



SCHOLARSHIP WINNERS 2018



UFCW International Convention focuses on 'Unity, Family, Community, Worth'

Brought together by the core values of "Unity, Family, Community and Worth," thousands of union members gathered this spring for the UFCW

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In May, eight students were honored with scholarships from Local 152 at the 6th Annual Irv R. String Scholarship Fund Banquet and Awards Night.

"Local 152 believes in the value of hard work," Local 152 President Brian String said. "We're happy to be able to reward the hard work of these students and to give them a helping hand as they continue to pursue their dreams."



The 2018 Irv R. String Scholarship Fund recipients are:

Connor Devosa

His father, Stephen Devosa, is a member at Saker ShopRite.

Kayla Devosa

Her father, Stephen Devosa, is a member at Saker ShopRite.

Please see page 2

Buy American!

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

Scholarship recipients 2018

Continued from front page

Catherine Faust

Her mother, Abigayle Faust, is a member at Acme Markets.

Nicholas Klaptach

Nicholas is a member at Village ShopRite in Galloway, N.J.

Marybeth McNamee

Her father, Daniel McNamee, is a member at Acme Markets.

Leslie Morris

Her mother, Medora Morris, is a member at Monmouth County Sheriff's Office.

Mitchell Remondi

His father, James Remondi, is a member at Kraft Foods in Dover, Del.

Elena St. Amour

Elena is a member of at Incollingo's Family Markets in Egg Harbor City, N.J.



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EDITOR

Brian String

UNION HEADQUARTERS

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100% Union

Happy retirement!



Patti Ricco (right), Acme Markets, with
Representative Lisa Sanders



William Force (center), Acme Markets, with,
from left, Secretary-Treasurer Anthony Benigno
and Representative Cary Lawson



Terri Flukey (left), Acme Markets,
with member Mary Ward

IT PAYS TO BE UNION!

Grievances filed or resolved:

2018 total

28

Back pay and benefits restored to members:

2018 total

\$19,506



Marylyn Graham moonlights as a volunteer heroine

Many members of Local 152 perform unusual tasks outside of work, but Marylyn Graham may be the only bakery manager in New Jersey who rushes into burning buildings and has her name on an Air Force F-16 jet fighter.

The 30-year union veteran earns her living serving customers at an Acme Markets store in Somers Point, NJ, but after hours and on her days off she heads to Egg Harbor Township, where she puts on the uniform of a first lieutenant in the Bargaintown Volunteer Fire Company.

Graham's interest in firefighting was sparked (pardon the pun) in 2009, after her son Matthew joined the 50-member Bargaintown crew as a Junior Firefighter. Inspired by his experience, she joined the Ladies Auxiliary, which provides refreshments to the volunteer firefighters.

In 2011, Graham decided she wanted to be a firefighter herself and

began attending a demanding program of classes and training exercises. The challenges inspired her to work hard to achieve her goal, eventually becoming the first female out of Atlantic County to be hired as a fire instructor.

Today, Graham is one of only three female firefighters serving in the five volunteer fire companies in Egg Harbor Township, NJ.

Always on call

As a firefighter, Graham is always on call and has had to rush out from countless dinners and family functions to respond to emergencies. She and the other members of her team in Bargaintown dedicate themselves to protecting lives and property in their community with no monetary compensation.

Her gear weighs nearly one hundred pounds, but after seven years as a volunteer firefighter she says, "You get used to it!"

Marylyn Graham has received

several awards for her service over the years. She received the Citizen of the Year Award in 2014, and she had the thrilling opportunity to fly with the Air Force Thunderbirds in an F-16 jet fighter that is named in her honor. On top of it all, she is a 13-year cervical cancer survivor.

Graham said she is grateful to be a member of UFCW Local 152.

"The union has been a positive part of my life," she said. "It has kept me employed and earning a good livelihood."

Graham also said her union health benefits helped her raise her three sons. Two of them, Matthew and Jeremy, are also firefighters, and the other son, Kevin, is a landscaper.

"I'm happy to have a job and work," she said.

No doubt there are plenty of people in Egg Harbor Township who are also happy that Marylyn Graham has a reliable means of support while she dedicates her off-duty hours to ensuring their safety.

