

## Contract success!



ShopRite



Monmouth County



Stacie Chew with Local 152 Union Representative Dan Ross.

## Honoring a standout steward

Stacie Chew of Meadow Lakes Retirement Community recognized for 25 years of service to her coworkers

**S**tacie Chew has spent nearly half her life working at Meadow Lakes Retirement Community, and she says it has been time well spent.

In addition to her job duties as a housekeeper, she enjoys the close-knit community of staff and residents at the facility.

Chew started working at Meadow Lakes in 1989 as an assistant in the kitchen. Within three years, she contacted the union about becoming a steward.

"I partly wanted to do it because none of my co-workers wanted the responsibility," Chew recalled. "So I embraced it."

With a laugh, she added: "People who know me know I can talk a lot. I enjoy giving people advice and I've even helped some of my co-workers get their jobs back after they've been fired."

Last year, UFCW Local 152 recognized Chew with an award commemorating her 25 years of service.

Please see page 9

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**UFCW Local 152 Unity**  
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United Food and Commercial  
Workers Local 152

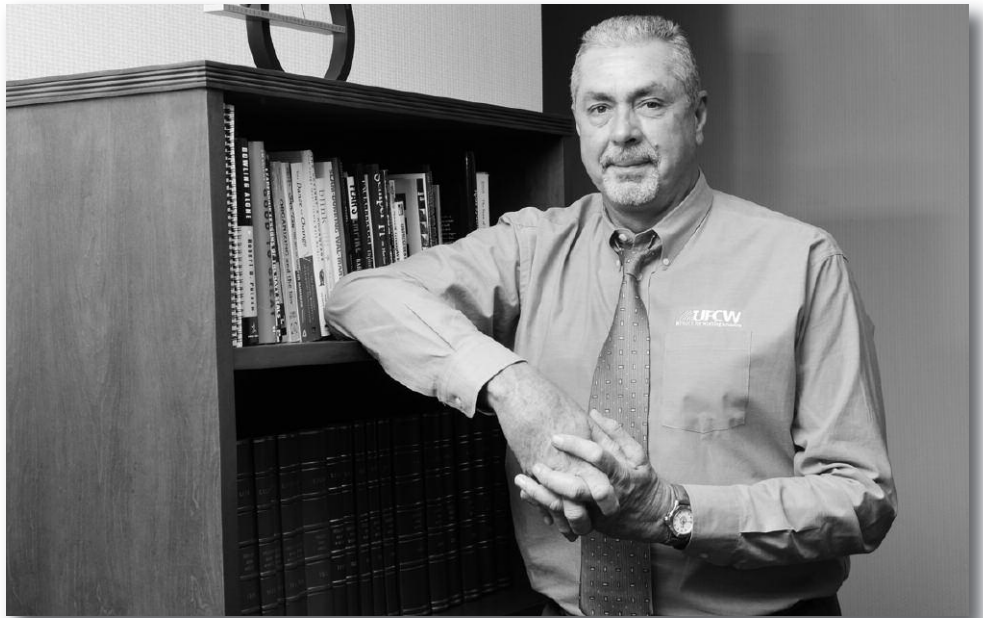
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## New UFCW International President Marc Perrone looks to the future

□ Marc Perrone, a labor leader who has committed four decades to fighting for hard-working families, was elected international president of the 1.3 million-member United Food and Commercial Workers International Union (UFCW) on Dec. 15, 2014. He succeeds retiring International President Joe Hansen.

To the hard-working men and women  
of the UFCW:

I am so incredibly honored to be your new International President. But this election is not about me, it is about the future we must and can build together.

The choice we face, brothers and sisters, is what kind of America do we want to live in?

Will we stand united together and build an economy that every hard-working family deserves, or will we watch as more Americans fall further behind and struggle to make ends meet?

Let me be clear, we will unite and fight for a more just and fair America.

I believe in this union, because I believe that every worker has the right to a decent living, a reliable schedule, quality affordable health care, and respect on the job. These principles have always guided me and will serve as the foundation of our union's work going forward.

But the ideas and principles to build a

stronger union do not lie within any one individual. They lie within all of us. They lie in the collective wisdom and strength of 1.3 million UFCW members, like you, who work hard every day to support their families.

I want to hear your ideas and visions. I want to hear what you think we must do to become even stronger.

Over the coming weeks and months, I plan to meet with members like you. I want to visit your worksites and local union halls, engage in a conversation, and hear your thoughts on how we can better the lives of everyone in the UFCW and the millions of workers all across this nation who go without a voice.

