

Member's tragedy turns positive with help from union

Imagine being on vacation and receiving a phone call informing you your house has burned down.

This tragic experience happened to Armando Colon, a meat processor at Simmons Pet Foods in Pennsauken, N.J.

He was on vacation with his wife Evelyn in July when his stepson Francisco called to deliver the bad news.

"My wife and I wanted to come back immediately, but we couldn't find a flight back," Colon recalled.

(Please see page 9)



Members of the Negotiating Committee and Local 152 staff celebrate the successful conclusion of contract negotiations with Aunt Kitty's Foods.

Protecting wages and benefits

Strong new contracts with several employers bring stability, hourly increases

UFCW Local 152 recently negotiated a series of collective bargaining agreements covering hundreds of members. All of the agreements were ratified by large majorities of the affected union members.

"Our members count on our union's negotiating teams to protect their wages and health benefits," UFCW Local 152 President Brian String said.

"With the contracts we secured over this summer, we did exactly that."

Below are the highlights of some of the contracts:

Aunt Kitty's Foods: Negotiations with Aunt Kitty's began in March and concluded in August with a three-year agreement that covers 92 members. The contract includes a signing bonus of \$1,200 per member, improved vacation pay and contract language that favors members when a grievance is filed. The company proposed a rise in health care contributions that Local 152 successfully defeated.

(Please see page 8)



Coverage of Local 152's 9th Annual Charity Golf Tournament

See page 6

Also inside: Grocery Industry News • Members At Work

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UFCW Local 152 leadership team reelected for three-year term

In a letter to members,
President Brian String
thinks them for their support
and solidarity as the union
looks to the future.

Dear Sisters and Brothers:

When we were called to lead our
newly-created local union nine years
ago, “unity” was more of a goal than a
reality.

Our identity was forged by the
combination of two UFCW locals with
separate histories and cultures. But the
leadership, staff and membership of
Local 152 forged ahead, delving into the
challenges of building a strong union in
every sense of the word.

Today, we still must confront the
day-to-day challenges of any union that
is dedicated to improving the lives of
its members. But we take on our duties
with a united spirit that would have
surprised many observers along the
way.

UFCW Local 152 is one union,
proud and strong. As your president, it
gives me great personal joy to be a part
of that.

On behalf of our entire leadership
team, thank you for your support and
solidarity. Together, let’s build upon
our accomplishments and keep our
eyes on a brighter future.

Local 152 members at Shop Rite applauded for their service

Readers of *The Press* of Atlantic City voted ShopRite “Best
Supermarket” in a recent poll. Members of Local 152 provide
excellent service to shoppers at each of the eight Southern New
Jersey locations (listed below) that are recognized by this award.



Landis	Hammonton
English Creek	Rio Grande
Somers Point	Galloway
Absecon	Marmora



Notice to Employees Subject to Union Security Clauses

As employees working under UFCW contracts containing security clauses you are required, as a condition of employment, to pay dues or fees to the union. This is the only obligation under such union security clauses. Individuals who are members pay dues while individuals who are nonmembers pay an equivalent fee. This fee, which is authorized by law, is your fair share of sustaining your union's broad range of programs in support of you and your co-workers, but nonmembers may file objections to funding expenditures that are nongermane to the collective bargaining process and thereby only be obligated to pay fees representing expenditures germane to the collective bargaining process. Individuals who choose to file such objections should advise their local union or other collective bargaining representative in writing at its business address and request a description of the procedures which must be followed and to obtain further information as to how these fees are calculated.

In considering these matters, though, you should be aware that choosing to be a nonmember fee payer means you would not have the right to vote on the terms of your contract; the right to participate in the development of contract proposals; the right to nominate and vote for officers of the local union; the right to attend the International Convention as a delegate;

the right to participate in strike votes; and the right to numerous other benefits and discounts available to members only.

The most important job right you have is the right to collective bargaining. Because all employees negotiate together through the union, those represented by the union receive higher wages and better benefits than those in non-union facilities doing similar jobs. Strength in numbers makes this possible. The stronger your union, the better your contract.

Do not take yourself out of the most important process and weaken your union.

