

**Coverage
of Local 152's
10th Annual
Charity Golf
Tournament**
See page 6



From left: Eagle View Negotiating Committee Members Brandon Lee and Michael Ferrell; Union Representative Daniel Ross.



Members at work

Page 7

IN THIS ISSUE

Local 152 Mailbox
Grocery Industry News
Retirements
In Memoriam

Bargaining for a better tomorrow

Members vote to ratify several strong new contracts

UFCW Local 152 continues to negotiate strong new agreements for members across the many industries that we serve, from retail food to manufacturing to health care.

“Our union negotiating teams are committed to increasing wages and protecting benefits for our members, and these recent agreements are a testament to that goal,” UFCW Local 152 President Brian String said.

Here are highlights from some of the contracts:

151 Foods

Union members at 151 Foods ratified a seven-year contract, their first ever. The company was formed this year when the Ginsburg and Amoroso bakeries merged to create the largest bakery on the East Coast. The 225 union members at 151 Foods will enjoy a \$1.60 per hour wage increase in the first year. Health and welfare benefits are maintained.

(Please see page 2)

Also inside: Organizing update • John Robbins retires after 44 years

Buy American!

Visit
americansworking.com
for information on finding
American-made products.
Support U.S. workers
and help save jobs.



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Bargaining for a better tomorrow

(Continued from front page)

Allied Specialty Foods

Members at Allied Specialty Foods ratified a five-year contract that guarantees a wage increase of \$1.50 per hour over the term of the contract. Health and welfare benefits are maintained. The contract also added premiums for members who work in the second shift. The agreement covers 93 members.

Eagle View Nursing Home

Members at Eagle View Nursing Home ratified a three-year contract that guarantees a 7.5 percent wage increase over the term of the contract and substantially reduces premiums for their health and welfare. The union also improved leave of absence language. The contract covers 60 members.

Goya Foods – North

Members at Goya Foods in Seacaucus, NJ, ratified a five-year contract that guarantees wage increases up to \$2.20 per hour over the term of the contract. The increase will be adjusted for different job

**‘Our negotiating
teams are committed
to increasing wages
and protecting
benefits.’**

– President Brian String

classifications. Health and welfare benefits are maintained. The contract covers 110 members.

Lawrence Warehouse & Seafood Co.

Members at Lawrence Warehouse and Seafood Co. ratified a five-year agreement that guarantees an up-front wage increase of \$1.15 per hour followed by 1 percent raises each year thereafter. The union eliminated employee contributions to their health and welfare benefits. Members used to pay

(Continued on next page)



LOCAL 152 WOMEN'S NETWORK BREAST CANCER AWARENESS PIN

To purchase a pin for \$5, contact
your Union Representative or call
the union office at (888) 864-6152.

A portion of the proceeds will benefit
The American Cancer Society.

Retirees' Club 2015 meetings

All retirees from Local 152, as well
as former members of Local 1358
and Local 56, are cordially invited
to join the Retirees' Club.

Dec. 7 (Luncheon)
Coastline Restaurant
1240 Brace Road, Cherry Hill, NJ

For more information, contact
Chairman W.F. Kreidler, Jr.
("Sonny") at (856) 983-4502.



From left: Union Representative Joe Williams; George Wells Negotiating Committee Members Jack Green, Anthony DiTheodore and David Pecunia; and Local 152 Director John Robbins.

(Continued from previous page)

\$34 per month and now they won't pay a penny. The contract covers eight members.

Spring Oaks

Members at Spring Oaks ratified a two-year-and-eight-month contract. Management would not cover the remaining four months to complete the third year. The contract guarantees a 4 percent wage increase by 2017 and includes a night shift differential. Part-time employees are now covered and paid-time leave language was enhanced. The contract covers 45 members.



Dear President Brian String:

While my coworkers and I were being told that our company Pathmark was going bankrupt again and we would no longer have jobs, our first reaction was shock and then anger. But through it all, Union Representatives Jerry Chudoff and Danny Ross never left our side.