Sales growth at food retailers

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

Six of the country's largest food retailers have posted increased comp sales and solid earnings in their most recent financial periods.

Walmart, Ahold Delhaize, Kroger, Target, Costco and Publix have all enjoyed sales increases and many have seen their stock prices grow in recent months.

At Walmart, total revenue for its fourth quarter, ended Jan. 26, 2018, increased 4.1 percent to \$136.3 billion.

Ahold Delhaize posted a strong earnings performance during its fourth quarter, ended Dec. 31, 2017, completing its first year as a merged company.

During the quarter, Giant/Martin's opened eight new in-store Beer & Wine Eatery locations and online grocer Peapod said it improved its customer satisfaction score by improving in the areas of on-time delivery, available delivery slots, in-stock items, value perception and the user-friendliness of its online portal.

Kroger reported nearly identical supermarket sales (without fuel) in its fourth quarter, ended Feb. 3, 2018. Total sales for the quarter increased 12.4 percent to \$31 billion compared to \$27.6 billion for the same period last year.

At Target, strong traffic growth in both stores and digital drove a fourth-quarter comparable sales increase of 3.6 percent.

Issaquah, Wash.-based Costco posted double-digit sales and income gains in its second quarter, ended Feb. 18, 2018.

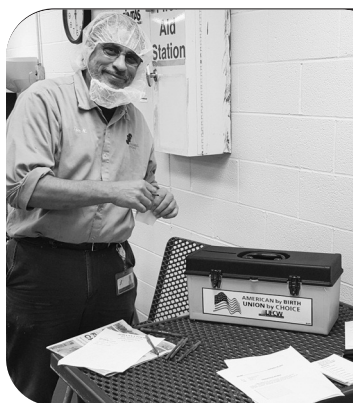
Publix Super Markets also enjoyed comp store sales growth in its fourth quarter, ended Dec. 30, 2017, seeing an improvement of 3.2 percent over the same quarter last year.

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



Contract success!

J&J Snack Foods



Help organize and strengthen your union!

Do you know someone who works at a non-union facility who gets low wages, no raises, no health care, no retirement plan (pension or 401(k)), no seniority and no way to fight back against wrongdoing on the job from management? We encourage our members to call or text Local 152 Director of Organizing Chad Brooks at (609) 670-8605.

Study: Nearly half of jobs vulnerable to automation

Union members are no strangers to automation. For decades, technological advances have changed or outright replaced some jobs, from those in factories that manufacture cars to those in processing plants or warehouses.

In the grocery industry, union members have long struggled with the challenges brought on by self-checkout lanes, and recently Amazon has made headlines with its pursuit of where customers pay for everything automatically using smartphones.

A 2018 study on job automation in 32 countries by the Organization for Economic Cooperation and Development (OECD) defined 14 percent of jobs as “highly vulnerable” or having more than a 70 percent likelihood of automation. Another 32 percent of jobs were found to have more than a 50 percent likelihood of automation.

Some of the jobs at risk, according to the study, are:

- Food preparation (60+ percent)
- Cleaning (50+ percent)
- Health care (35 percent)
- Hospitality & retail management (33 percent)

The study builds upon the findings of a 2013 Oxford University automation study that analyzed 702 American jobs. Its authors concluded 47 percent of those jobs could be done by machines within two decades.

Even though changes are certainly on the horizon in the grocery industry, they’re not necessarily in the immediate future.

A writer on the Retail Customer Experience website, discussing the opening of the Amazon Go in Seattle earlier this year, wrote: “...despite all the movement and innovation and Amazon’s public deployment, the cashierless checkout is still very far from becoming an installed technology across the retail sector for more than a few reasons.”

Among those reasons is customers’ desire for human interaction, according to Keith Jelinek, a managing director at Berkeley Research Group. He points to big retailers like Costco that have implemented self-checkout lines and then removed them because of poor feedback from club members.

“They discovered that the consumer wants personal interaction, and that trained cashiers can be more efficient,” Jelinek said.



Secretary-Treasurer's Report

By Anthony Benigno

“The personal touch of a cashier is the last touch you have before a customer leaves a store. If that is not in place, you lose that important interface.”



SAVE THE DATE!

UFCW Local 152's 13th Annual Charity Golf Tournament

Benefiting the Leukemia & Lymphoma Society of America,
Bryan D. Ross Foundation and other charities.