Working together, we will grow our union, we will bargain the best contracts possible, we will organize smarter, and we will hold irresponsible corporations accountable.

I do not want to pretend this will be easy. It will be hard. It will be challenging. But I know we can do it.

No matter the challenges we may face, I will be your ally and champion each and every day.

In solidarity,

**Marc Perrone**  
International President

## Eat Union! Here are 8 products made by Local 152 members

### **Dietz & Watson**

Artisan deli meats, cheeses, salads, hot dogs, sausages and ham products

### **Kunzler**

Hot dogs and hams

### **Kraft Foods**

Coconut, Stove Top, Shake 'n Bake, Jello, Pudding, Dream Whip, Kool-Aid and Crystal Light Sticks

### **Hanover Foods Clayton, Del./Ridgely, Md.**

American Waffles, vegetables, corn, peas, lima beans, grilled chicken, sprouts for Spring Glen Spinach for Hanover and Birds Eye mushrooms for Hanover

### **Johanna Foods (Lacto Division)**

Fruit juices, drinks and yogurts such as La Yogurt, Sabor Latino Yogurt, Tree Ripe juices, Earth Wise juice beverages, Ssips, Sabor Latino drinks

### **Aunt Kitty's**

Gravy, condensed soups, broth, beef cubes, pasta, beef stew, chili, no bean chili, hot dog w/chili for brands such as Bryan Products, Castleberry Products, Venice Maid Products, Bunker Hill and Austex Products

### **Melitta Coffee**

Regular coffee, decaf coffee, whole beans, Melitta brand K-Cups, Goya Regular Coffee and Decaf Coffee

**Catelli Brothers** — Veal and lamb products

## Apply for the Irv R. String Scholarship

**Applications are due by March 27, 2015**

For more information, visit [ufcwlocal152.org](http://ufcwlocal152.org) or call (888) 564-6152.

## UFCW Local 152 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.

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

The meeting dates for 2015 are:

**March 2**

**May 4**

**July 6** (Luncheon)

**Oct. 5**

**Dec. 2** (Luncheon)

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:

4th Quarter 2014

**82**

2014 total

**381**

### Back pay and benefits restored to members:

4th Quarter 2014

**\$52,988.43**

2014 total

**\$158,959.22**



## Challenges for the UFCW and a retreat for Target

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

**M**arc Perrone was elected the new president of the United Food and Commercial Workers International Union in December, and like his predecessor, he will face many challenges.

“The ideas to build a stronger union do not lie within any one individual,” Perrone said. “They lie within all of us. They lie in the collective wisdom and strength of 1.3 million UFCW members who work hard every day to support their families.”

Among the challenges Perrone will face is the further penetration of non-union retailers (including virtually all other non-supermarket channels), which have gained significant market share over many organized supermarkets. While potentially organizing those non-union merchants will be a tall task, making the playing field more level for current unionized merchants is almost equally important.

### Target’s failure in Canada leads to withdrawal

On Jan. 15, Target Chairman and Chief Executive Brian Cornell made his boldest move to date in announcing that Target will shutter its entire Canadian operation — 133 stores with 17,600 associates.

After a decade of unparalleled success, the Minneapolis-based mass merchant hit the wall three years ago as the tough economy, stiffer competition and lack of innovation sent the company’s earnings and share price tumbling.

One financial analyst, who follows both Target and the retail food and drug industries closely, stated: “This is not dissimilar from what happened to some European retailers such as Tesco, J. Sainsbury and others who were unable to figure out how to do business in the U.S.”

“They may have understood the dynamics ‘on paper,’ but they couldn’t separate their foreign roots enough to fully comprehend that retail is always much more local than many people think. Among other factors, Target never really understood how to match the perception it has enjoyed in the U.S.”

□ Jeff Metzger’s “Taking Stock” column appears in *Food World* and *Food Trade News*.



Congratulations to recent retirees **Debra Werner** of Super Fresh (above, with Local 152 Director John Robbins) and **Nancy House** of Acme (left)! They provided excellent service to customers for 39 years and 31 years, respectively.

## OUR Walmart campaign helps secure wage increase

**W**almart’s recent announcement that it will raise wages for 500,000 hourly associates is a victory for the brave members of the Organization United for Respect at Walmart (OUR Walmart) who have called for better wages, schedules and benefits at our country’s largest private employer.

