talk differently or are gay! People who preach hatred and commit violence and discriminate against others only divide us, and although we may be a diversified nation we are still the UNITED States. These bigots defame America and abuse the First Amendment privilege of free speech to spread their ignorance while denying the very same constitutional freedoms to their victims. Some of the most heinous hate groups actually spread their terror under the banner of Christianity, such as the KKK and other racist organizations.

Preaching equality for all people is not a liberal view but a true American value which

Continued on page 20

PRESIDENT'S MESSAGE

UNION MOTTO:

**LEAVE NO
WORKER
BEHIND!**



JEFF BOLLEN

GUEST EDITORIAL



**DAVE
YOUNG**

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

The Importance of Spreading the Word About Our Union Family

One of our core beliefs at the UFCW is that no one should have to struggle alone. That core belief helped Local 1445 achieve significant organizing victories last year, and we have more opportunities to bring more hard-working women and men into our union family this year.

The simple fact is this: Everyone knows someone who is toiling away in a job with low wages, little to no benefits, and erratic schedules that make it impossible to take care of life's demands, such as caring for a child or family member, taking a second job to earn more money, or going back to school. This year, let's make a pledge to reach out to friends, neighbors, customers and even vendors who service our stores, and spread the word about the value of belonging to our union family.

Let's make an effort to let workers who may not have a collective voice in their workplace know that union members are more likely to have jobs with higher wages than nonunion workers. Let's talk about our union contracts and the benefits union jobs provide, including health insurance, paid vacation, retirement security, holiday and sick leave, fair scheduling, and overtime protection. On top of a strong union contract, let's make an effort to let people know that members of Local 1445, along with their families, have exclusive access to the UFCW Free College Benefit, as well as discounts that can save families up to \$3,000 this year alone. In a nutshell, let's spread the word that UFCW membership brings people truly great value.

Finally, let's commit to taking this a step further by putting those who are interested in learning more about our union family in touch with one of our organizers at Local 1445. By taking that extra step, we can help workers attain the better lives they have earned and deserve and strengthen the communities that we call home.

Members of Local 1445 know that adding more members to our union leads to stronger contracts. In unity, there is strength, and increased worker power leads to higher workplace standards for all workers—both union and nonunion.

Thank you for being part of our union family. With your help, we can make Local 1445 better and stronger this year and in the years ahead.

IT PAYS TO BELONG TO LOCAL 1445

NUMBER OF WORKSITES VISITED BY UNION REPRESENTATIVES:

Sept. 2017 through Jan. 2018 1,935

GRIEVANCES HANDLED:

Sept. 2017 through Jan. 2018 799

BACKPAY AND BENEFITS RESTORED FOR MEMBERS:

Sept. 2017 through Jan. 2018 \$174,062.00

UFCW Interstate H & W Fund

Claims Paid - Experience Report

November 14, 2017 through March 8, 2018

Coverage:

Dental	\$1,306,283.96
Vision	0.00
Disability	574,413.38
R_x (11/1/17 - 2/28/18)	2,005,844.14
Medical (11/10/17 - 2/28/18)	12,329,677.76
Total	\$16,216,219.24

Know someone who needs a union?

Tell them to call **Local 1445!**

Organizing Department

1-800-439-1445

LOCAL 1445 UNION NEWS



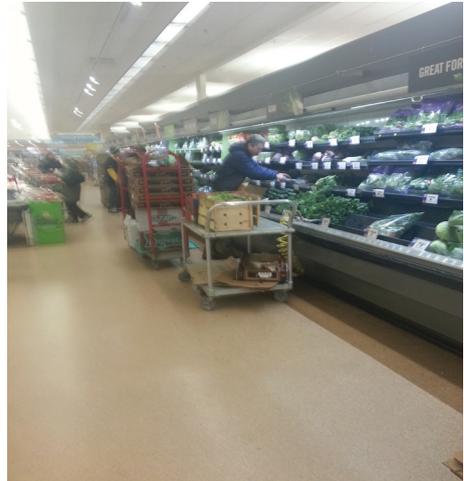
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 Chartered by the United Food & Commercial Workers International Union