Individuals who nevertheless elect to be nonmember fee payers may object to funding expenditures nongermane to the collective bargaining process. Examples of expenditures germane to the collective bargaining process are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employer and union representatives; proceedings on behalf of workers under the grievance procedure, including arbitration; servicing; organizing in competitive markets; internal union administration; and other matters related to the above activities. Examples of expenditures nongermane to the collective bargaining process are those made for political purposes; for general community service; for organizing in non-competitive markets; for lobbying activities, for members only benefits; and for certain affiliation costs.



Breast Cancer

Awareness Pins are now available at \$5 each from the UFCW Local 152 Women's Network. Contact your Union Representative or call the Union Office at (888) 564-6152 for more information.

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

UFCW Local 152 Retirees' Club 2014 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.

The club meets on Monday for social get-togethers throughout the year to greet former co-workers, enjoy coffee and donuts and make plans for the future.

The remaining meeting dates for 2014 are:

Dec. 1 (Luncheon)

Yellow Room meetings are at the United Methodist Church, 3541 Pennsylvania Ave., Pennsauken, N.J.

Luncheons are at the Coastline Restaurant, 1240 Brace Road, Cherry Hill, N.J.

Members of the Retirees' Club are welcome to bring their spouses and friends.

For more information, contact Chairman George Kerth at (856) 429-0237.

IT PAYS TO BE UNION!

Grievances filed or resolved:

3rd Quarter 2014

108

2014 to date

299

Back pay and benefits restored to members:

3rd Quarter 2014

\$44,314.98

2014 to date

\$105,970.79



Changes across the trade

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

Food retailer Delhaize Group still has a long way to go to make a substantial impact with U.S. consumers, but give new CEO Frans Muller credit. He's conducting business in a straight ahead and no-nonsense manner (unlike his predecessor, the inert Pierre-Olivier Beekers) and sales in the U.S. continue to modestly improve.

Regarding its decision to potentially sell its struggling Bottom Dollar Foods unit, I believe Muller is also cutting his losses while he can.

Judging by the data that we received about BDF's stores in eastern Pennsylvania and southern New Jersey, sales were not justifying basic overhead costs, especially the large initial investment that Delhaize made in real estate.

Most of the leases at its 66 stores run until about 2030 with average rents in the \$10-12 per square foot range.

While Muller noted that Bottom Dollar was inching closer to break-even status, the realistic possibility of its small format discount division ever sustaining consistent growth and profitability in markets as competitive as the Delaware and Lehigh Valley regions was a long shot at best.

In recent months, I've frequently written about the pressures and impact of over-storing ultimately forcing a "thinning of the herd" market correction.

With a potential sale of BDF, nearly one million square feet of space will become available in a 100 mile radius ranging from East Windsor, N.J. to Reading, PA.

Challenging times at Walmart

It was another challenging quarter for Walmart as the planet's largest retailer reported flat U.S. comparable store sales and a 2.4 percent decline in U.S. operating income during the fiscal second quarter ended July 31. Overall net income was up marginally.

The Bentonville, Ark.-based merchant also noted that higher health care costs and further investments to drive e-commerce initiatives would adversely impact earnings during the second half of the year.

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



ShopRite executives cut a ribbon to celebrate the grand re-opening of their Fairless Hills, PA, store after renovations this summer.

Get your flu shot now!

Flu season is here, so set up an appointment with your doctor to receive your flu shot as soon as possible.

The most common flu types tend to change, so a new flu shot is necessary every year. You should also take the necessary precautions to avoid the spread of germs that cause illnesses, such as covering coughs and sneezes and washing your hands frequently.

Visit the UFCW Local 152 Facebook page for a list of locations and dates for free flu shots at supermarkets throughout New Jersey and Pennsylvania.

General membership meetings for all Local 152 members Oct. 28, 2014

Southern New Jersey (10 a.m. and 7 p.m.)

VFW Post 2446, 914 E. Main St.
Maple Shade, NJ 08062

Shore area (10 a.m. and 7 p.m.)

VFW Post 2189, 500 Bethel Road
Somers Point, NJ 08244

Pennsylvania area (10 a.m. and 7 p.m.)

Ramada - Philadelphia/Northeast, 11580 Roosevelt Blvd.
Philadelphia, PA 19116

Delaware area (10 a.m. and 7 p.m.)