Danny sat next to me the day we were told and not only did he and Jerry answer all of our questions, they are still today helping everyone find jobs with other supermarkets.

I can't tell you enough how grateful we are at our store for the help we are still receiving from Local 152.

May God bless all of you for taking the time to care so much.

Sincerely yours,

Carol Colucci

Acme #7893

(formerly Pathmark #567)

Teddy Bear Drive 2015

The Local 152 Women's Network is hosting its annual Teddy Bear Drive to benefit The Arc of Burlington County, an organization dedicated to helping children and adults with intellectual and developmental disabilities.

Donations of teddy bears and/or stuffed animals can be dropped off with your Shop Steward or at the union office at 701 Route 50, Mays Landing, N.J.

For more information, contact Danette Montes-Palmore at (888) 564-6152.

IT PAYS TO BE UNION!

Grievances filed or resolved:

3rd Quarter 2015

77

2015 total

241

Back pay and benefits restored to members:

3rd Quarter 2015

\$45,520.67

2015 total

\$132,988.16

Expansions, remodels at Acme

□ In this column, analyst Jeff Metzger looks at developments in the supermarket industry around the country.

At its annual vendor meeting on Sept. 15 at its corporate offices in Malvern, PA, Acme executives, led by President Dan Croce, outlined the growing chain's priorities while also discussing the company's acquisition of more than 70 A&P stores in Pennsylvania, Delaware, New Jersey, New York and Connecticut (the latter two states being new operating territories for the retailer).

Termed Project Azalea, the plan is to change over approximately 12 stores per week beginning in late September with the conversion of the Super Fresh on Girard Avenue in Philadelphia and concluding with 10 stores on Nov. 17.

Better service for customers

The stores, for which parent company Albertsons/Cerberus agreed to pay nearly \$250 million, range in size from 12,400 square feet (Pine Street in Philadelphia) to 67,300 square (Cottman Avenue, also in Philadelphia).

Using a staggered system, all stores are to close and re-open three days later. During the "dark" days, attention is paid to cleaning all stores thoroughly, filling orders and changing IT systems.

"They were concerned and anxious for the opportunity to better serve their customers," Croce said.

The South Jersey native began his career with A&P 30 years ago before joining Acme in 2005. He told the more than 350 vendors in attendance (a packed house) that Acme will be relying on them to help ease the conversion process.

Looking to the future

Croce said that during the next 12 months, more Pennsylvania stores will offer beer and that new stores and major remodels will occur in Sea Isle, NJ (a "from the ground up" replacement similar to the successful new Long Beach Island unit, which opened in May); Newtown, PA; Paoli, PA; and Ridley Park, PA.

In his usual humble manner, Croce told the vendors: "It ain't grandma's Acme anymore. We're grateful for the loyalty over the years. However, we are now moving forward and looking to the future."

□ Jeff Metzger's "Taking Stock" column appears in *Food World* and *Food Trade News*.



General Membership Meeting Somers Point, NJ

Report: New Acme Supermarket to open in Barnegat, NJ

Officials in Barnegat, NJ, announced that a new Acme Supermarket will open in town early next year.

As reported by the Asbury Park Press, the retailer will open a new 50,000-plus square foot location on West Bay Ave. at the former site of Genuardi's food store.

More than 20,000 people reside in Barnegat, but they have been without a grocery store in town since Genuardi's closed in 2012. The increased travel for food shopping was especially hard on senior citizens, Barnegat officials said.

Acme officials have not yet confirmed the opening.

ORGANIZING UPDATE

Workers organize at shopping malls in Pennsylvania and New Jersey

Workers at the Philadelphia Mills Mall (formerly Franklin Mills) in Philadelphia, PA, and the Burlington Center Mall in Burlington Township, NJ, have voted to join Local 152.