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



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MEMBERS@WORK



Christian Ely



Steward Danny Alberico



David Rudzinski

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 Loreta Faniko (UMass Memorial Medical Ctr) with BA Richard Poole



\$100 winner Noreen Fish (Stop & Shop - Danvers) with steward Rusty Tarbox and BA Gene Giacobbe



\$50 winner Charlie Crocker (Stop & Shop - Malden) with stewards Joe Bono and Pat McNeil



\$50 winner Anthony Miele (Stop & Shop - Allston) with steward Paul Batista and BA Gene Giacobbe



\$50 winner Tammy Gagne (Stop & Shop - Bellingham)



\$50 winner Farzana Iqbal (Stop & Shop - Worcester)

NOW MORE THAN EVER Supporting ABC means safeguarding laws that protect YOUR rights and benefits, such as time-and-a-half pay for Sunday work.

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

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

AT YOUR SERVICE

Hannaford The Day the Union Went on Strike

It started early Wednesday morning, February 21, 2018, at 4:00AM.

The fog was so thick you could hardly see the road. Slowly the weather changed, and around 4:45 AM the members started to arrive.

It was to be a great day for the union workers: It was time for them to show Hannaford that they deserved to have the company's respect and that they cared about their wages and the wages of future workers and union members, who had not even been hired yet.

I cannot tell you how proud I am of those members and the strike line. They had put aside any differences they may have had and were now **ONE VOICE IN UNITY AND SOLIDARITY!** There were more than 200 members on the line by 8:00AM and the numbers just kept growing; by 9:00AM more than 300 members had shown up.

It went on and on, as supporters from all over New England came, including from New Hampshire and Maine. The Maine AFL-CIO, Teamsters Local 340, Ladies from the Hospice of Southern Maine Local 6, BIW Fair Point, IBEW Southern Maine Labor Council - all showed up to demonstrate their support. And, of course, retired Local 1445 business agent Steve Buzzell couldn't miss this opportunity to lend his voice and energy to the striking workers.

Even the police were supportive of the strikers, as well as broadcasters from the TV and radio stations. They were all there, bringing our words to the public and, I might add, brought sandwiches for the workers. The lines never wavered, and as some union members left, more

Continued on page 14



TOM BROWN



UFCW can help members earn a debt-free degree.

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

www.UFCW.org/College

UFCW LOCAL 1445

UFCW.org

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

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

Deadlines to sign up for future semesters:

Spring - March 16

Summer - May 25

Fall 1 - August 17

Fall 2 - October 12

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

Just one more GREAT advantage of being a UFCW Local 1445 member!

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 2018 – 2019 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 2018 – 2019 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 2018 – 2019 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 2018 – 2019 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 2016 or 2017, but you have decided to go back, Local 1445 may be able to help you out. Fill out the "UFCW Local 1445 Lottery" scholarship application (page 11.) One member who is NOT a high school student or undergraduate student will be chosen for this \$1000 award. This is for MEMBERS ONLY and is for members who have been out of school for a while.

What about families with multiple Local 1445 members?

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

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

UFCW Local 1445
2018 - 2019 Essay Scholarship Application
(High school seniors only)
Suggestions regarding essay content

General instructions: This UFCW Local 1445 scholarship will be awarded to college-bound high school seniors who are Local 1445 members, or the spouses, children, or grandchildren of members. Scholarship winners will be selected based on the content and ideas expressed in their essay, and will be announced at the Local 1445 quarterly membership meeting held in July. The person who qualifies the applicant must be a UFCW Local 1445 member in good standing, or a retiree from a Local 1445 employer; **applications must be returned to the address on the application and postmarked no later than July 13, 2018.**

Students: Your 750 – 1000 word essay should be double-spaced and printed out on single-sided sheets; it should be on the theme “How I Would Convince a Skeptical Friend That **The Union’s Got My Back**” (or “...**My Parent’s Back**”, or “...**My Grandparent’s Back**”, depending upon who’s the union member in your family - you get the idea.)