Location change! Homewood Suites
640 S. College Ave.
Newark, DE 19713
(Next to Embassy Suites Hotel)

Delaware County - Pennsylvania (7 p.m. only)

Springfield Country Club, 400 West Sproul Road
Springfield, PA 19064

'Koch Sisters' serve up an antidote for anti-unionism

The people who oppose labor unions have deep pockets. Many of us are aware of David and Charles Koch, the billionaire brothers who are bankrolling anti-worker campaigns across the country. They are financing the advocates of so-called "right to work" laws designed to sap the energy and strength out of the Labor Movement. They are also behind other efforts to silence workers by denying unions the ability to raise money for political efforts.

Unfortunately, the Koch brothers aren't the only rich players in the anti-union game. Through a vast network of front groups, they have unleashed an unprecedented attack on the idea of unions, deploying lobbyists, websites and advertisements to portray organized labor as something unwholesome and un-American.

The idea is to keep working people weak and divided so they'll quietly accept whatever terms that are forced on them.

It's ironic that the Koch brothers present themselves as "libertarians" even as they work so hard — and spend so much — to take away the liberty of working people to stand up for themselves and their families.

Now the Labor Movement is striking

Unlike their namesakes, the Koch Sisters won't have billions at their disposal to get their message across, but they will have the strongest political force in America on their side: the truth.

back with an innovative project that employs wit and personality on behalf of fairness and justice.

In September, right after Labor Day, the AFL-CIO unveiled "The Koch Sisters," a nationwide campaign featuring two women named Karen and Joyce who share the same last name, but not the same values, as the Koch brothers.

According to the AFL-CIO, the Koch Sisters will speak candidly with the American people about issues they care about, from wages to Social Security, from family leave to health care.

Through a variety of media outlets, they'll explain how union values are American values.

Unlike their namesakes, the Koch



Secretary-Treasurer's Report

By Anthony Benigno

Sisters won't have billions at their disposal to get their message across, but they will have the strongest political force in America on their side: the truth.

You, too, can help restore the standing of labor unions in the national debate.

When you hear people mouthing the Koch brothers' brand of anti-worker nonsense, don't endure it in silence. Set the record straight. Tell them how grateful you are to have a union to fight for your rights and dignity.

Take a cue from the Koch Sisters!



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 \$275! For additional information, please contact Chad Brooks, Director of Organizing, at **(888) 564-6152**.



9th Annual Local 152 Charity Golf Tournament



The **Ninth Annual UFCW Local 152 Charity Golf Tournament** was held on Sept. 2 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.





**Members
at Work**
ShopRite
Fresh Grocer



Contracts protect wages and benefits

(Continued from front page)

Beef International Inc.: Members who work at Beef International Inc. ratified a three-year contract that protects health care and includes signing bonus of \$1,500 for each member. The company had attempted to eliminate its health plan and force its employees to find their own insurance through health care exchanges. The new contract covers 65 members.

Collingswood Manor: Collingswood Manor is a part of the United Methodist Homes of New Jersey. The three-year contract covers 110 members of UFCW Local 152 and guarantees a three percent raise for 2014, retroactive to May, for a total of seven percent in pay increases over the life of the contract. Members also received a signing bonus. The new contract language benefits members who require a leave of absence and bereavement. The contract also includes access to affordable health care and increased allowances to pay for safety shoes.

Victoria Manor: A new three-year contract for 106 union members was ratified in the summer. The agreement protects members' access to health care and includes a guaranteed raise of 75 cents over the life of the contract.

Other contracts: Members at Omni Baking recently ratified a new medical plan. Also, negotiations for a new contract continue with Ginsburg Bakery. A one-year extension of the previous contract is still in effect.



