

# 152 <sup>LOCAL</sup> Unity

a **VOICE** for working America

Winter 2014



## United & Strong

**Steward Seminar  
2013**

Coverage begins on page 7





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### **UFCW Local 152 Unity**

Official Publication of  
United Food and Commercial  
Workers Local 152

#### **EDITOR**

Brian String

#### **UNION HEADQUARTERS**

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## Congratulations to raffle winners!

Winners received tickets to a Philadelphia Eagles game. All proceeds will benefit the Bryan D. Ross Foundation to assist families in need.



#### **1st Place**

Beverly Vanor, shop  
steward at Acme in  
Runnemede, N.J.



#### **2nd Place**

From left: Steward Pete Evangelidis,  
winner Demetrius Matthews and  
Union Representative Dave Salera.  
Evangelidis and Matthews work at  
Brown's ShopRite on Oregon Avenue  
in Philadelphia, PA.



#### **3rd Place**

Lynn Morris of Mays  
Landing, pictured with  
Secretary-Treasurer  
Anthony Benigno.



#### **4th Place**

Judy Walsh of Acme Markets, Pennsylvania,  
and Union Representative Joe Stathius

## Irv R. String Local 152 Scholarship Fund

The Scholarship Fund will award \$1,000 cash grants to eligible members or dependents of members who will be attending college full-time this fall.

Determination of winners will be made based on school records, SAT scores, personal activities and need. Selections will be made on the recommendations of an outside independent committee.

Call (888) 564-6152 with any questions or to request an application. Applications must be returned by March 31, 2014. No exceptions!



## General membership meeting, Dec. 3, 2013

Somers Point, N.J.



## Teddy Bear Drive 2013

Local 152 and The Arc Organization of Burlington County, N.J., held their annual Teddy Bear Drive in December, bringing joy to developmentally disabled children and adults.



**IT PAYS TO BE UNION!**

### Grievances filed or resolved:

1st Quarter 2014

**95**

2014 to date

**95**

### Back pay and benefits restored to members:

1st Quarter 2014

**\$20,462.59**

2014 to date

**\$20,462.59**

## Retirees' Club

Upcoming meetings of the UFCW Local 152 Retirees' Club include:

**Monday, May 5 (Yellow Room)**

**Monday, July 7 (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.

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

## A&P's struggles continue

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

**S**am Martin. Nice guy. Assessing his talent is another matter.

If you're looking simply at his body of work in the 42 months he led A&P, you'd have to say his performance was poor, and perhaps that's why Martin joined the "excised" list of failed Tea Company executives who have held the CEO mantel over the past 15 years.

As recent history shows, A&P doesn't really need a reason to fire key executives or go through frequent reorganizations. Things seemingly happen randomly in Montvale, N.J., and virtually all the time the results are the same — failure.

In this case, the new boss is Greg Mays, a man with plenty of grocery industry experience and one whose chances of restoring A&P's image as a significant retailer are about as good as my being the Yankees' next third baseman. And, according to the company, it is seeking to fill the chief executive slot with somebody new at some time in the future.

So, while Sam Martin wasn't the reincarnation of A&P founder George Huntington Hartford or Pathmark co-founder Herb Brody, don't blame him for The Tea Company's recent miseries. That horror show has been playing daily in Montvale for more than 30 years.

What made this recent blow-up more notable is that new owner Yucaipa Cos., a private equity firm that gained controlled of A&P following its March 2012 exit from bankruptcy, promised much more.

Twenty-two months after A&P's bankruptcy ended, Yucaipa has shown its true colors. Sure, it received the benefits of A&P's real estate portfolio (including the Food Emporium units in Manhattan) and has no doubt taken advantage of tens of millions of dollars in weekly cash flow to help subsidize other businesses, but as a merchant and as a "good employer," A&P's perception is even worse than what many believed was the nadir when the chain entered Chapter 11 in December 2010.

Now it seems the final chapter is at hand. With rumors swirling that several blocs of stores will soon be sold (apparently financial investment adviser Credit Suisse couldn't find a single buyer to wholly acquire the semi-dilapidated retailer), all that's left are the final steps toward closure.

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



### Focus on safety at Puratos

**L**ocal 152 members working at the Puratos manufacturing plants in Cherry Hill and Pennsauken, N.J., are participating in weekly and monthly training sessions to improve workplace safety.

The training is a joint effort between the union and management, made possible by a grant from the New Jersey AFL-CIO. The sessions take a proactive approach, according to Union Representative Jerry Chudoff, addressing equipment issues and potential incidents before they become a problem.