Tuesday, Sept. 4, 2018, at the Avalon Golf Club

1510 Route 9, North Swainton, N.J. • avalongolfclub.net

Registration at 7:30 a.m. • Shotgun start at 8:30 a.m.

Registration information will be forthcoming.



The UFCW Local 152 delegation at the 2018 UFCW International Convention

UFCW International Convention emphasizes 'Unity, Family, Community, Worth'

Continued from front page

International Union's Eighth Regular Convention.

Over the course of four days, more than 1,300 delegates and guests from across the United States, Canada, Japan and other countries were inspired by guest speakers, attended educational workshops and worked together to chart a course for the future of the Labor Movement.

"This 2018 convention was focused entirely on the needs of the membership," Local 152 President Brian String said.

The convention delegates voted on resolutions and amendments to the UFCW Constitution and participated in workshops to sharpen their skills in communications, organizing, engaging young workers and other aspects of Unionism in the 21st century.

A leadership slate including UFCW International President Marc Perrone, Secretary-Treasurer Esther López and Executive Vice Presidents Paul Meinema, Stuart Appelbaum and Shaun Barclay was elected unanimously to serve five-year terms until the next International Convention in 2023.



UFCW International President Marc Perrone, left, with Local 152 President Brian String.

"I'm proud to be your president and lead us into the future," Perrone told the delegates. "This is our Union and we will define it together."

Union successes

Throughout the convention hall, life-size banners of UFCW members reminded delegates of the many industries served by the Union.

On big screens, videos told the stories of Union members who spoke of the respect they feel on the job, the financial security made possible by their Union-negotiated wages and benefits, and the

job guarantees made possible by their Union-negotiated contracts. These members were invited on stage at the close of the convention.

In his keynote address, President Perrone highlighted the Union's many recent organizing successes in industries ranging from supermarkets, food processing and cannabis to health care and manufacturing, as well as the urgency of organizing additional workplaces and industries.

He also described how the Union can be a force for positive change in society.

“When I see inequality, I believe we can change it,” Perrone said. “When I see hate and indifference, I believe we can end it. When I see cruelty and exploitation, I believe we can stop it. And when I see poverty, hopelessness and despair, I truly believe — now more than ever — that this Union family can prevent it.”

International Secretary-Treasurer Esther López talked about growing up in a Union household.

“I stand as living proof that Unions transform poverty into possibility,” she said.

López also highlighted the financial strength of the Union and described how to keep it strong.

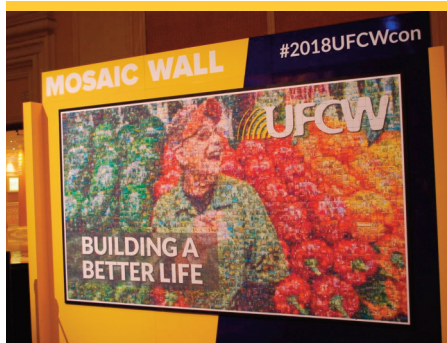
“We must promise to wake up each day with the mindset that this fight is our fight,” she said. “Let us embrace the very bedrock principles that are the very foundation of our Union — dignity and respect on the job — to fuel our pursuit toward more progressive and inclusive communities.”

Paul Meinema, executive vice president and president of UFCW Canada, talked about contract improvements in his country and the success of organizing drives.

“The strength of the UFCW should not be underestimated by any employer,” he said. “We’ve been expanding Union density in existing industries and new ones.”

Stuart Appelbaum, executive vice president of the UFCW International Union as well as president of the Retail and Department Store Workers Union, described the continuing challenges of automation and e-commerce confronting the retail industry and how global networks can help working people stand their ground.

“In times of instability, this Union remains committed to our founding principles,” he said. “It’s the high perch from where we can see a better future.”



Scenes from the convention

Executive Vice President and Director of Organizing Shaun Barclay also detailed increasing Union density across the country, including recent organizing successes at the Zara and H&M clothing retailers.

Finding inspiration

UNITE HERE President D. Taylor talked about his Union’s historic successes in Las Vegas achieved with the help of organizing assistance provided by the UFCW. He also praised the UFCW’s commitment to immigrant rights and its creation of a more diverse, inclusive Union.