What should you include in your essay? *Think about how you would talk to your friend about the union. Let’s say your friend doesn’t know anything about unions, only what s/he might have heard from other people. You could explain the history of unions – when they were originally formed in this country, and why:* What conditions led workers to organize into unions, even at the risk of being seriously injured or killed by company agents and dishonest law enforcement personnel? What were some of the scandals and tragedies that eventually led to the public support and passage of laws protecting workers and their right to organize, such as the NLRA? Why was it necessary to actually pass laws to guarantee these protections? **Then you could describe conditions today:** What legal rights do workers have that will help to guarantee living wages, benefits, safe working conditions, and respect on the job? And how do these rights help to protect the American middle class and give everyone a shot at “The American Dream”? What are some of the advantages ALL workers enjoy today – such as overtime pay, days off, paid holidays, etc. etc. etc. –thanks to the Labor Movement? **You could add the benefits of being in a union:** Unions make sure workers are covered by collective bargaining agreements (contracts) - what’s the advantage of that? What’s so great about “seniority”? If nonunion workers are treated unfairly all they can do is complain, while union workers can file “grievances” – what’s that all about? What’s the advantage of having an outside professional representative, i.e., a business agent, to handle any disputes and resolve any problems you or your coworkers might have with your boss? Even if you’ve never had to contact the union, being a union member means the union is there for you if you ever need help – who can nonunion workers call to protect their interests if they get into trouble? **You might go on to explain what’s involved in organizing:** How do workers at a nonunion employer organize into a union? Can just one person decide to call in the union? Does everyone have to agree? Why would a company object to having workers unionize? **Etc. etc. etc.:** OSHA is supposed to protect all workers – how is having a union an advantage? And more, such as the fact that a union is completely democratic and all members are considered equal, regardless of where they work or their job description.

These are just some of the points you might want to discuss in your essay – you may have personal experiences you can include or other issues you feel are important to address. All in all, your essay should demonstrate your understanding of the history and evolution of the Labor Movement, and why worker solidarity today will be crucial in the fight to save America’s middle class, and **why you are proud to be associated with UFCW Local 1445.**

UFCW Local 1445
2018 - 2019 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, 2018.**

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 2018 – 2019 Scholarships Application in order to be considered for those.** (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 2018: _____

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, 2018.

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 2018 – 2019 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 2018 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, 2018.**

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

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

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

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

School to attend - Fall 2018: _____
 Year of study - Fall 2018 (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, 2018.

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
2018 - 2019 Lottery Scholarship application
(MEMBERS ONLY – see important note below
for application information for family members*)

This UFCW Local 1445 scholarship will be awarded to Local members who are NOT currently in school but who have decided to resume their educations. Scholarship winners will be chosen by random drawing from eligible applicants at the Local 1445 quarterly membership meeting held in July. (**Please note: Graduating high school seniors who will be attending a vocational school program, rather than a college or university, are also eligible to enter this lottery but they must fill out and submit the “2018-2019 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, 2018.**

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 (2017 – 2018), and has decided to resume her/his education by attending a vocational/certificate or undergraduate program in 2018; 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 2018 – 2019 Scholarships application NOT this one**, as noted above. **This Lottery scholarship application is ONLY for MEMBERS who are not currently in school.**

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

School to attend in 2018: _____

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

I understand that this application 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, 2018.

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.

ZIP Codes in the Central MA AFL-CIO Jurisdiction

College-bound high school seniors!