The 30 workers at the Philadelphia Mills Mall — where contract negotiations are already under way — are all housekeeping workers while the five Burlington Center Mall workers are housekeepers and maintenance workers. Bargaining sessions are still in the planning stages at Burlington Center.

In both locations, workers are seeking better wages and benefits, as well as representation to help them bargain for additional cleaning supplies and changes to the policies governing vacations and personal days.

Shop where you work — protect your job!

We make choices every day about how to spend our money, but sometimes those choices can favor short-term convenience at the expense of our long-term benefit.

The English have a saying that describes such bad choices: “Penny wise, pound foolish.”

Saving a little money on groceries or products by shopping at non-union retailers may help extend our paycheck in the short term, but it has the potential to chip away at our employers’ profits and ultimately put them out of business.

Maintaining market share

When companies like Walmart and others move into our jurisdiction, they use their lower labor costs to undercut the prices of union companies. Our companies lose market share. As a consequence, union employers keep telling us competition from these non-Union companies is pressuring them to try to cut wages and benefits.

It gets even worse. Every hour of work lost for a union member translates to lower payments by your employer to your health benefits fund and pension fund.

When we shop at union stores, we

Shopping at
non-union
retailers has
the potential
to chip away
at our employers’
profits.

protect our union jobs and the superior wages, benefits and working conditions that come with them.

Shopping union is easy

It’s easy to shop union. You can start by previewing the “Contracted Employers” listed on ufcwlocal152.org, a list that covers everything from supermarkets to canneries to poultry plants. If you have questions, ask your Union Representative.

Protect your wages, benefits and job by shopping union for the holidays and all year long.



Secretary-Treasurer's Report

By Anthony Benigno



SHOP UNION!



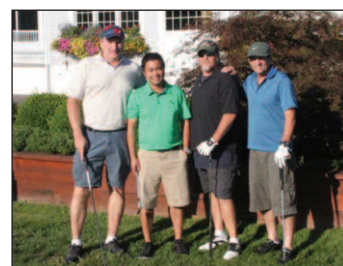
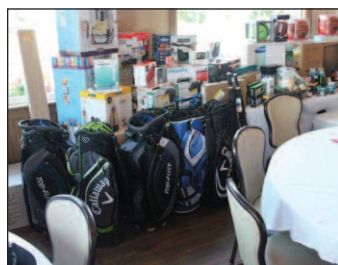
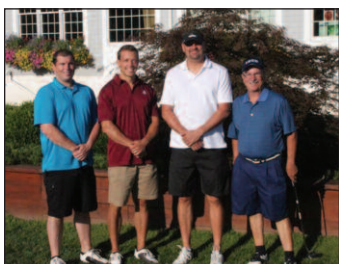
Earn money and keep your union strong!

Would you like to earn some extra cash? **Provide an organizing lead to UFCW Local 152 that results in a union election.** Member participation will be required. By getting involved, you are helping to make your union stronger and you have an opportunity to earn \$500! For additional information, please contact Chad Brooks, Director of Organizing, at **(888) 564-6152**.

10th Annual Local 152 Charity Golf Tournament



The **10th Annual UFCW Local 152 Charity Golf Tournament** took place on Sept. 8 at the Avalon Golf Club on the New Jersey shore. The staff and leadership of Local 152 thanks everyone who attended and those who made generous contributions to the charity raffle. All proceeds benefited the Leukemia & Lymphoma Society, the Bryan D. Ross Foundation and other charities.