While the wage increases are expected to add \$1 billion to our economy, Walmart can and should publicly commit to doing more for its associates. Despite the promised wage increases, many of the retail giant’s 1.4 million workers will continue to struggle.

UFCW Local 152 has stood with members of OUR Walmart for years in their fight to change the way Walmart does business, and we are encouraged by this positive first step.

— **President Brian String**

# Instacart and new frontiers for the grocery business

**T**he phenomenon of online shopping has exploded in recent years, with a new generation of retail giants like Amazon delivering anything from electronic components to frozen fish to your doorstep in a few days.

It seemed logical that delivery of produce and other routine groceries would be the next step. But the promise of online food shopping was constantly postponed, whether because of retailers' inability to create a profitable business model or the reticence of consumers to purchase perishables without looking them over first.

That may change with the growing presence of Instacart, a startup online grocery delivery service.

The young service, created by a former Amazon engineer, recently acquired more than \$200 million in funding from a list of investors who believe in its potential. This cash infusion will certainly help Instacart make itself known throughout the country. Its progress will be watched closely by anyone with an interest in the future of the grocery business.

## Some things never change

The idea behind Instacart is that, rather than deliver groceries from custom-built warehouses as established

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The true test for Instacart will be its ability to foster customer satisfaction.

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supermarket chains do today, the company will put to work a network of at-the-ready shoppers to buy your groceries for you. Once you submit your grocery list online, Instacart alerts a shopper near you to pick up your items and deliver them to your door as quickly as possible.

Apoorva Mehta, the founder of Instacart, attributes the service's early success and investor interest to its carefully tailored software that enables independent shoppers to fill several orders at the same time, making efficient use of their time at the grocery store.

It will be interesting to track how the Instacart model is received by customers if it continues to grow in popularity. The service is currently available in 15 cities, with more than 4,000 personal shoppers waiting for orders, and Mehta claims it only takes



## Secretary-Treasurer's Report

By Anthony Benigno

two weeks to set up shop in a new city.

New technologies and innovations can be exciting, but the true test for Instacart will be its ability to foster customer satisfaction.

Twenty years ago, it would have been hard to imagine checking out your own groceries without a cashier to help you, and the advent of self-checkout brought many negatives along with its promised convenience.

Good customer service will always be the cornerstone of the shopping experience, now and in the future.



## 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**.



# Local 152 gives back

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

Later that month, Local 152 staff distributed Christmas food baskets to members across the union's jurisdiction.



# HAPPY NEW YEAR!

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







# Members at Work

ShopRite  
Fresh Grocer  
Super Fresh



# Steward Election

ShopRite  
Waretown, N.J.







## Strong new contract at Ginsburg Bakery

The bargaining committee at Ginsburg Bakery helped secure a strong new contract for members at the Atlantic City facility. Pictured above at the ratification meeting are, from left: member Remedios Vasquez, shop steward Rick Murray, member Elida Hernandez, Local 152 Director John Robbins, Local 152 Union Representative Jose Echevarria and shop steward Brian Fallon.



## General membership meetings



Representatives from Dietz & Watson — including President & CEO Louis Eni, pictured above — broke ground on a new distribution center in Philadelphia last fall. Local 152 members at Dietz & Watson produce deli meats, cheeses and other foods.



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## Organizing update

### Promoting higher standards in the medical marijuana industry

**L**ocal 152 is engaged in a history-making initiative to promote higher standards in the medical marijuana industry.

An organizing drive is in progress at Compassionate Care Foundation, operator of a medical marijuana dispensary in Egg Harbor Township.

Inspired by UFCW organizing successes among dispensary workers in the Western United States, a majority of the workers at the Egg Harbor facility declared last November that they want Local 152 to represent them. Unfortunately, Compassionate Care's board of directors has refused to recognize their wishes.

Local 152 filed a complaint with the National Labor Relations Board, charging that Compassionate Care has used illegal activities to silence dispensary workers who were trying to join our union, as well as a petition for representation.

Leadership at the company has pulled out all the stops to prevent its workers from exercising their right to join our union. Their tactics include reclassifying employees as "supervisors" or "agricultural workers" who are not covered under the National Labor Relations Act. They have also punished pro-union workers by reducing their hours and withholding their pay.

Visit [ufcwlocal152.org](http://ufcwlocal152.org) and [facebook.com/ufcwlocal152](https://facebook.com/ufcwlocal152) to keep up to date with the latest developments.

Your support will help pave the way for successful negotiations with this facility.