If the zip code of the facility where you work or the zip code for your home address is in the following list, and you - or your parent(s) or grandparent(s) - are a member of Local 1445, you may be eligible to apply for the Central Massachusetts AFL-CIO scholarship:

01005	01524	01569	01608	01721
01031	01527	01570	01609	01740
01037	01529	01571	01610	01746
01083	01531	01580	01611	01747
01501	01532	01581	01613	01748
01503	01534	01582	01614	01749
01504	01535	01583	01615	01745
01505	01540	01585	01612	01752
01506	01542	01586	01653	01754
01507	01543	01590	01655	01756
01510	01545	01601	01654	01757
01515	01546	01602	01701	01760
01516	01550	01603	01702	01770
01518	01562	01604	01703	01772
01519	01566	01605	01704	01775
01520	01568	01606	01705	01776
01522		01607		01778

Local 1445 employers/facilities in the Central MA AFL-CIO area include:

Stop & Shop - Framingham #3	Macy's - Natick
Stop & Shop - Framingham #8	Weetabix
Stop & Shop - Westborough #19	The Reservoir
Stop & Shop - Worcester #37	UMass Memorial Medical Center
Stop & Shop - Grafton #57	St Vincent Hospital
Stop & Shop - Worcester #79	DCU Center
Stop & Shop - Worcester #85	Pregis Corp
Stop & Shop - Shrewsbury #91	
Stop & Shop - Sturbridge #481	
Stop & Shop - Hudson #489	
Stop & Shop - Westborough #497	
Stop & Shop - Milford #2418	
Stop & Shop - Wayland #2700	

The Central MA AFL-CIO scholarship application and instructions are on the following pages. If you have any questions, please call the Central MA AFL-CIO 508-832-4218.

The application deadline is April 26, 2018.

The scholarship recipients will be drawn by lottery at the May community services meeting of the Central MA AFL-CIO and the winners will be announced at the Annual Scholarship Golf Tournament on June 1; scholarships will be presented at the Labor Day breakfast on September 3.



Central Massachusetts AFL-CIO



400 Washington Street, Auburn, MA 01501
Phone/Fax: 508-832-4218 • www.centralmassaflcio.org



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Roofers Local 33

Lynne Starbard
MNA Region 2

Lowell Alexander
USW Local 12004

MEMBER Information (Please Print Clearly)

NAME: _____

ADDRESS: _____

City/Town _____ State _____ Zip Code _____

Member's Phone Number _____ E-Mail _____

Union Information (Please Print Clearly)

UNION AFFILIATION UFCW

LOCAL UNION NO: 1445

Place of Employment _____

Employer's Address _____

Applicant Information (Please Print Clearly)

APPLICANT/GRADUATE NAME _____

RELATIONSHIP TO MEMBER: _____
(MEMBER, SON, DAUGHTER OR GRANDCHILD)

2018 GRADUATE OF: _____
(Name of School)

COLLEGE ENTERING: _____

To be eligible, the student must be a **2018** graduating high school senior going on to college and a child, grandchild or member who's local is affiliated with the Central Ma. AFL/CIO. Union members must live or work in the jurisdiction of the Central Ma. AFL/CIO. All names must be submitted by April 26, 2018 and returned to:

Central Ma. AFL/CIO
400 Washington Street
Auburn, MA 01501
Attn: Paul Soucy

At Your Service (cont'd from page 5)

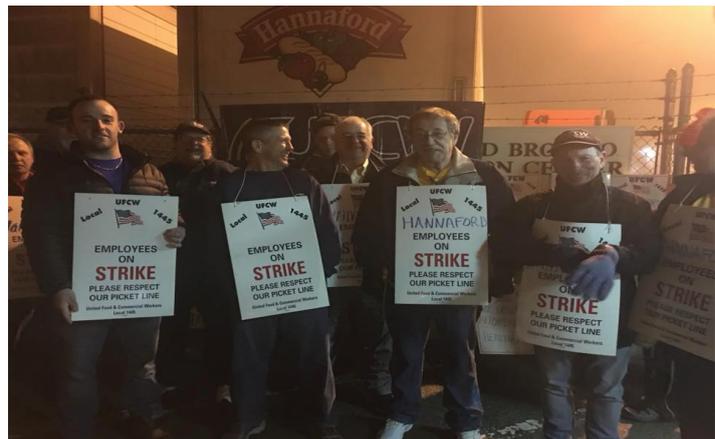
came to replace them.