### General membership meetings for all Local 152 members Tuesday, March 25, 2014

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

VFW Post 2445, 914 E. Main St.  
Maple Shade, NJ 08052

#### **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.)**

Embassy Suites Newark-Wilmington/South,  
654 S. College Ave.  
Newark, DE 19713

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

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



# NLRB ruling shines new light on Walmart's anti-worker tactics

**T**he National Labor Relations Board ruled in January that Walmart illegally fired, disciplined or threatened dozens of workers in 14 states for participating in rallies against the company.

Charges were filed against the company in November, when hundreds of Walmart workers went on strike to demand better wages and scheduling practices.

The NLRB based its decision on an internal Walmart memorandum that a company official read to workers. The document read, in part:

"It is very important for you to understand that the company does not agree that these hit-and-run work stoppages are protected, and now that it has done the legal thinking on the subject, it will not excuse them in the future.

"Should you participate in further union-orchestrated intermittent work stoppages that are part of a common plan or design to disrupt and confuse the company's business operations, you should expect that the company will treat any such absence as it would any other unexcused absence..."

If an administrative judge upholds the complaint, Walmart would be required to award back pay and rein-

statement of fired workers.

## The pressure mounts

This federal ruling is another in a string of bad news for the enormous retailer, which has a poor reputation when it comes to workers' rights.

Just in recent months, news broke that Walmart hired lobbyists to fight against a bill that promoted worker safety in Bangladesh. And this past November, on Black Friday, protests at Walmarts across the country (in which Local 152 activists participated) were more widespread and prominent than ever before.

As scrutiny of Walmart's business practices intensifies, each new story seems to resonate further outside of traditional Labor labor media and into mainstream news and the minds of everyday shoppers.

## Change for the better

This is no doubt a concern of incoming Walmart CEO Doug McMillon. Rather than wait in vain for the company to do the right thing, though, the OUR Walmart organization has made a list of five ways the retailer can improve the lives of its workers:

**1.** Pay workers at least \$25,000 per year.

- 2.** Schedule workers for enough hours so they can care for their families.
- 3.** End illegal retaliation against workers who speak out for change.
- 4.** Respect the people who work for Walmart.
- 5.** Listen to to Walmart employees.

As public opinion continues to sour on Walmart, 2014 could be the year when we start to see changes for the better — as long as we remain active and vocal in support of those who work for America's largest employer.



## Secretary-Treasurer's Report

By Anthony Benigno



## 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**.



## ShopRite Meat members ratify new contract

Dec. 17, 2013

Somers Point, N.J. and Philadelphia, PA



# HAPPY NEW YEAR!

From the staff and officers of **Local 152**





## Stewards prepare for future at seminar



Local 152 President **Brian String**



Motivational speaker **Monica Wofford**



Industry expert **Jeff Metzger**

**L**ooking ahead to the coming year, hundreds of union stewards representing many industries gathered in Atlantic City for the Local 152 Steward Seminar.

The daylong seminar on Nov. 19 was an opportunity for stewards to share their experiences and learn strategies for confronting the challenges ahead. It was also a time for the union to thank the stewards for their hard work on behalf of Local 152 members.

In his opening remarks President Brian String summed up Local 152's successes since its first Steward Seminar in 2005, including a dues reduction for some members in 2007 and the union's emergence from millions of dollars of inherited debt.

Local 152 is now a fiscally sound organization with \$6 million in its treasury, String told the stewards.

He thanked the stewards for their support during the difficult contract negotiations of recent years, helping the union meet such challenges as the uncertainty surrounding implementation of the Affordable Care Act (ACA).

"We've done things in collective bargaining that have helped our employers stay viable," String said. "We need to continue to put forward

new initiatives."

He noted that the primary focus of negotiations is maintaining union-quality health benefits for workers, a pursuit made increasingly difficult by the ACA, which in its current state "puts our union health benefits in a tremendous amount of peril."

"What do the next eight years look like? We're going to continue to adapt," String said.

### Inspiring speakers

Motivational speaker Monica Wofford talked with stewards about the concept of "making difficult people disappear."

"My father and grandfather were union," she said. "They had to deal with difficult people, so I want to equip you with the skills to deal with those people."

The process involves changing your own habits and understanding that so-called "difficult" people are often acting in accordance to personality traits that can be identified and anticipated, Wofford said.

"Shop stewards, you're the world's best referees, right?" she asked. "Start your day positive — manage yourself first before dealing with others."