“The best time to be Union is right now,” he said.

Bob Martinez, international president of the International Association of Machinists (IAM), told attendees that the UFCW and IAM have stood side by side in fight after fight.

“My father and grandfather were members of the Packinghouse Workers Union (which later became part of the UFCW),” he said. “They were able to retire comfortably. They instilled Union values in me.”

Rev. Dr. William J. Barber II, founder of the Forward Together Moral Monday Movement, delivered a rousing speech focused on the need for a “moral renewal.” He said the UFCW must draw on its deep history of inclusion for women and minority workers to lead the labor movement into the future.

Jagmeet Singh, leader of the New Democratic Party in Canada, described the importance of prioritizing workers when companies go bankrupt and finding ways to push back against the “gig economy,” which threatens the security of millions of workers.

Capt. Chesley “Sully” Sullenberger, who became famous for his skill and calm under pressure while landing a disabled plane on the Hudson River, and Billy Jean King, the equally famous tennis champion and social justice advocate, also addressed the convention.

“As soon as I got off the court, it was organize, organize, organize,” King said of her mindset when she was building support for equal pay for women tennis players.

United Steelworkers Vice President Fred Redmond talked about the ongoing struggle for racial and economic justice, and Canadian astronaut Chris Hadfield praised the UFCW for “setting an example for the U.S. and Canada on how to treat people.”

“If you give people a higher goal,” Hadfield said, “they will rise up and do things previously thought inconceivable.”

Shaping the future

With delegates invigorated by the convention and ready to return to their local Unions to represent and serve the members, President Perrone urged everyone to do their part in creating a better world.

“Never accept injustice or cruelty as normal or right,” he said, reiterating the convention’s themes of Unity, Family, Community and Worth.

“Our values can reshape the future.”

Manufacturing industry update

Maple Leaf Farms workers win safety improvement on the job

Members of UFCW Local 700 at Maple Leaf Farms in Milford, Ind., recently won a health and safety improvement in their plant.

The workers, who process ducks at the plant, began to report health related issues, including eye irritation and respiratory problems, as a result of exposure to Microtox, a disinfectant commonly used in the poultry industry.

Local 700 Union Rep Juan Garcia and Executive Assistant to the President Scott Barnett immediately began an investigation, including a visit from Robyn Robbins, the director of the UFCW's Occupational Safety and Health Office. Representatives from UFCW Local 700 and the company also met to address worker safety concerns around the use of Microtox.



Maple Leaf Farms workers

As a result of the labor-management meeting, the company temporarily discontinued the use of Microtox, took steps to reduce splashing, dripping and spillage, and ordered a new air monitoring system to monitor the levels of Microtox. Local 700 also created a new workplace survey regarding the impact of this chemical.

Mott's workers in New York ratify improved new contract

More than 300 members of RWDSU/UFCW Local 220 who work at Mott's in Williamson, NY, ratified a new contract by an overwhelming margin in April. The Mott's workers produce iconic household products, including Mott's applesauce, apple juice and the Clamato beverage, among others.

The hard-fought contract includes strong hourly wage increases over the next five years, reduced health care costs and job security provisions that will protect the members well into the future.

In 2010, Mott's workers went on strike in the face of unacceptable contract provisions offered by the company. Despite it all, they were able to win a fair contract. This time, negotiations lasted seven weeks.

Health care industry update

Members at Pitman Manor in N.J. ratify first contract

On Feb. 12, members of UFCW Local 152 who work at Pitman Manor in Pitman, N.J., ratified their first union contract by an overwhelming margin.

Pitman manor is an assisted living community and is part of United Methodist Homes of New Jersey.

The 110 workers joined UFCW Local 152 last August because they were concerned about wages, health benefits and having a voice in the workplace.

The new three-year agreement includes guaranteed wage increases and excellent health, welfare, life and pre-paid legal benefits that resulted in a



The Pitman Manor negotiating committee

substantial cost reduction for the new membership. The agreement also includes language that addresses "just

cause" provisions, seniority rights, grievance and arbitration, and enhanced bereavement accommodations.



How sweet it is!

Ray Chapman retires after 40 years of making chocolate

Ray Chapman didn't really know what he wanted to do after he got out of high school, but he knew he wanted a job with good pay and benefits.