The chants continued all day long. **“What do you want?” “A CONTRACT!”** **“When do you want it?” “NOW!”** **“What do you want?” “RESPECT!”** **“When do you want it?” “NOW!”**

These chants will ring forever, as simple as they may have been: They spoke volumes for union working women and men.

I will remember this strike line for the rest of my life because union members were willing to put their jobs on the line, not just for themselves but for their future union brothers and sisters as well. And that, my brothers and sisters, is what unionism and the advocacy of all trade unions is all about.

Hmm. Respect. A contract. They DO go well together!

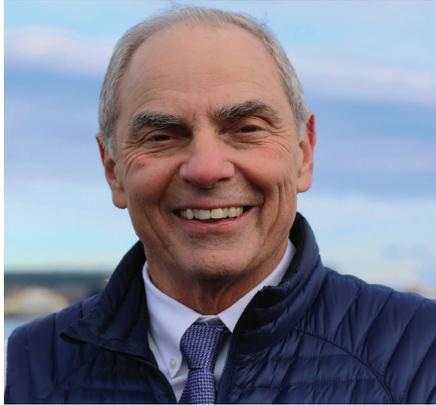


As always in solidarity.



LEGISLATIVE REPORT

UFCW Local 1445 Endorsements



Mark MacKenzie for US Congress, New Hampshire's 1st Congressional District

Local 1445 is thrilled to announce that our long time friend and ally **Mark MacKenzie** has entered the race to replace Congresswoman

Carol Shea-Porter who is stepping down when her term expires at the end of this year. Mark was president of the New Hampshire AFL CIO for years where he not only helped Local 1445 members in the state, but stood up for all working families. There is no doubt that Mark is the only candidate in the race that truly understands the issues that affect working men and women, and we are happy to have the rare occasion of supporting a union brother in a race for elected office.



Barbara L'Italien for US Congress, Massachusetts' 3rd Congressional District

We are happy to endorse our long time friend and ally in the State Senate, **Barbara L'Italien** in her race for US Congress. Longtime Congresswoman Niki Tsongas has decided not to run for re-election, and a very crowded field of candidates have announced their plans to run for her open seat. After careful consideration we have decided to endorse Barbara because we know she is the best candidate to represent Local 1445 members in Washington DC. Time and again at the Massachusetts State House, Senator L'Italien has stepped up to help protect Sunday time-and-one-half pay, and fought to keep grocery and retail stores closed on Thanksgiving and Christmas. Local 1445 is confident she will continue to fight for us when elected to Congress.



Nick Collins for State Senate, 1st Suffolk District

Local 1445 has endorsed Representative **Nick Collins** for State Senate in the **special election** for the 1st Suffolk District that will be held on May 1st. Similarly, Representative Collins has stood with 1445 members on important issues such as Sunday time-and-one-half pay, and holiday store closings. He has an incredibly strong labor voting record for his time as State Rep, and has pledged to continue the fight in protecting time-and-one-half pay and holiday store closings. **If you live in the 1st Suffolk District please do not forget to vote on May 1st in the special election.**



It Pay\$ to Belong to Local 1445!



Above, from left to right: Angie Goldsmith (St. Vincent Hospital) with BA Richard Poole; Paula Donahue (UMass Memorial) with BA Richard Poole; Matt Osborne (Stop & Shop, Shrewsbury) with BA Laurie Lemus. Left: Meggan McDonald (Stop & Shop, Sturbridge) with BA Laurie Lemus.