Mark Belland, chief legal counsel for Local 152, led a discussion on the

(Please see next page)



From left: Legal counsel Mark Belland, Don Horowitz of the New Jersey Public Employment Relations Commission and safety expert Barbara Radke.

## Stewards prepare for future at seminar

(Continued from previous page)

ACA's impact on future contracts. He gave a grim assessment of the law and its potential to jeopardize union-negotiated benefits.

"Your union has done a masterful job of negotiating contracts," he said. "You've given up a lot over the years to have good, solid health benefits. The ACA is a direct assault on those union-based plans."

Belland said there are efforts under way to change the law to make it more friendly to union-based health plans, but unions are going to have to ask themselves tough questions in the meantime.

"Will employers drop health plans in favor of exchanges?" he asked. "What is the role of union health plans once exchanges are in place?"

### Education and more

In one of three breakout sessions designed to take a closer look at industry-specific issues, supermarket industry expert Jeff Metzger gave an overview of today's retail food

landscape and answered questions from stewards. He said the industry is in the midst of a "sea change" as online and brick-and-mortar retailers compete for market share.

Occupational Safety and Health expert Barbara Radke talked to stewards in the manufacturing sector about staying safe in the workplace and how to properly file a report that documents hazards in work areas.

"The more people you can get to fill out these reports," she said, "the more success you will have in getting these problems fixed."

Don Horowitz of the New Jersey Public Employment Relations Commission addressed public-sector stewards on a variety of contract-related topics, including the details of starting representation elections at a workplace.

Stewards left the seminar inspired by the ideas shared by the speakers and amongst each other, and with a renewed commitment to strengthening their union.



### Local 152 Health Fair

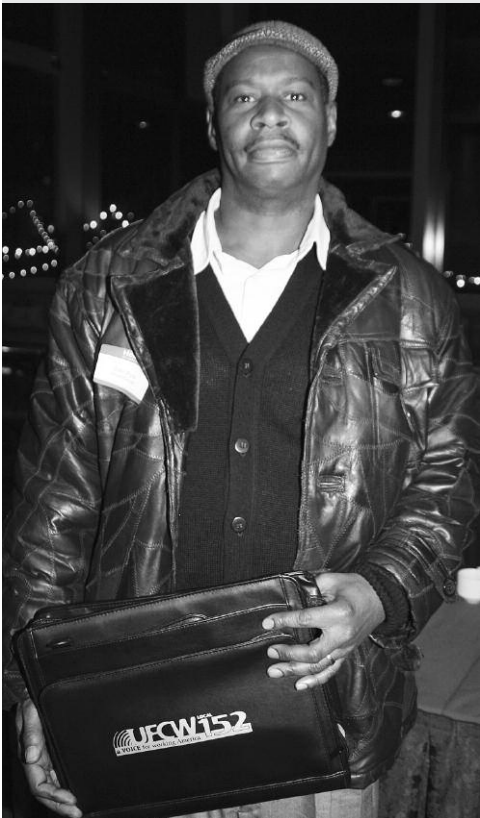
Attendees of the Steward Seminar were also able to take advantage of the many services available at the Local 152 Health Fair, from flu shots and blood pressure screenings to therapeutic massages and fitness counseling.







# Scenes from the seminar



# Union representative

## REPORT

## You have guaranteed hours — work them all!

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

**A**s a member of Local 152, you should be scheduled for at least the minimum number of hours guaranteed in your union contract.

That number varies from employer to employer and also depends on your job classification, but it's always important to take steps to ensure you are being assigned the hours you deserve.

Our union works hard in negotiations with your employer to include language in the collective bargaining agreement that protects against abusive favoritism and discrimination in work scheduling.

Failure to work the minimum hours means more than lost wages. You could lose your health benefits, too!

If you have questions, ask your union representative about the scheduling guarantees for members at your workplace and in your job classification.

### Work your full shift

Your hours at work are valuable, and you shouldn't take them for granted.

Leaving early from your job could get you written up, suspended or even fired.

If you are scheduled to work eight hours, you must work those hours — even if it is a slow day and you are tempted to wrap up early.

Don't risk your job to get an early start on your commute. Whatever it is you are leaving early for, it can wait.

This rule applies to your lunch time as well. If you are scheduled to break at noon, don't go early or late.

Also, remember to clock back in when you are supposed to.

If you have questions, call (888) JOIN-152 and ask for your union representative.



By Joseph Williams

## Contract successes!

**Local 152** members have ratified many new contracts in recent months, including:



Cape Regional Medical Center

Acme Markets (Clerks)

Cape Regional Medical Center

Ginsburg Bakery, Inc.