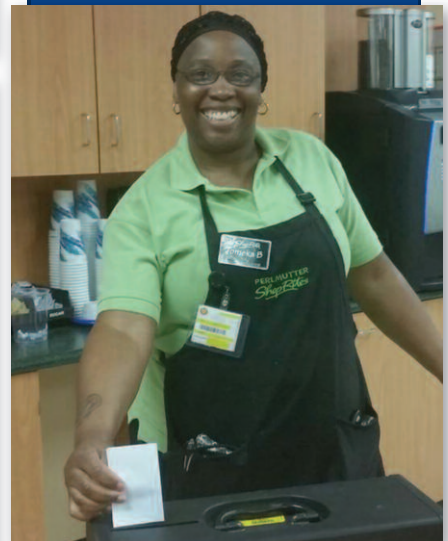
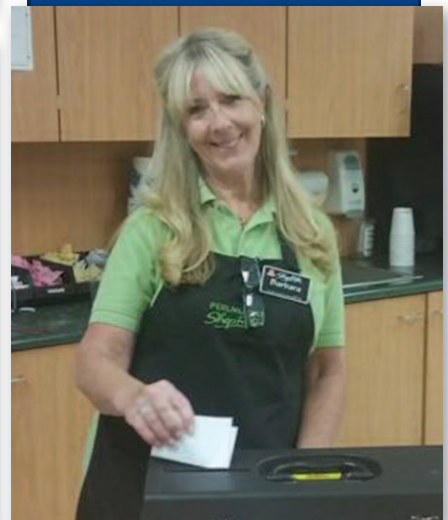


Shop Steward election

Bayville
ShopRite

**Members
at Work**

ShopRite • Fresh Grocer



Manufacturing industry update

Packaged foods to generate more than \$3 trillion in 2020

The market for packaged foods will reach \$3 trillion in a few short years, according to a recent report.

The Dublin-based company Research and Markets estimates the global demand for packaged foods will bring in \$3.03 trillion in revenue in 2020 after growing steadily during the next several years.

Among the foods listed in the report were ready meals, baked foods, breakfast cereals, soup, baby food, potato chips, nuts, instant noodles, pasta, biscuits, chocolate confectionary, cheese, yogurt, ice creams, sauces, dressings, condiments and non-alcoholic beverages.

Research and Markets sees the baby food market as the fastest growing at a compound annual growth rate of 6.4 percent during the forecast period.

The firm attributes the growth to an expected increase in working parents, safer baby food options for infants and toddlers, and parents' growing awareness of nutritional benefits associated with baby food.

The report's authors note that yogurt is gaining wider acceptance throughout the world, with yogurt drinks expected to grow at a faster pace than conventional yogurt.

Geographically, North America is the largest market listed in the report, although fast-growing economies in Asia such as China and India are expected to provide the biggest boost to packaged food revenue due to increased demand.

Large companies such as Kraft Foods and Tyson Foods continue to pursue mergers and partnerships to better compete for customers in these growing regions.

Expert urges manufacturing industry investment in digital

Linda Taddonio, the cofounder of and e-commerce strategy officer at Insite Software, advises manufacturers to commit to an ongoing investment in digital technology.

Taddonio's "The Power of One Percent" strategy encourages manufacturers to invest one percent of revenue annually into "digital transformation," applying technology to all aspects of the manufacturing process. Instead of layering technology on current operating procedures or inserting digital processes here and there, her strategy touts the benefits of wholesale digitizing, from increased revenue to improved customer satisfaction.

Customers placing orders are increasingly



Smithfield workers in North Carolina display union pride on their safety equipment.

moving online, so manufacturers need to be prepared, she said. Estimated cost savings for manufacturers range from \$12 to \$24 per order.

Online orders are also normally larger than offline orders, and these larger orders are especially beneficial for manufacturers processing a high volume of customers, Taddonio said. An increase in online orders also enables customer support workers to focus on other activities to boost overall productivity.

Health care industry update

Health care industry must look outside of itself to innovate

The health care industry needs innovation in order to continue to provide the best care to patients, but in order to do so the industry must look at advances in other industries, according to FierceHealthcare.com.

The website's authors say that most health systems either don't have the resources to pursue innovative new approaches or they don't bother to invest in innovation. Those tasks are left to better-funded sectors, such as academic medical centers, that usually invest in clinical research.