He was an operator at a non-union chocolate factory for nine years before being laid off. He tried without success to find another job until he applied at the UFCW-affiliated Barry Callebaut chocolate manufacturing facility in Pennsauken, N.J.

For the next 31 years, it was the only job Chapman needed.

Asked if he ever considered finding another place of employment, Chapman replied: "I didn't need to because it had good pay and nice people to work with."

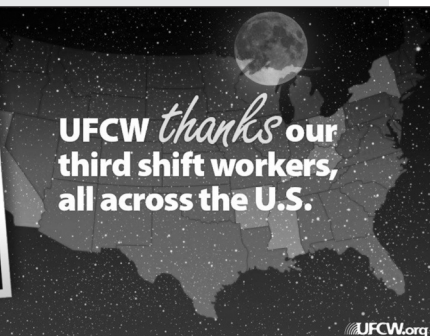
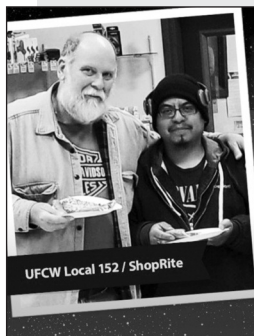
Chapman hung up his hairnet for the last time in April.

"Two years ago, I started to think about retirement, but I made my decision this year and I'm glad to start this new chapter in my life," said Chapman, whose union-negotiated pension benefits will contribute to a secure and stable income.



Thank you

To celebrate National Third Shift Workers Day in May, Local 152 staff visited third-shift workers throughout the industries we serve to celebrate the hard work they put in overnight, every night.



Happy retirement!