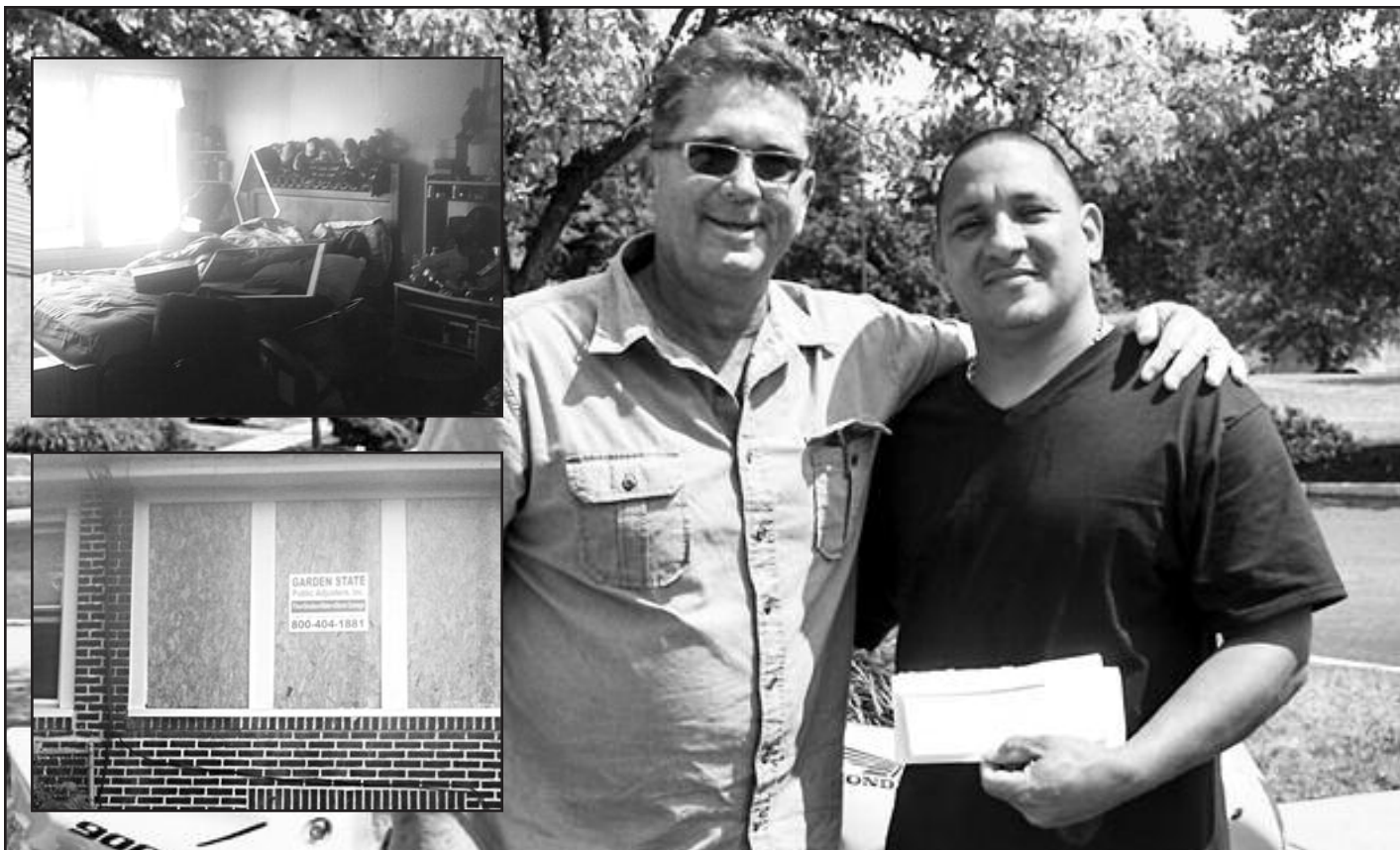
The Collingswood Manor Negotiating Committee. From left: Member Beth Salerno, Union Representative Dan Ross, Member Bonnie Futia and Local 152 Legal Counsel Mark Belland.



Members from Victoria Manor gather at their ratification meeting.



The Omni Baking Negotiating Committee. From left: Member Marta Rodriguez, Local 152 Director John Robbins, Member Maday Ramos and Union Representative Jose Echevarria.



Turning a tragedy into something positive

Armando Colon thanks the union for helping remodel his house

(Continued from front page)

"It took some convincing, but we eventually stayed in Florida until our vacation was over."

Firefighters said an electrical problem was the likely cause of the fire, which originated in the basement and burned through most of the kitchen. What the flames didn't destroy, smoke did.

"Smoke damaged the whole house," Colon said. "There wasn't much we could save."

To make matters worse, the Colons were in the midst of remodeling. They had spent seven months renovating the porch and living room.

They even discussed remodeling the kitchen after their vacation.

"It made us sad all of our hard work was destroyed," Colon said.

A fresh start

For two and a half months, the family — which also includes Colon's daughter Amanda and twin stepdaughters Jazmin and Jessica Jimenez — lived in a nearby hotel. They made the best out of their cramped living situation.

"It was tough, but I have the mentality that if I can't do anything about it, I try not to worry," Colon said.

It was during their hotel stay that Colon received another phone call, this time from Union Representative Chuck Clark.