## Standing together

Local 152 staff and activists took part in Black Friday protests at Walmart stores throughout New Jersey and in Philadelphia to urge the retailer to treat its workers fairly and with respect.



## Honoring a standout steward

Continued from front page

"When I showed off the award to some of the residents, some of them were, like, 'Twenty-five years? You don't even look that old!'" she said.

Chew explained that she has found a "fountain of youth" at her job, where she delights in her close relationships with co-workers and residents.

She'll often chat with residents as she's cleaning their apartments, she said.

"Some of them think of us as their children because their own families are far away or don't visit often."

### Family life

When Chew enjoys her time off, she can't imagine spending it without Tiana, her youngest daughter. Tiana, age 10, plays soccer and performs on the saxophone for her school band while Chew is in the stands cheering her on.

When the two fly to Florida to visit Chew's other daughter, Tiffany, 34, they enjoy going together to Disney World. And when Tiffany flies to New Jersey, they visit theme parks in the area.

"I love my union," Chew said. "Without it, I wouldn't be able to spend as much time as I do with my family. And we wouldn't have the nice working environment we currently enjoy at Meadow Lakes."

## Safety seminar leads to gains on both sides



By Mike Thompson

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

**L**ast month, Local 152 members at Perlmart ShopRite in Bayville, N.J., participated in a comprehensive safety seminar.

The seminar was made possible by a grant from the New Jersey AFL-CIO.

Our union has been involved in previous safety seminars at Murphy's Markets, Puratos and other locations.

During the session, members from nearly every department in the store came together and discussed the results of OSHA reports that were filed in recent months.

The group discussed ways to address the issues detailed on the reports, which ranged from parking lot visibility to drainage, as well as ways to make reporting safety concerns easy so members don't forgo reporting issues in fear of disciplinary action.

The training is entirely funded by the grant and creates a safer workplace that benefits employers and members.

In the past, employers that have completed the training have seen a reduced number of workers' compensation claims and other costs associated with injuries, illness, litigation and lost productivity.

Our members benefit from increased safety. And when employers save money from fewer insurance claims, they will have more funds available for wages at bargaining time.

Frances M. Afilani	Super Fresh	08/01/14
Christine J. Albertini	Super Fresh	12/01/14
Leon D. Bailly, Jr.	ShopRite of West Chester	10/01/14
James C. Barbato, III	Bensalem ShopRite	08/01/14
John Benigno	Acme	10/01/14
Joyce A. Bixby	Super Fresh	09/01/14
Marsha A. Boyce	Acme	08/01/14
Lolly Boyd	Acme	11/01/14
Doris L. Boyle	Acme	10/01/14
Timothy A. Buckley	Acme	11/01/14
Jeannette E. Carlini	Acme	08/01/14
Cindy Carter	Super Fresh	08/01/14
Teresa M. Chando	Zallies Supermarkets	11/01/14
Dennis B. Clifford	Bottino's Supermarket	12/01/14
Joseph Dalessandro	Kanes Supermarket	10/01/14
Mark Defabrites	PathMark	10/01/14
Nicholas J. DeLong	Acme	08/01/14
Tessie Depaolo	Super Fresh	10/01/14
Beatrice Dey	Acme	11/01/14
Patricia Durning	Westtown ShopNBag	11/01/14
Susan M. Ebinger	Zallies Supermarkets	11/01/14
John R. Endress, Jr.	Avon Foods, Inc	09/01/14
Deborah A. English	Acme	11/01/14
Donald B. Evans	George Wollman Wholesale	10/01/14
Denise Falcone	Zallies Supermarkets	11/01/14
James E. Gallagher	Supermarkets of Cheltenham	09/01/14
Melba Garcia	Kansas Beef Industries	08/01/14
Barbara J. Gravatt	Acme	09/01/14
Helena F. Gusoff	Supermarkets of Cheltenham	08/01/14
Frank W. Hauser	Pathmark	10/01/14
John C. Headley	Supermarkets of Cherry Hill - Marlton	09/01/14
James H. Heckman	Acme	12/01/14
Charles Herr	Kunzler Packing Company	10/01/14
Phyllis Hilley	AMD Thriftway	08/01/14
Maryann L. Hinds	Super Fresh	12/01/14
Nancy House	Acme	10/01/14
Bai K. Kamara	Acme	11/01/14
Julia C. Katheder	Super Fresh	11/01/14
Carol A. Kent	Pathmark	12/01/14
Jean A. Kochenderfer	Super Fresh	10/01/14
Steven D. Lafferty	George Wells Meat Company	09/01/14
Joseph Laukaitis	Top Shelf Find Foodery	10/01/14
Sandra L. Leike	Acme	10/01/14
Michael A. Mantuano	Acme	08/01/14

Continued on next page



Scenes from the safety seminar.