The short-term solution has been increased collaboration and cost-sharing

between hospitals to fund new projects. In New Jersey, many health providers are reaching out to businesses, schools and other community institutions for help in creating new initiatives.

Some experts foresee benefits for consumers in health mergers

Some experts say consumers will benefit as large health care companies, including Aetna and Humana, grow even larger through mergers and acquisitions.

Dwindling competition in the health care industry would seem to be a negative turn of events for consumers worried about high prices, but one of the mandates of the

Affordable Care Act requires insurers to spend at least 80 or 85 percent of their revenues on providing medical services. Only the remaining percentage can be spent on administrative costs and profits.

In this environment, large insurers would have more leverage when negotiating costs with doctors and hospitals.

Not everyone is convinced this will happen, however, including Karen van Caulil, who chairs the National Business Coalition on Health.

"I do think that smaller health-care providers are going to be paid less by big [insurers]," she told Marketwatch.com. "But I'm not sure that will translate into lower premiums for consumers."

FIGHTING FOR OUR MEMBERS

John Robbins retires after 44 years in the industry

UFCW Local 152 Director John Robbins retired in September, capping 44 successful years in the grocery industry.

He began his career in 1971 when A&P hired him as a part-time deli clerk. Within a year, he earned a full-time position as an apprentice meat cutter.

“Back then, there was so much opportunity to grow in the grocery business,” Robbins recalled. “Companies needed people in these positions. It’s not like it is today.”

New responsibilities

By age 23, Robbins was a meat manager, and it was around that time that he decided to stay in the industry for the long term.

In 1982, his store was acquired by SuperFresh. He continued with the new company and in 1995 he became a shop steward for UFCW Local 56. Later, he joined the union’s executive board.

“When I got in the industry, I was promised if I worked 30 years I could have a pension,” Robbins recalled. “How could I turn that down? It was really important for me to think of the future.”

In 1998, Robbins worked closely with the union on negotiations for a new contract. His work ethic impressed the union and it hired him as a union representative.

For seven years, Robbins worked in the labor management division of UFCW Local 56. Then, in 2005, Local 56 and Local 1358 merged to form Local 152.

Shortly after that, he became director, a post he kept until his retirement.

“It’s been an honor to serve the membership of Local 152,” Robbins said. “In my experience, the members have the answers, and it’s up to us as leaders to listen to them.”

Robbins leaves a legacy of hard work and success on behalf of the thousands of members of Local 152.

“One of things I’m most proud of is how we all changed with the times,” Robbins said.

“I’m not going to say it was easy, but we made changes so we could find solutions to members’ problems.

“Take the Affordable Care Act, for example. That was an issue we really had to fight hard on to maintain health and welfare benefits for our membership, and we did it,” Robbins said.

Looking ahead

Now that he’s retired, Robbins looks forward to spending more time babysitting his granddaughter and becoming more involved in his faith.



He’s a lector at his church and he plans to expand his role there.

His son, Brian, is on a football team at his college and Robbins plans to attend all of his games.

Robbins and his wife, Kathleen, have four children: Brian, John, Daniel and Rita.



VISIT

WWW.FACEBOOK.COM/UFCWLOCAL152

Happy retirement!