"I was stunned that Chuck found out about my situation and that he wanted to help," Colon said. "I thank God for everything the union has done for my family."

Through The Bryan D. Ross Founda-

'I was stunned that Chuck found out about my situation and that he wanted to help,' Colon said. 'I thank God for everything the union has done for my family.'

tion, the Colon family received \$500 to help with the remodeling of their house.

Recently, the family moved into Evelyn's aunt's house and the insurance company estimates that remodeling should be completed by January 2015, when the family can enjoy its home once again.

"The people in our union make you feel like you're not alone," Colon said, "and I'll always appreciate them for caring."

Members learn plant safety at GM seminar



By Greg Torian

□ In this column, union representatives share their thoughts on contract issues, safety and what's going on at the workplace.

More than 350 workers at a General Mills manufacturing facility in Vineland, N.J., participated in an unprecedented safety seminar on July 8.

The entire plant shut down and all of the workers were invited to Cumberland County Community College to focus on how they could work together as a team to develop an injury-free workplace. Although the plant holds monthly safety meetings and smaller events throughout the year, it was the first time the plant shut down entirely for an off-site safety seminar.

The theme throughout the day was "Believe in Zero," which is grounded in the belief that all injuries are preventable, and as such, an injury-free workplace is possible and something we should work together to achieve. Plant Manager Becky Crane kicked off the event by sharing insights around why she believes that an injury-free workplace is possible and how it will take 100% employee involvement to achieve our goal. She introduced Jim Porter, a retired Chief Engineer and Vice President of Engineering and Operations at DuPont.

Porter, who worked 42 years at DuPont, shared the story of DuPont's journey toward zero injuries and offered his views on safety leadership. He spoke to the importance of having operational discipline, total employee involvement, and a strong safety culture when it comes to achieving world-class safety performance.

During the final portion of the seminar, employees had discussions in smaller teams and focused on providing feedback around the top safety opportunities at the plant. As a part of this activity, each team developed a commitment statement of what action the team would take to ensure the safety of their fellow co-workers. These statements and feedback from the session were then posted throughout the plant to help keep these commitments made around safety alive each day.

Near misses

Speakers at the seminar also encouraged "near miss" reporting. They said research shows that near misses help employees learn about the risks they face and address those risks to prevent injuries in the future.

Near misses include experiences with physical hazards such as sharp edges or a hose on the ground that someone could trip over. They also include employee behaviors such as forgetting to wear safety glasses in a production area.

General Mills has an electronic database for near-miss reporting, but not all employees have computer access in their work area or strong computer skills. Because of this, the Vineland plant built off of this database by developing a paper-based system to increase the employees' ability to report near-misses as they observe them on the floor. The plant has seen tremendous results from this effort including 225 near-miss reports just three months into the new fiscal year, which have resulted in safety improvements throughout the plant in addition to increasing awareness around safety risks.

Retirements

Collene Adkisson	General Supermarkets	08/01/14
Frances M. Afilani	Super Fresh	08/01/14
John D. Aversa	Acme Markets	07/01/14
James C. Barbato, III	Bensalem ShopRite	08/01/14
Catherine Barfield	Super Fresh	06/01/14
Elizabeth Becker	Acme Markets	05/01/14
Robert T. Benitz	Davidson Foodtown	05/01/14
Tina M. Bohannon	Acme Markets	07/01/14
Marsha A. Boyce	Acme Markets	08/01/14
Charles Burroughs, Jr.	Acme Markets	05/01/14
William A. Cameron	Safeway	05/01/14
Filiberto M. Carnevale	Dietz & Watson	05/01/14
Cindy Carter	Super Fresh	08/01/14
Joyce F. Cattafi	Acme Markets	07/01/14
Denise R. Cooney	Pathmark	05/01/14
Beverly J. Covert	Acme Markets	07/01/14
Elaine J. Davidson	Super Fresh	06/01/14
Nicholas J. Delong	Acme Markets	08/01/14
Loretta M. Devlin	Acme Markets	05/01/14
Christine Downham	Murphy's Markets	07/01/14
Samuel Dunn	Acme Markets	06/01/14
Denise C. Dupell	Pathmark	07/01/14
Frances A. Fante	Brown's ShopRite	07/01/14
Robert J. Foltz	Super Fresh	05/01/14
Beth Ann Forbes	Super Fresh	05/01/14
Christina Fors	Acme Markets	05/01/14
MaryEllen Foster	Acme Markets	05/01/14
Patricia A. Foulke	Acme Markets	07/01/14
Patricia Garrison	Acme Markets	07/01/14
Carlton K. Green	Brown's ShopRite	07/01/14
Donna J. Harris	Acme Markets	05/01/14
Ruth A. Hausman	Super Fresh	07/01/14