Being a dues-paying member of Local 1445 can be a real investment in making sure your rights are respected on-the-job! The members pictured here took advantage of their union membership to get the pay and benefits they were guaranteed by their contract. Angie won back her job, seniority, and back pay after her unfair termination. Paula received the overtime pay she was guaranteed by her contract. Matt had been owed travel pay that the company would not have given him had he not gotten help from Local 1445. And Meggan received 4 weeks back pay after being unfairly suspended.

Your union membership means your job and your rights are protected by a legally binding document - your contract. If you think your company has violated your contract, make sure you let your union know and we'll fight to make sure your rights are respected.



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

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

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

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

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

MEMBERS@WORK

Stop & Shop #446

Watertown



David McGoldrick



Joseph Ranno



Rita Miller

OUR NEWEST RETIREES

Ellen Addario
Gail Baldwin
Cynthia Bartolo
John Beaton
Salvatore Boncore
Janet Bonvini
Scott Bowen
Linda Ciulla
Bobbie Cooper
Eugene Crowley
Karen Curry
Paul D'Entremont
Karen Davis
Helen Davis
Matilde Duarte
Eleanor Earlie
Michael Eklund
John Falese
Paul Flanagan

Ubaldo Garro
Frederick Greener
Maria Guillen
Sandra Jones
Thomas Keegan
Janet Kennedy
John Korçutis
Arthur Koutsis
Albert Laverdiere
Robin Loftus
William McAlevey
William McCarthy
Eileen McCusker
Ann McGibbon
Kevin Mendonza
Paul Mense
Richard Moschen
Charles Murphy
Hagop Nazarian
Clare O'Brien

Martha O'Neil
Lorraine Peirce
Joseph St. Pierre
Marie Rayner
Elizabeth Rhodes
Maria Rosa
Karen Roy
Karen Spear
Charles Stannos
Gwen Stoddard
Patricia Sullivan
Kathryn Sund
John Turchi
Raymond Vasapollo
Daniel Verdillo
Charles Viglione
Janet Waite
Deborah Walsh
Kenneth Whitney



Ellie Addario (center) with friends, family, and well-wishers

Stop & Shop has lost two long-time Local 1445 members, **Ellie Addario** who's retiring from the Revere store (#43) and **Barbara Murphy** who's retiring from the Allston store (#89). President Bollen expressed the wishes of their coworkers, customers, and union family, saying, "They will be sorely missed by all! We wish them both the long, healthy, and happy retirements that they've worked so hard for and have earned!"



Barbara Murphy (center) with BA Gene Giacobbe and President Bollen

MEMBERS@WORK

Franley Gonzalez, GEM² Award Winner at UMass Memorial

In early January, UFCW Local 1445 member Franley Gonzalez was doing his daily housekeeping/project work assignment at the ACC building at UMass Memorial in Worcester when he happened to find a wedding band. Instead of just bringing it to the lost-and-found, where it might never have been claimed, he decided to do a little detective work and discovered there had been a patient in that area shortly before he cleaned the room, so he went to the nurse who supervised that area to see if he could get any more information and figure out how the ring might have ended up there.



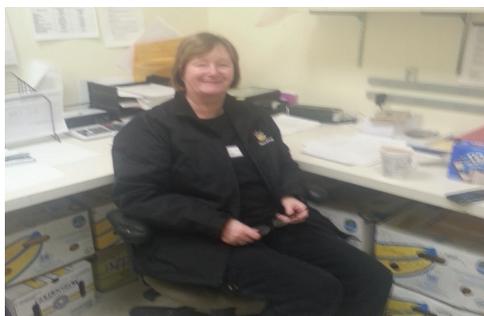
Michele Stedman, steward at the ACC Building, with GEM award winner Franley Gonzalez

It turns out that the ring had a lot of emotional sentiment attached to it. The patient to whom the ring belonged had, sadly, succumbed to cancer and his wife, having just lost her husband, believed that she had lost his wedding band forever as well.

But a few days later, thanks to the perseverance and compassion of our union brother, Franley Gonzalez, the ring was returned to its rightful owner, bringing some small measure of comfort to the grieving widow.