Mary Abbonizio	04/01/2018	Acme Markets	Colette Madden	02/01/2018	Acme Markets
Linda Adler	03/01/2018	Acme Markets	John Matthews	05/01/2018	Stop & Shop Supermarkets
Maria Afflisio	02/01/2018	Acme Markets	Carolyn Mattis	02/01/2018	Acme Markets
Carol Alcott	04/01/2018	General Supermarkets	James Mccullough, Jr.	04/01/2018	Acme Markets
Susan Anker	04/01/2018	Thriftway – Pennmart	Patricia Mcelaney	03/01/2018	Acme Markets
Harry Back, Sr.	04/01/2018	Acme Markets	Nancy Mcglinchey	05/01/2018	Acme Markets
Diana Bassett	02/01/2018	Zallie's ShopRite	Maureen Mckenna	01/01/2018	Acme Markets
David Bitler	04/01/2018	General Supermarkets	Kennard Mendenhall	03/01/2018	Market Place Thriftway
Joanne Bondiskey	02/01/2018	Holiday Markets	Patricia Miller	01/01/2018	Acme Markets
Carl Borman	02/01/2018	Acme Markets	Rosemarie Miller	04/01/2018	Acme Markets
Norma Braun	04/01/2018	Acme Markets	Julie Monroe	05/01/2018	Acme Markets
Doreen Brennan	03/01/2018	Acme Markets	Cathy Moore	01/01/2018	Ball Park Brands
Thomas Brennan	03/01/2018	Acme Markets	Mario Moyano	05/01/2018	George L. Wells Meat Company
Barbara Brodeur	01/01/2018	Shop N Save	Alfred Muscella Jr.	01/01/2018	Penn Pines Thriftway
Linda Burlew	03/01/2018	Acme Markets	Julie Nicastro	04/01/2018	Acme Markets
Shellbi Butkiewicz	01/01/2018	General Supermarkets	Dorothy Nunez	01/01/2018	Big V Supermarkets
Patricia Garruth	03/01/2018	Acme Markets	Augustine Olivieri	04/01/2018	Acme Markets
Theresa Cellini	05/01/2018	Acme Markets	Diana Papa	04/01/2018	Acme Markets
Ray Chapman	04/01/2018	Barry Callebaut	James Pappert	03/01/2018	George Wollman Wholesale
Stephen Coles	03/01/2018	Village ShopRites	Saverio Papucci	03/01/2018	Freda Corp
Daniel Comisky	01/01/2018	Pathmark Stores	Paul Perry	01/01/2018	Brown's ShopRite
Dorothy Cosner	05/01/2018	Delaware Supermarkets	Constance Pluck	05/01/2018	Zallie's Supermarkets
Christine Crawford	01/01/2018	Acme Markets	Brian Polter	01/01/2018	Brown's ShopRite
James Crean, Jr.	02/01/2018	George L. Wells Meat Company	Terry Price	01/01/2018	Incollingo's Iga
Sharon Dalton	03/01/2018	Acme Markets	William Rainey	01/01/2018	Acme Markets
Harry Densten	03/01/2018	Zallie's ShopRite	Edward Ramsey, Sr.	03/01/2018	Colonial Beef Co.
James Devlin	04/01/2018	General Supermarkets	Deborah Reeve	02/01/2018	Acme Markets
Denise Dilks	02/01/2018	Acme Markets	Patricia Riccio	05/01/2018	Acme Markets
Dale Evans-Browne	03/01/2018	General Supermarkets	Carol Riddle	05/01/2018	Acme Markets
Gary Franco	05/01/2018	Acme Markets	Michael Rivers	03/01/2018	Pickwell SHS Enterprises, Inc.
James Frankenfield	01/01/2018	Whitemarsh Shopnbag	Benjamin Romeo	04/01/2018	Acme Markets
James Funk	02/01/2018	Kunzler Packing Company	Linda Rubini	02/01/2018	Acme Markets
David Gundrum	04/01/2018	Acme Markets	Frank Shaffer	05/01/2018	Zallie's Supermarkets
Nancy Haggerty	05/01/2018	Acme Markets	Richard Shappell	04/01/2018	Acme Markets
Lucille Harris	04/01/2018	Super Fresh	Linda Sherwood	01/01/2018	Acme Markets
Kimberly Hartman	04/01/2018	Berks Packing Co.	Linda Slichter	04/01/2018	Somerset Stores
Charity Hawkins	05/01/2018	Pathmark Stores	Barbara Smith	03/01/2018	Acme Markets
Angela Hess	04/01/2018	General Supermarkets	Kathleen Snelbaker	05/01/2018	Acme Markets
Curtis Lee Hill	03/01/2018	Sheinman Provision Company	William Spiegle, Jr.	02/01/2018	Pathmark Stores
Ella Homan	04/01/2018	Acme Markets	Barry Spindler	04/01/2018	Acme Markets
Anna Hugel	04/01/2018	Village ShopRite	Katherine Stapleton	02/01/2018	Acme Markets
Shamim Jamil	03/01/2018	Envirochem	Donna Starts	05/01/2018	Pathmark Stores
Candace Keubler	05/01/2018	Acme Markets	Marie Swain	04/01/2018	Acme Markets
Charles Kiley	01/01/2018	Kanes Shop n Bag	Regina Swenson	04/01/2018	Acme Markets
Charlene Kinch	04/01/2018	Village ShopRite	Barbara Toner	05/01/2018	Glasgow Thriftway
Carolyn Krulle-Snyder	04/01/2018	Acme Markets	Donna Tozer-Robson	03/01/2018	Acme Markets
Angela La Fera	01/01/2018	Acme Markets	Margaret Tracy	05/01/2018	Acme Markets
Linda Lehmann	04/01/2018	Acme Markets	William Turner	04/01/2018	Acme Markets
Marcia Lindell	04/01/2018	Acme Markets	Michael Van Trieste	04/01/2018	Super Fresh
Barbara Linnekin	05/01/2018	Acme Markets	Beverly Vanore	05/01/2018	Acme Markets
Janet Madajewski	04/01/2018	Acme Markets	Helen Visconti	03/01/2018	Pathmark Stores

Melody Wakefield	05/01/2018	Pathmark Stores	Arthur Hoyte	01/27/2018	Pathmark Stores
Susan Wallace	04/01/2018	Acme Markets	Henry Hudreck	01/13/2018	Acme Markets
Christine Watson	04/01/2018	Acme Markets	Clarence Hudson, Jr.	01/30/2018	Cross Bros. Meat Packers
Margaret White	04/01/2018	Acme Markets	Rudolf Hugel	03/21/2018	Village ShopRite
William Whitehead, Sr.	01/01/2018	General Supermarkets	Arthur Huyett, Jr.	05/03/2018	Berks Packing Co.
Leonard Yodis	05/01/2018	Trevoise Shop n Bag	Lionel Ingram	04/13/2018	Acme Markets
Ella Jeanne Yoroshko	03/01/2018	Acme Markets	Katie Jackson	04/14/2018	Food Fair/Pantry Pride