Hanover Clayton Plant

Incollingo's Pennsgrove/Salem



Sysco Food Services

J&J Snack Foods (Pennsauken/Bellmawr)

Keystone Foods (Equity)

Kraft Foods

Melitta

Old Fashioned Kitchen

ShopRite (Clerks)

ShopRite (Meat)

Spring Oak Assisted Living facility

Sysco Food Services of Philadelphia, Inc.



Spring Oak Assisted Living



# Retirements

Acquesta, Georgann	Super Fresh	01/01/2014	Lanatto, Diane	Acme Markets	10/01/2013
Bielucki, Michael	Acme Markets	11/01/2013	Larocca, Dorothy A	Supervalu Country Markets	11/01/2013
Bird, Betty B	Zallie's Shoprite	01/01/2014	Matuszewski, Linda C	Acme Markets	11/01/2013
Bonar, Virginia	Acme Markets	12/01/2013	McKeown, Robert T	J Katz & Son, Inc.	12/01/2013
Bosman, Mary Jo	Thriftway – Penn Mart	10/01/2013	McKnight, Barbara T	Kanes Shopnbag	12/01/2013
Brosious, Maureen S	Zallie's Shoprite	12/01/2013	McLucas, Jean A	Acme Markets	10/01/2013
Burke, Lynn M	Acme Markets	10/01/2013	Minotti, Charlene A	Acme Markets	01/01/2014
Burkholder, Nancy C	Supermarkets General	11/01/2013	Mullen, Carol L	Super Fresh	10/01/2013
Capra, Ruth Ann M	Acme Markets	12/01/2013	Narciso, Carolyn	Super Fresh	01/01/2014
Carberry, Mabel L	Local 152 H&W Benefit Funds	01/01/2014	Nash, Judith A	Local 152 H&W Benefit Funds	01/01/2014
Cipriotti, Richard	Colligas	12/01/2013	Pargin, Honora H	Acme Markets	10/01/2013
Crawford, Michelle	Super Fresh	10/01/2013	Pazdunkiewicz, Raymond	Pathmark Stores	12/01/2013
Dinenno, Joan A	Acme Markets	10/01/2013	Priem, Virginia	Pathmark Stores	12/01/2013
Diorio, Anthony V	Bottino's Supermarkets	10/01/2013	Pysher, Amy	Acme Markets	11/01/2013
Foster, Jeanette M	Super Fresh	12/01/2013	Raspatello, Kim	Pathmark Stores	12/01/2013
Gillin, Joan Marie	Acme Markets	12/01/2013	Ricchini, Robert C	Medford, Inc.	12/01/2013
Giordano, Kim L	Zallie's Shoprite	12/01/2013	Rigberg, Barry H	Pathmark Stores	12/01/2013
Graff, Frances	A&P Tea Company	11/01/2013	Salkowski, Henry E	Pathmark Stores	10/01/2013
Hammerly, III, John F	Shoprite Of Whitehall	01/01/2014	Schreiber, Viola	Pathmark Stores	11/01/2013
Harley, Ella M	Acme Markets	12/01/2013	Severia, Anthony	Supermarkets Of Cherry Hill	12/01/2013
Harris, Rose M	Acme Markets	10/01/2013	Shahrokh, Mohammad	Pathmark Stores	10/01/2013
Helmes, Kathleen	Pathmark Stores	10/01/2013	Smith, Linda J	Super Fresh	11/01/2013
Kinney, Barbara A	Shoprite Of Bethlehem	10/01/2013	Thompson, Annette	Super Fresh	12/01/2013
Klug, Alfred J	Acme Markets	01/01/2014	Wallace, Lemuel J	Freda Corporation	11/01/2013
Knight, David J	Perlmart, Inc.	01/01/2014	Waring, Sr, John J	Kansas Beef Industry	11/01/2013
Koger, Gail	Perlmart, Inc.	11/01/2013	Weiler, Dorcas E	Kunzler Packing Company	11/01/2013