Carl Haybedian	Acme Markets	06/01/14	Rosemarie Miller	Acme Markets	06/01/14
Robert Heine	General Supermarkets	06/01/14	Joan B. Millman	Pathmark	06/01/14
Julieta Hernandez	Old Fashioned Kitchen	07/01/14	Mary Anne C. Minyon	Supermarkets of Cherry Hill	06/01/14
Ada Hero	Super Fresh	05/01/14	Jacqueline M. Murphy	Philadelphia Market	05/01/14
Robert L. Holly	Delaware Supermarkets	06/01/14	Mary J. Peeke	Supermarkets of Cherry Hill	07/01/14
Virginia Hornberger	Wilson's	05/01/14	Pasquale J. Pileggi	Brown's ShopRite	06/01/14
Lorna E. Hover	Holiday Markets	05/01/14	Marie Pittman	Pathmark	05/01/14
Sharon M. Kemfort	Pathmark	06/01/14	John J. Ramage	Pathmark	08/01/14
Lillian C. Kenney	Acme Markets	06/01/14	Margaret R. Roberts	Ball Park Brands	05/01/14
Alice G. Killmer	Acme Markets	05/01/14	Naomi L. Rudden	Super Fresh	06/01/14
Kathleen A. King	Acme Markets	05/01/14	Lynda J. Ruppert	Zallies Supermarkets	08/01/14
Joanne Knight	ShopRite of Manahawkin	07/01/14	Joseph Schalek	Acme Markets	06/01/14
Joseph Landy	Acme Markets	05/01/14	Janic A. Schooley	Holiday Markets	05/01/14
Cheryl A. Laubach	Holiday Markets	05/01/14	Doris S. Seagraves	Acme Markets	06/01/14
Joyce Little	Pathmark	07/01/14	Charlotte M. Sexton	Zallies Supermarkets	08/01/14
Patricia Litton	Ball Park Brands	06/01/14	Vilma Sims	Acme Markets	06/01/14
Chester J. Lubaczewski	Brown's ShopRite	07/01/14	James Talley	M&E Supermarkets of PA	06/01/14
Barbara A. Macey	Acme Markets	05/01/14	Lois E. Veid	Tristate Supermarkets	06/01/14
Walter McGuire	Barry Callebaut	06/01/14	Anna R. Verrecchia	Super Fresh	06/01/14
James T. McShane	Acme Markets	06/01/14	Vicenzina B. Weaver	Acme Markets	05/01/14
Michael A. Mantuano	Acme Markets	08/01/14	Eric R. Wilkinson	Acme Markets	05/01/14
Donna M. Meade	Acme Markets	07/01/14	Joanne Wisniewski	LARRKS Supermarkets	08/01/14
Linda J. Melnyk	Acme Markets	07/01/14	Joyce A. Youmans	Acme Markets	07/01/14