Darlene R. Abbott	General Supermarkets	09/01/2015
Barbara Aldinger	The Prime Shop	07/01/2015
Lynn M. Alkis	Zallies Supermarkets	04/01/2015
Catherine Allinson	Holiday Markets	05/01/2015
Mary A. Betts	Delaware Supermarkets	05/01/2015
Deborah E. Bewley	Acme Markets	06/01/2015
Marilyn Boarrigo	Supermarkets of Cherry Hill	06/01/2015
Joseph Bristow	48th Street FoodRite	08/01/2015
David Burns	Dreshertown ShopNBag	05/01/2015
Angelo A. Caiazzo	Acme Markets	04/01/2015
George Carlson	Cape Regional Medical Center	07/10/2015
James Chiavoroli	Acme Markets	08/01/2015
Janis Christy	Bottino's Supermarkets	08/01/2015
Gary J. Ciurlino	Thriftway	05/01/2015
Albert Cugini	Zallies Supermarkets	08/01/2015
Paul Curreri	Super Fresh	07/01/2015
John C. Davis, III	Pathmark	04/01/2015
Teresa Dean-Burkey	Acme Markets	09/01/2015
Kathy Dietrich	Cape Regional Medical Center	07/01/2015
Carol Dimeo	Zallies Supermarkets	08/01/2015
Robert M. Dovi, Sr.	Murphy's Markets	04/01/2015
Eleanor Duffin	GMS Zallie Holdings, Inc.	09/01/2015
Denise D. Emel	Bottino's Supermarkets	05/01/2015
Rickey Feboriw	Pathmark	10/01/2015
Diane Fecht	Acme Markets	09/01/2015
Eugene Frey	Acme Markets	07/01/2015
Carl Furillo, Jr.	Berks Packing	09/01/2015
Linda Garofalo	Acme Markets	07/01/2015
Carol S. Grannum	Super Fresh	04/01/2015
Betty Hauenstein	Acme Markets	05/01/2015
Anne Horstmann	Cape Regional Medical Center	10/01/2015
Matthew Jemielity	Dietz & Watson	05/01/2015
Rose H. King	Acme Markets	04/01/2015
Mary Labar	Cape Regional Medical Center	12/01/2015
Elbert C. Legette	Acme Markets	06/01/2015
Mary Liberator	Zallies Supermarkets	09/01/2015
Mark Luciany	Lipoff's Wholesale Meats	09/01/2015
Robert Messina	Acme Markets	07/01/2015
Paula Mitchell	Zallies Supermarkets	09/01/2015
Robert Olesiewicz	Pathmark	08/01/2015
Louis Ortez	Delaware Supermarkets	07/01/2015
Manuben M. Patel	Old Fashioned Kitchen, Inc.	05/01/2015
Margarett Pereira	SM Savings Ind.	07/01/2015
Joan Pinto	Sakers Shoprite	07/01/2015
David J. Quigley	Pickwell-SHS Enterprises	05/01/2015
John Robbins	UFCW Local 152	09/01/2015
Ronald Rodzan	Pathmark	09/01/2015
Daniel J. Salegna	Super Fresh	04/01/2015
Robert G. Sateriale	Acme Markets	06/01/2015
Donna Schlagel-Gibson	Acme Markets	07/01/2015
Evelyn Scott	Acme Markets	06/01/2015
Theresa Shaw	Acme Markets	09/01/2015
Sandra M. Sheehan	Brown's Superstores	04/01/2015
Charles Showaker	Brown's Superstores	04/01/2015
Janet T. Simonton	Acme Markets	04/01/2015

Norman Sprintz	Brown's Superstores	05/01/2015
Irene E. Stark	Acme Markets	09/01/2015
Linda Turner	Moorestown ShopNBag	08/01/2015
Nancy Urbanski	Drexeline Supermarkets	08/01/2015
Anthony Vehercofski	Medford, Inc.	07/01/2015
Maryann Ward	Acme Markets	08/01/2015
Diane Wells	Super Fresh	09/01/2015
Wayne Wilke	Pathmark	08/01/2015
Paulette Wilson	Pathmark	09/01/2015
Kathleen Wolf	Super Fresh	06/01/2015

