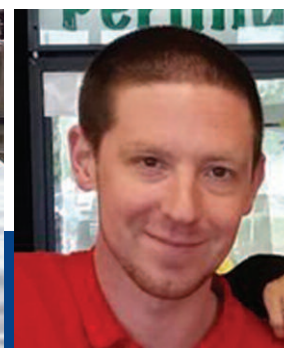
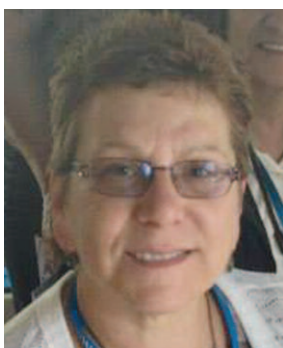


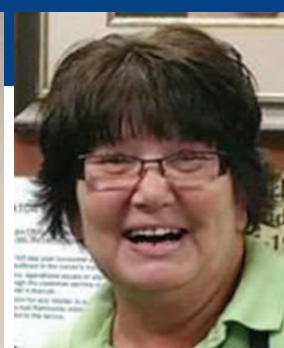
152 ^{LOCAL} Unity

a **VOICE** for working America

Winter 2016



Local 152 10th Anniversary



Also inside: Contract success! • Scholarship opportunities • Members at Work

Buy American!

Visit
americansworking.com

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



HAPPY 2016!

FROM THE STAFF AND OFFICERS
OF **Local 152**



UFCW Local 152 Unity
Official Publication of
United Food and Commercial
Workers Local 152

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Local 152 gives back



Teddy Bear Drive



Food baskets for members in need



"Home for the Holidays" contest

Contract success!



The negotiating committee (pictured above) at the Old Fashioned Kitchen facility worked hard to negotiate a fair contract for members. The new agreement was ratified overwhelmingly.



Local 152 members at Barry Callebaut recently voted to ratify a new three-year agreement.

Apply for the Irv R. String Scholarship

**Applications are due by
March 31, 2016**

For more information, visit
ufcwlocal152.org or call
(888) 564-6152.

UFCW Local 152 Retirees' Club 2016 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 2016 are:

May 2

July 11 (Luncheon)

Oct. 3

Dec. 5 (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 W.F. Kreidler, Jr. ("Sonny") at (856) 983-4502.

IT PAYS TO BE UNION!

Grievances filed or resolved:

4th Quarter 2015

56

2015 total

297

Back pay and benefits restored to members:

4th Quarter 2015

\$51,018.00

2015 total

\$184,306.16

Big changes coming in 2016

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

If the number of industry changes in 2015 didn't grab your attention, tighten your seat belts, because the next 12 months promise another year of disruption and enlightenment.

Just in the Mid-Atlantic alone, by the time 2016 ends the Ahold-Delhaize merger will have been completed, Lidl will likely have about 70 leases signed and two distribution centers nearly completed (and a possible third warehouse in Aberdeen, MD announced), and Albertsons (Safeway, Acme, et al) should be a publicly-traded company.

Shake ups across the industry

You want some more possible changes? How many stores will the FTC mandate that Walgreens sell as it attempts to complete its purchase of rival drug chain Rite Aid? Similarly, how many stores will the FTC force Ahold USA and Delhaize America to divest to complete its \$28 billion deal, which is headed for a mid-2016 completion? By this time next year, we expect about 60-70 former A&P stores to remain dark.

However, as the new year begins, approximately 20 retail organizations have acquired about 175 of 296 potential A&P stores. The volume increases we've already seen from those refurbished stores that have reopened has been fairly significant and we expect at least another 35 deals to be made between landlords and prospective interested food retailers.

Many questions still to be answered

How much of a disrupter will Wegmans continue to as its plans for future openings in Montvale, NJ; Hanover Township, NJ; Marple, PA; Lancaster, PA; and Brooklyn? Can Whole Foods rebound from what was arguably the worst year in its history?

Lots to ponder. The last five years have shown us that just surviving the obstacle course is challenging enough, not even counting those independents or regional chains that no longer have the same passion for the business that they or their elders once had. There's no shame in selling out given the emotional and financial pressures created by the current landscape.

The retail food business has never been one for the meek. Now the odds against success are even greater. Expect more change.