The unit and management at Crothall presented Franley with a Great Employees Make Magic (GEM²) award in recognition of his resourcefulness and outstanding dedication to the patients and their families at the facility where he works. Franley's actions show just how important our members truly are to their communities and their employers, and especially to our local union. **THANK YOU** to Franley, and to all of these unsung working class heroes who make a difference every single day!

MEMBERS@WORK



Steward Helen Manning

**Stop & Shop
#446
Watertown**



Larry Connors

President's Message *cont'd from page 1*

is supposed to guarantee life, liberty, and the pursuit of happiness to ALL, not just a select few.

Second, another factor that inhibits basic freedom and economic security for workers is the corporate greed that has poisoned the nation in the last three decades. This powerful and wealthy clique tries to deny the constitutional freedoms they enjoy to the people who work every day trying to provide for their families and who are finding it harder and harder to make ends meet due to the rising costs of the basic necessities of life. Companies are turning their workers' careers into parttime jobs while those same companies are reaping astronomical profits and returning little to the country's workforce by not paying living wages and by shirking their fair share of taxes needed to rebuild our cities and schools, fix roads and bridges, and create new opportunities, as was the norm for companies in this country in the 1950's and -60's.

The power brokers - Corporate America - have always been somewhat in control by heavily influencing politicians with campaign donations, and through aggressive lobbying for statutes that help them stay wealthy through tax breaks (the latest being the biggest ripoff in history for workers), banking laws with loopholes, increasingly eroding labor laws and protections, and dubious foreign investments.

With Republicans in charge of both legislative branches, the judicial branch, and the executive branch, don't expect any help for workers any time soon. America has always maintained a system of checks and balances whereby legislators who believe in working for the "common good" have put regulations on industries to protect workers and consumers alike from being completely exploited and kept down by the powerful.

Today, however, with the White House hell-bent on deregulation and abolishing many restrictions on businesses, we have already seen a severe weakening of the Department of Labor and the National Labor Relations Board, by the decimation of staff and the placement of antiunion/antiworker agents in key positions. These are the agencies that are supposed to protect workers' rights!

Another of Trump's antiworker proposals is to place workers' tips at the disposal of the employers! Unbelievable! He is also proposing to deregulate pollution and toxins affecting workplaces' air and water, and to loosen safety regulations. He wants to undermine the national parks system by selling off public land to private businesses and petroleum interests, and his tax plan will necessitate massive cuts to programs assisting the middle class, the poor, and the elderly. Trump's tax plan even includes credits for closing plants in the USA and moving them out of our country! What happened to bringing jobs back to America? Does anyone see the pattern here?

The Labor Movement will continue to fight to bring back a fair system of checks and balances, like the one that built a prosperous middle class after WWII that became the envy of the world. We have always fought against discrimination of any kind, and for social justice and economic equality for those who struggle to survive in this, the richest country in the world. Thankfully we can already see signs of positive change as our young people - the NEW labor movement - are fighting for a \$15 dollar minimum wage, the right to organize and join unions, and freedom for all from fear, discrimination, and violence. We must make sure they have all the resources and support they need to continue this fight to a successful conclusion and a better future for all of us!

In solidarity,



SECRETARY-TREASURER'S REPORT

Another Successful Year for Our Local

The best way to determine the health and strength of any institution is through its financial statements, and Local 1445 is no different.

Pictured below and on the next page are the annual financial statements resulting from our yearly audit, comparing this year to last, and they show that our local is doing well and growing stronger every year.

This is especially important for our members, since so much depends upon whether their union can back them up and support them through many different and difficult situations.