# Obituaries

Dutton, Robert	12/25/2013	Sweeney, Janet	01/01/2014
Hess, Janet	01/04/2014	Anders, Grace C	12/12/2013
Gerega, Petro	10/09/2013	Barba, Clara	12/04/2013
Laury, Jerome	10/17/2013	Bartuska, Michael R	12/25/2013
Mull, Catherine	10/15/2013	Bauer, Myrtle	12/12/2013
Redle, Helene	10/07/2013	Canuso, Vito T.	12/20/2013
Thorpe, Dorothy B	10/20/2013	Carroll, Wilma J	12/17/2013
Wallen, John	10/11/2013	Coyle, Eva	12/02/2013
Burt, Edythe	10/31/2013	Deangelo, William	12/02/2013
Dangerfield, Miriam L	10/02/2013	Jenigen, Louise	01/01/2014
Jackson, Hannah E	10/05/2013	Logullo, Evelyn	12/21/2013
Kauffman, Phillip	10/23/2013	Marcocci, Michael	12/15/2013
Marx, Ingeborg	10/24/2013	Meshechek, Anna	12/15/2013
Mina, Josephine R	10/15/2013	Minotti, Ronald	12/02/2013
Mosca, Joseph S	10/22/2013	Mueller, Betty Jane	12/25/2013
Pastore, John J	10/09/2013	Palka, Thaddeus	12/02/2013
Titus, Edward	10/01/2013	Raab, Madeline D	12/24/2013
Tudico, Beatrice L	10/11/2013	Sarkis, Helen	12/26/2013
Culler, Bernice	12/03/2013	Sergeant, William H	12/26/2013
Heisey, Clayton E	12/21/2013	Stephenson, Carl A	12/18/2013
Pelzer, John	12/01/2013	Toy, William	12/13/2013

UFCW Local 152  
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Mays Landing, NJ 08330

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# UFCW members share their big issues for 2014

On the eve of President Obama's State of the Union address earlier this year, UFCW members from across the country took to social media to share what they felt were the most important issues facing working families.

Here are some of the most popular responses:

**Increase the minimum wage.** With states like New Jersey and California leading the charge by raising the minimum wage on the state level, UFCW members are among the more than 80 percent of Americans calling upon the federal government to raise the minimum wage nationwide.

Raising the federal minimum wage would stimulate growth in the economy, raise standards for all workers and create a better life for millions of struggling citizens. As UFCW member Maria Rose put it: "I want to see the minimum wage raised to an amount that allows people to actually live."

**Create more and better jobs.** An overwhelming theme from our union brothers and sisters nationwide was the call for the creation of more jobs.

Not low-paying jobs with no benefits, but solid jobs with room for advancement and a wage that allows workers to provide for their families. Members sought an

end to employers that cut hours without warning, leading to uncertainty and the need to take on second and even third jobs just to make ends meet.

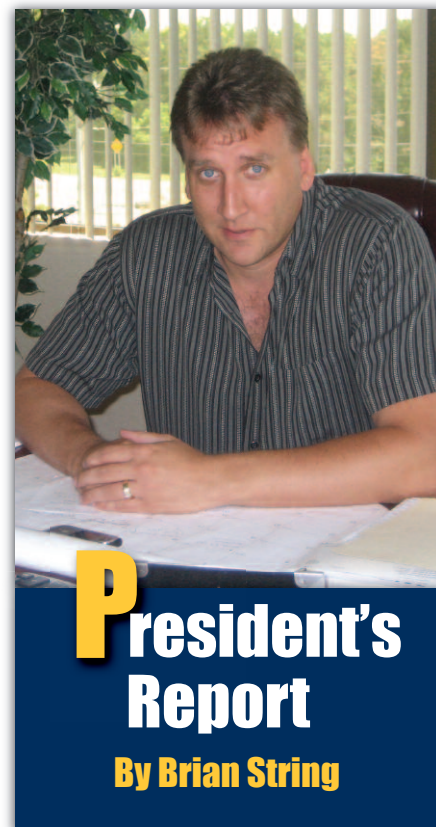
"Creating good-paying jobs has to be the number one priority," UFCW member Roger Grobstich said.

**End right to work laws.** "President Obama needs to push for the removal of right to work for less laws," UFCW member Daniel Risner said. These laws shrink wages, divide workplaces and have no positive benefit to the workers of the states where they are passed.

The proliferation of these laws is due in large part to the deep pockets of anti-union groups that fund new campaigns them across the country during every election cycle. We can't afford to let these destructive laws gain any more ground on the progress the labor movement has made.

## Taking it to the streets

We know that we can't rely on the government to fix labor's problems — we can't even count on them having our best interests at heart most of the time. That's why we work toward solutions on the ground level, making a difference when and where we can and strengthening our union for the benefit of Local 152 members



and all workers in the industries we represent.

But we can use all the help we can get to achieve our goals, so we'll welcome any changes that come from Washington that assist us in our fight for rights and dignity. Working together, we'll continue to grow Local 152 in 2014 and beyond.