In memoriam

James Adler	01/19/2018	Acme Markets	Arthur Hoyte	01/27/2018	Pathmark Stores
Joyce Anderson	01/07/2018	Acme Markets	Henry Hudreck	01/13/2018	Acme Markets
Corinne Appelbaum	03/18/2018	Acme Markets	Clarence Hudson, Jr.	01/30/2018	Cross Bros. Meat Packers
Patricia Auletto	01/23/2018	Acme Markets	Rudolf Hugel	03/21/2018	Village ShopRite
Lavinia Barnes	02/25/2018	Colonial Beef Co.	Arthur Huyett, Jr.	05/03/2018	Berks Packing Co.
Percell Berry	04/28/2018	Famous Meats Co.	Lionel Ingram	04/13/2018	Acme Markets
Edward Birkenback	04/18/2018	Dietz & Watson	Katie Jackson	04/14/2018	Food Fair/Pantry Pride
Dmytro Blahy	02/06/2018	Louis Burk Co.	Elizabeth Jacoby	02/25/2018	Murphy's Markets
Steven Blasky	01/27/2018	Cherry Hill ShopRites	Marlene Jaeschke	01/21/2018	Acme Markets
Frank Bonsall, Jr.	05/02/2018	Medford Inc.	Joseph Jenkins	03/11/2018	Ball Park Brands
Joan Boyle	04/09/2018	Acme Markets	Joseph Jezycki	05/25/2018	Village ShopRite
Clifford Camp	05/06/2018	Kansas Beef Industries	Sandra Johnson	03/01/2018	Acme Markets
Julio Carralero	04/17/2018	Food Fair Inc.	Agnes Kajkowski	05/07/2018	Pathmark Stores
James Chapman	05/02/2018	Super Fresh	Shirley Keeley	02/22/2018	Acme Markets
Gloria Clark	04/23/2018	Super Fresh	James King	02/16/2018	Spring Garden Beef
Josephine Crudele	05/14/2018	Pickwell SHS Enterprises, Inc.	Jane Koperna	03/20/2018	Super Fresh
Raymond Custin, Jr.	03/14/2018	Westtown Shop n Bag	Walter Lasota Jr.	02/03/2018	Sav-Way Supermarket
Carmella Deflavis	05/01/2018	Formost Kosher	Vivian Lotter	03/13/2018	Great Scott
Frank Deprisco	03/21/2018	Acme Markets	Marion Mccray	03/10/2018	S. Bonoccurso & Son
Catherine Diaz	01/11/2018	Acme Markets	Joseph Mcfarland, III	01/14/2018	Super Fresh
Billie Donnelly	02/26/2018	Pathmark Stores	Emma Mae Merkel	01/25/2018	A&P Tea Company
James Dunlevy	05/15/2018	Pathmark Stores	Richard Milligan	01/20/2018	Acme Markets
John Dunn	01/27/2018	General Supermarkets	Mary Anne Minyon	02/25/2018	Cherry Hill ShopRites
Ronald Elwell	03/13/2018	Food Fair/Pantry Pride	Andrew Nesmith	04/07/2018	I.K. Layman & Co.
Catherine Finn	05/14/2018	Village ShopRite	Michael Platt	03/04/2018	Acme Markets
Alfred Forrest	02/28/2018	Medford Inc.	Frank Prisco	03/27/2018	Super Fresh
Patricia Fredo	03/27/2018	Incollingo's Iga	Dolores Przecha	04/29/2018	Feoli's Supermarkets
Patricia Frei	02/04/2018	Acme Markets	William Putar	02/06/2018	Super Fresh
Gabriel Gabrielli	05/20/2018	Super Fresh	Nicholas Rapko	02/25/2018	Super Fresh
Charlotte Gilbert	04/07/2018	Pathmark Stores	Shirley Riggins-Smith	04/11/2018	Milden & White
Leonis Gonaver	05/12/2018	Pathmark Stores	Joseph Righter	02/18/2018	Acme Markets
Jeanette Green	02/03/2018	Acme Markets	Marjorie Rotondo	04/07/2018	Pathmark Stores
Thomas Gregory	04/15/2018	Acme Markets	Annette Saccucci	02/14/2018	Pathmark Stores
James Hall	04/26/2018	B S Pincus Co. (Yankee Maid)	Madeline Santiago	05/13/2018	Pathmark Stores
Michael Harkins	04/14/2018	Super Fresh	Louis Schmid	01/09/2018	Acme Markets
Elwood Harris	03/03/2018	Food Fair/Pantry Pride	Leroy Speicher	04/17/2018	Acme Markets
Glenn Hartman	03/09/2018	Berks Packing Co.	Clifford Stefens	02/16/2018	Thriftway Pennmart
Anna Heffelfinger	03/27/2018	Trevoise Shop n Bag	William Stettler	04/03/2018	Edwards Super Food Stores
Jessie Hemingway	05/15/2018	Butler Foods/Penn Packing	Lendwood Stokes	04/16/2018	Super Fresh
John Henretty	05/17/2018	Acme Markets	George Stricker	03/11/2018	Butler Foods/Penn Packing
George Henry	04/29/2018	Acme Markets	Patricia Suter	01/01/2018	Kunzler Packing Co.
Felecia Hering	02/13/2018	General Supermarkets	Dennis Sweigert	01/21/2018	Berks Packing Co.
			James Temple	01/21/2018	Pathmark Stores
			Richard Thompson	04/16/2018	Acme Markets
			Paul Toner, Sr.	04/02/2018	Glasgow Thriftway
			Mildred Travis	05/02/2018	A&P Tea Company
			Alex Udowenko	01/26/2018	Butler Foods/Penn Packing
			Nancy Vittore	01/02/2018	Pathmark Stores
			Robert Weidemoyer	02/16/2018	Acme Markets
			Magdalena Wiener	02/16/2018	Lawrence Shop n Bag
			Laura Wolff	04/04/2018	Stop & Shop Supermarket
			Joanne Yodis	04/27/2018	Trevoise Shop n Bag
			Dorothy Young	05/16/2018	Kunzler Packing Co.