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



Local 152 membership meeting January 2016

Education is the most powerful weapon which you can use to change the world. —Nelson Mandela

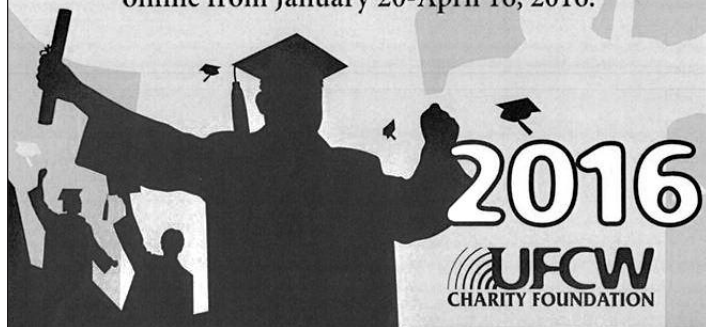
UFCW CHARITY FOUNDATION SCHOLARSHIP PROGRAM

In 2016 the UFCW Charity Foundation will award several SCHOLARSHIPS, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you're eligible, please visit:

www.ufcwcharityfoundation.org/scholarship

The scholarship application will be available online from January 20-April 16, 2016.



If you are unable to apply online, you may request an application by mail at UFCW Charity Foundation, Attn: Scholarship Program, 1775 K Street, NW, Washington, DC 20006 or by email at cfscholarship@ufcw.org.

If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you.

UFCW employed officers, staff and their immediate families are not eligible.

Three ways grocery shopping could change in 2016

1. A shift away from Walmart?

A survey of the U.S. supermarket landscape must include Walmart, the world's largest retailer and our nation's largest grocer.

Earlier this year, Walmart announced it was shutting down its Walmart Express store format and closing 269 locations globally (154 in the U.S.), affecting 16,000 workers. The locations scheduled to close are a mix of Walmart Expresses, the company's traditional Supercenters and other formats.

The closings are part of a restructuring plan for the company, but could these be early signs that consumers are starting to move away from the retailer?

At Local 152, we have always maintained that Walmart's poor treatment of workers and destructive business practices are toxic to our economy and the strength of the middle class.

We hope more consumers are starting to draw the same conclusion.

2. Online grocery shopping

From iTunes to Uber, new business models continue to disrupt the old ways of doing things, and supermarket shopping is no different.

Last year, I talked about how Instacart, a startup online grocery delivery service, had received a new round of funding to aid its expansion across the country. More players have entered this online shopping space since then, from traditional supermarkets allowing customers to virtually

New business models continue to disrupt the old ways of doing things.

shop from their shelves online to Google Shopping Express, which, like Instacart, enables customers to choose items from several stores online and have them delivered to their homes.

A recent *Forbes* article by Barb Stuckey predicted that if these grocery delivery services catch on, it could force traditional supermarkets to rethink their formats.

"Today it may be hard to imagine a world in which we never visit a grocery store," Stuckey notes in the article. "But we were probably thinking this way about movie rentals 20 years ago while standing in a Blockbuster Video store."

3. Whole Foods seeking mainstream success

Whole Foods Market has built a loyal following among customers impressed by its selection of organic and health-conscious offerings, but it's still seen by many shoppers as too expensive to be the regular destination for family food shopping.

The non-union company is hoping to reach out to new groups of consumers —



Secretary-Treasurer's Report

By Anthony Benigno

millennials and cost-conscious families — with two initiatives. First, it launched digital coupons via its mobile app early this year as part of a broader push to cut prices. Second, it will start opening its "365 by Whole Foods Markets" locations in 2016, a new smaller store format which will focus on convenience and affordability.

The retail food industry is constantly evolving to satisfy consumer demands, but regardless of which direction the industry is heading, your union will do everything within its power to ensure our members continue to work under the protection of industry-leading contracts.



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**.

Celebrating 10 years

A DECADE OF SUCCESS AT LOCAL 152

Built the Health & Welfare Fund from bankruptcy to healthy and growing

Fought for pro-worker legislation at the local and national levels

Negotiated strong contracts across several industries

Handled thousands of grievances and restored millions in back pay and benefits to members

Helped displaced members find new employment and supported them with interim assistance

Organized thousands of new workers

Protested anti-worker companies and educated the community about patronizing union employers

Lowered dues payments for some members

Implemented a strong communications program to keep members informed and involved