# Retirements (cont.)

Joseph P. Marchetti	Freda Corporation	10/01/14	Karen M. Serpineto	Pathmark	10/01/14
Carolyn J. Martin	Delaware Supermarkets	10/01/14	John F. Seward	AMD Thriftway	09/01/14
Deborah McDevitt	Holiday Markets	10/01/14	Charlotte M. Sexton	Zallies Supermarkets	08/01/14
Jean T. McElwee	Glasgow Thriftway	10/01/14	Carmela L. Stahley	Super Fresh	01/01/15
Frances C. McGee	Super Fresh	09/01/14	James J. Stevens	Acme	10/01/14
Robert M. McGurk	Acme	10/01/14	Freddy Sultan	UFCW Local 152	11/01/14
Lorna J. Meehan	Acme	09/01/14	Janice M. Szewczak	Acme	11/01/14
Frank H. Miller, Jr.	Bottino's Supermarket	09/01/14	Conchita H. Taylor	Super Fresh	10/01/14
Linda J. Mitchell	Acme	09/01/14	Diane H. Teoli	Incollingo's IGA	08/01/14
Ginnette Nitzenberger	Acme	10/01/14	Linda Ann Thompson	Acme	10/01/14
Annette M. Patton	Supermarkets of Cherry Hill	10/01/14	Robert Tidwell	Acme	12/01/14
Bonnie S. Pelosi	Super Fresh	12/01/14	William Tomasello	Acme	01/01/15
Marie B. Pigott	Acme	10/01/14	Helena Trespalacios	Acme	11/01/14
Joseph E. Pizzi, Sr.	Westtown ShopNBag	11/01/14	Phyllis E. Vance	Acme	10/01/14
John J. Ramage	Pathmark	08/01/14	Joseph Watkins	Medford, Inc.	12/01/14
Harold D. Rossman	Super Fresh	10/01/14	Henry Wilhelm, Jr.	Acme	10/01/14
Lynda J. Ruppert	Zallies Supermarkets	08/01/14	Joanne Wisniewski	LARRK Supermarkets	08/01/14
Candice D. Scafidi	Acme	10/01/14	Peter Wojciechowski	Acme	11/01/14
Rowena B. Schaeffer	Acme	10/01/14	Robert T. Wurtenberger	Feoli's Supermarket	10/01/14
Linda Schrack	Acme	10/01/14	Filomena Zita	Acme	12/01/14

## Obituaries

William Andrews	11/26/14	Marjorie M. Latch	08/16/14
Assunta A. Argentati	11/21/14	Edward Laughlin	11/03/14
Betty M. Bardman	08/30/14	Frances L. Leypoldt	08/30/14
Michael A. Bartasavich	11/22/14	Salvatore A. Loro	09/03/14
Emily Berdosh	08/31/14	James R. Matthews	09/02/14
Virginia L. Blackwell	08/05/14	Elizabeth McCain	11/09/14
Edward Brzdek	10/27/14	Thomas McGee	08/02/14
Gregory Byrd	08/24/14	Stella P. Meldrum	08/03/14
Mary Coslop	10/24/14	Marcia G. Miller	08/07/14
Harry M. Coyle	09/10/14	James Monzo	11/18/14
Joseph P. D'Autrechy	11/12/14	Bernice Moore	11/06/14
Mabel Deannuntis	08/26/14	Maybelle Myers	08/23/14
Kenneth R. Dey	10/22/14	Dorothy Nagle	08/02/14
Anthony P. Dimonde	10/19/14	Robert A. Oswald	09/01/14
Marcella Dowidowicz	10/30/14	Adea A. Pagano	11/15/14
William Erskine	08/01/14	Mary F. Panny	10/16/14
Robert J. Fleckenstein	11/09/14	Dorothy E. Parmley	08/05/14
Dolores Gagliardi	11/09/14	Jacob J. Pigott	09/09/14
Katherine C. Glasgow	10/12/14	Barbara J. Pileggi	10/15/14
Joseph Goldberg	12/18/14	Mary N. Roth	10/16/14
Mabel Grzeszczak	08/04/14	Katherine M. Salmon	11/03/14
Ronald S. Haag	11/21/14	Catherine Schaech	08/24/14
Dorothy Henry	10/04/14	Howard C. Schaeffer	09/19/14
Marion P. Hodnicki	11/18/14	Moses Scriven	11/10/14
Charles Hunter	08/11/14	Nick A. Shash	10/24/14
Ronald P. Jansey	11/09/14	Ruth E. Snuffin	08/23/14
Edith H. Johnson	09/05/14	Norman Sorkin	09/07/14
Nanette Jones	08/26/14	Laura M. Spera	08/25/14
Donald J. Katheder	10/22/14	Rocco Stumpo	09/19/14
Judith A. King	11/04/14	Jean C. Venters	11/08/14
Thomas M. Kretzmer	08/18/14	Cornelius White	08/13/14
Sophie Kuchera	11/17/14	Lawrence H. Williams	11/06/14
Francis M. Lally, Jr.	09/04/14	Harry D. Woodington	08/11/14