Obituaries

Lawrence J. Adams	07/24/14	Daniel Little	06/03/14
Charles Addeo	06/05/14	Thomas Loag	06/24/14
Eleanor Beatty	06/12/14	Rita Masusock	05/23/14
Jane C. Birney	05/03/14	Margaret M. McHugh	05/13/14
Florence Bluestein	05/23/14	Grace I. McKale	05/17/14
Chappell Brown, Sr.	07/18/14	Marjorie McMenamin	07/17/14
Charles Brown	06/09/14	Stanley R. Merton	07/09/14
Walter Brown	05/09/14	Helen Mitchell	05/17/14
Jean Butler	05/11/14	Joan Molish	05/05/14
Josephine A. Caramanno	05/21/14	Carol M. Neubert	05/12/14
Anthony V. Carlini	07/22/14	Eufrosinia Nikolic	06/18/14
Elinor K. Corrigan	05/29/14	Richard R. Piavis	06/20/14
Primo Dinisio	05/08/14	Catherine H. Picone	06/12/14
Richard Dupell	06/15/14	Leona J. Powderly	06/10/14
Lois R. Dziminski	05/09/14	Agnes Repinecz	07/08/14
Lois J. Eachus	07/05/14	Eileen Resci	05/09/14
Stanley A. Ferris	05/09/14	Arthur Reynolds	06/25/14
Eva Flynn	05/17/14	Janet M. Ruyak	05/08/14
Carol Frampton	07/10/14	Joseph W. Sabbi	07/03/14
Rafael Garcia	07/13/14	Enrico Salvatori	06/10/14
Joseph Giummarra	06/06/14	Helen T. Saslo	07/21/14
Martin Gusoff	07/17/14	Betty Serafino	05/11/14
Marguerite Helm	05/23/14	Andrew Sims	05/21/14
Denise A. Holly	05/21/14	James S. Smith	07/22/14
Eddie Holtzman	07/02/14	Theodore Smutekm	05/29/14
Ruth Howard	06/21/14	Henry F. Snyder	07/02/14
John A. Imhoff, Sr.	06/08/14	Madeline J. Sprague	07/31/14
William H. Johnson	05/15/14	George A. Sticht	06/18/14
William Karr	06/09/14	Ralph L. Stoudt	05/14/14
David J. Knight	06/07/14	Marie Thompson	05/09/14
Helen Kushner	06/27/14	Judith Vignali	07/19/14
Diane Lanatto	06/18/14	Maria Woznyj	05/08/14

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What does healthy living have to do with our contracts?

Anyone who reads this publication knows that the Labor Movement is confronting tremendous challenges. Every contract we ratify is the result of hard work, sometimes in hostile circumstances.

An uphill battle

Frequently, our most complicated and difficult challenge is protecting the excellent health benefits our members enjoy. The cost for these benefits grows each year and some employers regularly call for our members to absorb some of these increases through premiums and higher co-pays and deductibles. Sometimes, an employer may seek a reduction of services.

Fortunately, members of UFCW Local 152 can help control health care costs by using their benefits in an efficient manner.

It starts with regular checkups. Getting your annual physical — a 100 percent covered benefit with no cost to you — helps identify what you need to do to stay healthy.

Don't brush off the suggestions your doctor makes. Losing weight, quitting smoking, joining an exercise program or trying a new medication are among the

steps you can take to improve your well-being and prevent potentially damaging (and costly) diseases such as heart disease, cancer, stroke and diabetes down the road.

Taking these steps will help ensure that your benefits will be there when you and your family really need them.

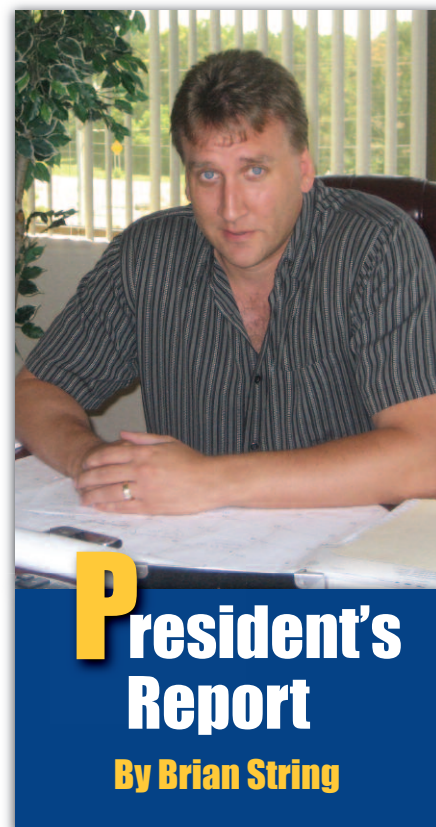
The more we ignore our health, the more we contribute to the rising health care costs that can dominate our discussions at the bargaining table.

The employers we bargain with don't have unlimited resources. The increased funding we need to sustain our members' health benefits takes away from resources available for other priorities like pay raises.

Little changes make a big difference

You'll be amazed how some of the smallest suggestions from your doctor can make a big difference to your health. I learned this firsthand following a recent checkup. I incorporated some easy changes into my everyday schedule and have had great results.

These days, the rapid pace of living might make it seem impractical for us to dedicate the time and effort required to



achieve maximum fitness. But that doesn't mean we can't strive to do better.

Carve out some time from your busy schedule to improve your health. You'll not only feel better, you'll be strengthening our union as well.

Brian String