In memoriam

Robert Barbour	Robert Critelli
07/08/2015	08/07/2015
Martha Maria Belson	Joseph Danig
04/07/2015	05/20/2015
Mary Bielawski	John F. Desmith
09/11/2015	05/05/2015
Donald Blevins	Ernestine Devlin
08/04/2015	05/04/2015
Linda Borgia	Lee Dixon
04/08/2015	08/05/2015
Janet S. Bott	William H. Donahey
05/15/2015	04/22/2015
Shirley Britt	James Dugan
04/25/2015	08/13/2015
Clara Brown	Rosemarie Edelman
09/12/2015	08/11/2015
Sidney Bruskin	Mildred R. Erbe
04/16/2015	05/08/2015
Ann Bunio	John Evans, Jr.
04/15/2015	09/03/2015
Danny L. Burkhart	Frieda Farreny
04/11/2015	09/27/2015
Thomas Buschmeier	Arleen Favinger
08/15/2015	04/15/2015
Joseph Carota	Leroy Fields
07/29/2015	07/28/2015
Johnnie W. Champion	Virginia Fitzpatrick
04/11/2015	07/20/2015
Anna F. Childs	Kathryn Fraley
05/11/2015	05/22/2015
John Chubbs, Jr.	Joseph Frankenfield
07/07/2015	07/18/2015
Leo Cinaglia	Patrick Gallagher
08/04/2015	07/29/2015
Henry W. Coffey	Anthony J. Gallo
04/15/2015	04/24/2015
Thomas Coleman	Charlotte Garrett
07/22/2015	08/02/2015
John Cooper, Sr.	Harold George, Jr.
09/02/2015	04/20/2015
George Craig, Sr.	Gerald Gill
09/05/2015	04/29/2015

Sylvia Goldman
 04/01/2015
Joseph P. Gornetski
 05/23/2015
Stephen Gregus, Sr.
 08/08/2015
Robert Grossman
 08/22/2015
James F. Harley
 04/05/2015
Helen P. Healy
 05/16/2015
Francis Hefferan
 05/11/2015
Robert Hemberger
 07/24/2015
John Hewitt
 09/19/2015
Robert Hibbs
 07/15/2015
Catherine Hogan
 09/14/2015
Adelaide Hozier
 07/17/2015
Thomas Hunter
 08/04/2015
Richard W. Ingram
 05/23/2015
James F. Irwin
 05/05/2015
Anna B. Jacobi
 05/24/2015
Arthur James
 07/07/2015
Martha D. Jensen
 05/16/2015
Jacob Jones
 04/19/2015
Helene Karpowicz
 08/06/2015
George Kerth
 07/03/2015
Richard G. Knoster
 5/31/2015
Anne M. Kozak
 05/07/2015
Thomas Kunicki, Sr.
 05/09/2015
Peter Kusuplos
 08/13/2015
Richard J. Leary
 04/17/2015
Kathleen Lion
 08/30/2015

Kathryn Lord
 04/17/2015
Robert Maista
 08/27/2015
Lucy Mauro
 09/15/2015
Thomas McGoldrick
 07/11/2015
Jean A. McLucas
 09/08/2015
Raymond Montgomery, Jr.
 09/06/2015
Robert Moore
 09/05/2015
Anna Aurora Mueller
 08/08/2015
Helene Murphy
 07/26/2015
James Murray
 08/17/2015
James Nothstein
 07/29/2015
Larry O'Neal
 09/09/2015
Elizabeth Osisek
 08/24/2015
Michael Popskyj
 09/19/2015
William Price
 07/22/2015
Terrance Purcell
 07/11/2015
Robert Raymis
 09/20/2015
Stella Renzulli
 07/25/2015
Zoltan Roberts
 05/10/2015
Martha Roeske
 08/04/2015
Carole A. Roesly
 05/15/2015
Pauline Rogers
 08/07/2015
Rosario T. Romano
 04/08/2015
Martha Schermerhorn
 07/02/2015
Joseph Schreiner
 09/04/2015
Martin Segal
 09/25/2015
Elaine Senich
 09/04/2015



Local 152 members at Omni Baking in Vineland, NJ, receive their annual flu shot.

Get your flu shot!

Flu season has begun and it is important to schedule an appointment with your doctor to receive a new flu shot each year. The Mobile Health and Wellness Unit will be traveling throughout New Jersey and Pennsylvania in November, administering free flu shots and health screenings. Check your union bulletin board for upcoming dates.