JIM RONAYNE

UNITED FOOD AND COMMERCIAL WORKERS
UNION LOCAL 1445
STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2017 AND 2016

	2017	2016
ASSETS		
CURRENT ASSETS:		
Cash (including certificate of deposit of \$205,425 in 2016)	\$ 1,864,134	\$ 1,229,879
Marketable securities, at approximate market value (cost \$1,279,247 in 2017 and \$1,232,007 in 2016)	1,388,402	1,217,571
Accounts receivable, net	619,393	627,842
Prepaid expenses	6,804	7,951
Total current assets	<u>3,878,733</u>	<u>3,083,243</u>
FIXED ASSETS, AT COST:		
Land, building and improvements	1,259,083	1,186,953
Office equipment	262,281	262,281
	<u>1,521,364</u>	<u>1,449,234</u>
Less: Accumulated depreciation	893,198	847,154
Total fixed assets, at cost	<u>628,166</u>	<u>602,080</u>
TOTAL ASSETS	<u>\$ 4,506,899</u>	<u>\$ 3,685,323</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 255,745	\$ 245,626
Severance deficit	6,524	53,985
Total current liabilities	<u>262,269</u>	<u>299,591</u>
NET ASSETS	<u>4,244,630</u>	<u>3,385,732</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 4,506,899</u>	<u>\$ 3,685,323</u>

Take a look at the “It Pays to Belong to Local 1445” graphic at the top of page 3: Local 1445 representatives – business agents and our legal team – have been able to successfully stand up to corporate bullying and intimidation, and have recovered jobs, benefits, and back pay for so many of our members. Could we do that without the financial resources and staffing currently available to us? Perhaps, but probably not so successfully.

All our members can be confident that our local is strong and growing stronger, and that we are as determined as ever to make sure that every single one of our members is treated with the respect

UNITED FOOD AND COMMERCIAL WORKERS
 UNION LOCAL 1445
 STATEMENT OF ACTIVITIES
 FOR THE YEARS ENDED DECEMBER 31, 2017 AND 2016

	2017	2016
REVENUE:		
Dues	\$ 6,023,143	\$ 6,160,644
Initiation fees	234,122	232,476
Interest and dividend income	33,520	22,946
Subsidy	52,289	6,828
Realized loss on sale of marketable securities	—	(95)
Unrealized appreciation/(depreciation) of marketable securities	103,369	28,570
Total revenue	6,446,443	6,451,369
EXPENSES:		
Automobile expenses	121,259	119,646
Building expenses	39,133	38,588
Contributions and testimonials	49,802	44,623
Depreciation	46,046	42,564
Education and publicity	55,491	68,040
Employees' benefits	322,304	372,795
Meeting, convention and organizing expenses	204,759	250,556
Office and administrative expense	180,302	162,236
Per capita taxes	2,370,264	2,403,448
Professional fees	154,150	127,639
Refund of dues	9,107	3,124
Salaries and wages	1,838,586	1,877,241
Stewards' dues	51,637	50,056
Taxes	144,705	145,770
Total expenses	5,587,545	5,706,326
INCREASE IN NET ASSETS	858,898	745,043
NET ASSETS, BEGINNING OF YEAR	3,385,732	2,640,689
NET ASSETS, END OF YEAR	\$ 4,244,630	\$ 3,385,732

Continued from page 21

and dignity guaranteed by your union contract and which you have earned and deserve. That means that if YOU or YOUR COWORKERS ever have a question about your contract, a concern about your working conditions, an issue with a boss or manager, a problem with how you're being treated, or find yourself unfairly disciplined or suspended or terminated, your union will always be available to you by phone or email.

In solidarity,

Jim

INTERNATIONAL WORKERS' DAY



LOCAL1445

UNIONNEWS

30 Stergis Way
Dedham, MA 02026

(781) 461-6775
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2018 Official Quarterly Meeting

Reunión oficial trimestral 2018

Próxima reunião em 2018

This quarter's official membership meeting will be held on the following date:
Esta reunión oficial de membrecia trimestral se celebrará en la siguiente fecha:

Esta reunião será realizada no dia:

Tuesday, April 17, 2018 6:30 p.m.

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