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## Unions left in the cold by health care 'reform'

Like most people in the Labor Movement, I believe all citizens should have access to health care when they need it, whether they belong to a union or not.

So I was hopeful when the Affordable Care Act ("Obamacare") was proposed in 2009 and enacted the following year. Five years later, my enthusiasm for the law is almost completely gone.

Among its many promises, Obamacare was expected to help contain rapidly-ballooning health care costs, saving money for everyone involved. That expectation certainly hasn't been realized for Taft-Hartley funds like the one that pays for the health benefits of our union's members, nor has it been realized for private insurers.

The Local 152 Health & Welfare Fund continues to experience double-digit increases, but now those challenges are compounded by the harmful side effects of the health care reform law.

In the past, we could negotiate with our providers to, for example, bring the cost of a gastric bypass surgery down from \$700,000 to \$200,000. Now, that's out the window.

Under Obamacare, providers don't feel a need to negotiate — whatever they charge, that's what we pay. The situation has resulted in the Fund having to make enormous allowances for high-cost procedures and services. Other funds have been forced to eliminate some procedures from their benefits.

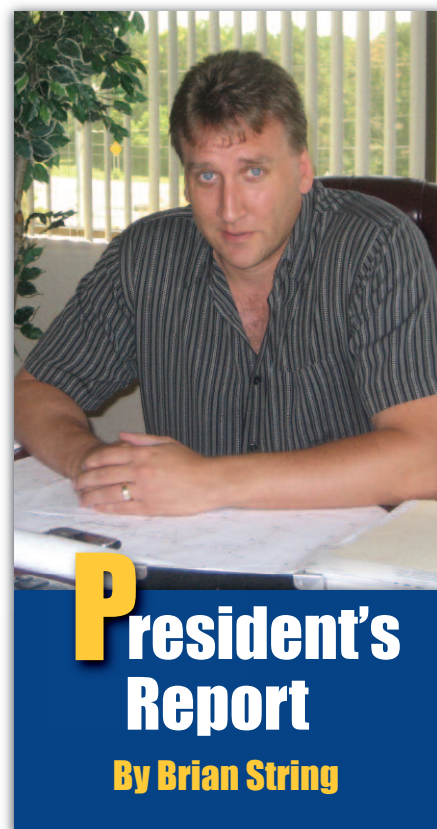
### When do we see savings?

We refuse to cut benefits, but we had to modify them, which hasn't been easy for our members. Negotiations with employers are now completely dominated by bargaining for health care cost increases. We are fortunate that many of our employers have agreed, so far, to absorb the cost increases without passing them on to our members — A&P being the one glaring retail exception.

But the upcoming years are going to be very difficult if something isn't done. Obamacare is not the answer for Taft-Hartley funds. It is devastating our fund and others like it across the country.

The best and fairest solution would be to enable these funds to receive subsidies similar to those enjoyed by some private plans, but this administration staunchly refuses to extend that lifeline. Instead, beginning this year we were forced to hand over nearly two million dollars to the United States Department of Health & Human Services Centers for Medicare and Medicaid Services to keep this broken law chugging along. All of the monies come out of our Health & Welfare Fund — money specifically earmarked for your benefits!

Obamacare may be a great solution for Americans who were previously uninsured. But we're in the business of helping people, too, and the negative effects of this law



are hampering our efforts to care for our members to the extent they deserve.

Nobody delivers benefits to our members better than we have through the Local 152 Health & Welfare Fund. We need support — or, at least, no further harm — from this administration to ensure we can keep doing so.

*Brian String*