George Shukaitis
 07/01/2015
Patricia Siciliano
 07/01/2015
Alberta Silvestera
 05/21/2015
David A. Simkins
 05/17/2015
Michelle Small-Robinson
 09/21/2015
John Soley, Jr.
 09/24/2015
Fannie Spaddy
 07/23/2015
Thomas Steenberg
 07/20/2015
Charles Steyer
 09/05/2015

Edward Swist
 09/10/2015
Charles Upright
 07/12/2015
Albert Vasey
 09/19/2015
John Vrana
 07/30/2015
John Weiss
 07/16/2015
Larry Woerner, Sr.
 05/24/2015
Anna M. Yeatts
 05/10/2015
George Zeferes
 08/10/2015

UFCW Local 152
701 Route 50
Mays Landing, NJ 08330

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at Trenton, NJ

Local 152 fights for A&P members

UFCW Local 152 is focused on helping the 1,000 members affected by the A&P bankruptcy proceedings and the subsequent change of ownership at many former A&P locations.

Right off the bat, let's be sure the narrative is set straight on A&P's collapse.

This once great company was torpedoed by decades of mismanagement by its corporate leadership. Any suggestion that union contracts were connected to the company's financial hardships is ridiculous.

Our union contracts served A&P well by creating a loyal, motivated and professional work force that worked hard every day to help the company succeed. Furthermore, these workers agreed to sacrifice more than half a billion dollars from their paychecks and benefits to help A&P move back into the black.

Despite our members' hard work and sacrifices, the company still was unable to create a business model capable of competing in today's marketplace.

Our hope now is that new management teams at former A&P locations have the drive and creativity to succeed where A&P repeatedly failed.

It's a good sign that many former

A&P locations are being taken over by Acme, Ahold and Key Foods, companies that will honor existing labor contracts protecting our members.

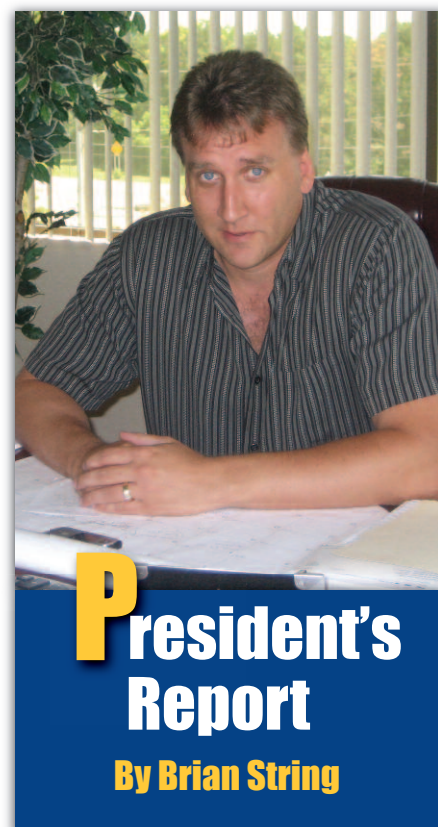
The exception is Wakefern. They will not take existing contracts, but we are confident we can reach an agreement that preserves much of what our existing members have. They will also be closing the stores longer to do complete renovations and modernizations.

Commitment to our members

Meanwhile, our team of union representatives is working hard to assist affected former A&P workers, helping with the transition to new ownership and finding new placements for members who will not remain at their old stores.

Those who are enduring financial hardships as a result of A&P's collapse are encouraged to apply for assistance from the hardship fund set up by all locals in conjunction with the UFCW International Union.

Moving forward, we are committed to ensuring the 150 A&P locations that have not yet been purchased by new owners will remain union workplaces



when they reopen.

In good times and tough times, Local 152 is dedicated to serving our members because we *are* the members. We are in this together.

Handwritten signature of Brian String.