UFCW Local 152
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Protecting jobs as technology changes the grocery industry

We can't stop change, but we can channel it.

Our union has always believed that innovation can be a positive force in our industry, as long as the needs of working men and women are respected and protected.

As technology changes the grocery industry, it has the potential to increase convenience and efficiency for our members whether they're at work or shopping as a customer. It's our responsibility to guide that change.

Fortunately, Local 152 has a strong record of protecting jobs while working with employers to ensure that technology makes our lives better, not worse.

We'll need to draw on that experience in the coming years, because retailers of all kinds are in a race for leadership in technological innovations that could add convenience for shoppers while potentially saving money on labor costs for retailers.

New changes, big questions

In some supermarkets, customers can order groceries online and pick them up the same day, without having to go into the store. Elsewhere, tech firms like Google, Peapod, HelloFresh and Uber are providing "personal shoppers" who bring food from the supermarket to the doorstep.

New changes to the traditional grocery shopping model are popping up every day. The big question for union members is how these changes could affect wages, benefits and working conditions.

The worst outcome would be layoffs and reduced hours for employees. The best outcome would involve educating and training union workers to perform new tasks to improve shoppers' experiences.

As time goes on, customers will become more demanding and discerning as employers raise their standards in competing for customers' dollars. Meanwhile, unions will have an important role in maintaining and improving a professional, quality-oriented work force that is capable of meeting those higher standards.

Study after study shows shoppers will continue to prefer human interactions, even when other alternatives are more convenient.

No robot delivery service can duplicate the experience of chatting with the produce clerks as they help us select our fruits and vegetables, and no app will replace the checker who lives in our neighborhood and grew up with our kids. There is no replacement for human interaction no matter how advanced the artificial intelligence gets.

Ultimately, no matter what advances in technology affect the industries we serve,



we will succeed because of the men and women in this union. Our success depends on the solidarity and activism of everyone in our union.

Get involved, be part of the solution and we will meet the challenges of the future together.

A handwritten signature of Brian String in black ink.