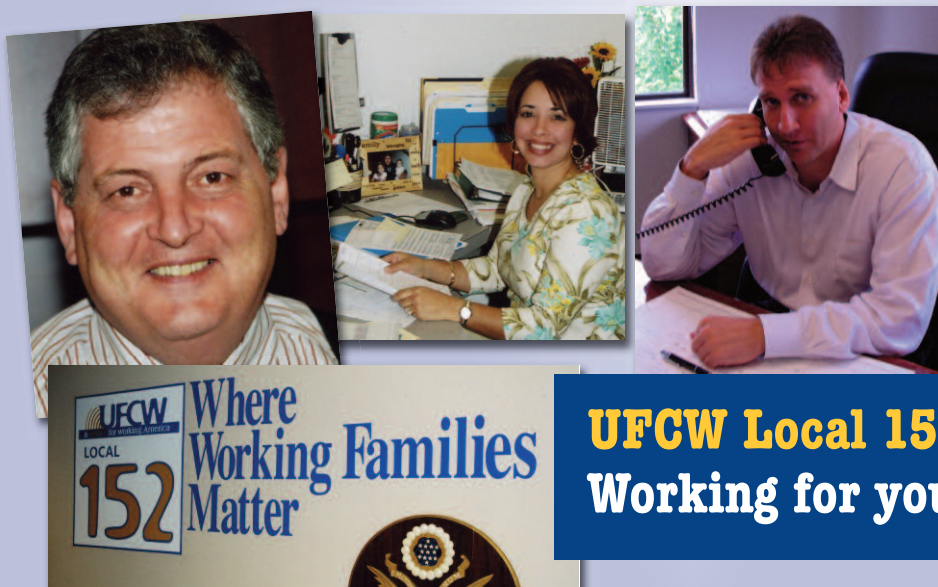
Supported many charities and raised thousands through charity fundraising events



of UFCW Local 152



The Local 152 *Unity* newsletter has been recognized for its excellence during the past 10 years, including a Best Photograph award from the International Labor Communications Association for the cover of **Unity Spring 2009***!



Manufacturing industry update

UFCW Canada workers strike at food processing factory

UFCW Canada members at the Covered Bridge Potato Chips factory in New Brunswick were forced to go on strike early this year after the company continued to refuse bargaining a first contract with a living wage and basic workplace rights including seniority.

The members voted to join the union more than two years ago. Since then, the provincial labor board has ruled the company violated the Labor Act five times. It also ordered Covered Bridge to stop intimidating union supporters and to get back to bargaining.

The employer's last offer before the strike was worse than the first offer a year ago.

"All we're asking for is a fair first contract," said Betty Demerchant, who along with her union brothers and sisters have picketed from sunrise to sundown every day, undeterred by the frigid temperatures.

"We're proud that people like the chips we make," she said, "but for now, we're asking folks not to buy Covered Bridge potato chips — not until the owners get back

to the bargaining table and negotiate a fair first contract."

Over the last five years, Demerchant saw a raise of just 10 cents per hour, and most of the workers are paid minimum wage.

Meanwhile, the growing company recently received more than \$700,000 in government grants to help the owners expand their factory. But for now, the impact of the strike has cut production at the plant in half.

Food Manufacturing Q&A about the GMO verification process

As more consumers make their food purchasing decisions based on labels such as "Non-GMO" and "Organic," food manufacturers must be up to date on the latest trends as well as the labeling process.

Marlo Gertz of Marlo's Bakeshop recently spoke with the publication *Food Manufacturing* about the process of labeling her company's line of soft-baked biscotti as Non-GMO.

(For the full interview, visit foodmanufacturing.com.)

Q. Why did you decide to go through the Non-GMO process?

It was a way to show our customers that, as a brand, Marlo's Bakeshop is committed to using the highest quality, natural ingredients as possible in our products.

Q. What did the Non-GMO process entail?

It took about a year for us, but I believe the length of time can vary greatly depending upon your product, how quickly your suppliers respond to your information requests and how quickly you get back to the verifying organization.

The process entailed us detailing our ingredients, who we get them from and the amount they comprise any given finished product in our line. Then, you get requests for additional information from certain suppliers, depending upon the origin of the ingredient. You go back and forth a bit with your supplier and the verifying organization, but ultimately everyone knows what goal we're working toward and is generally cooperative and helpful.

Health care industry update

Quest Diagnostics workers vote to join UFCW

Quest Diagnostics workers in San Diego and San Bernadino, CA, have voted to join the UFCW.

The workers join a growing movement of phlebotomist and lab technicians who have come together from the Northwest to the Southwest to raise standards in the health care industry.

Workers wanted to join a union in order to improve their jobs and workplace. Better wages, respect on the job, stable schedules, and vacation and sick days are some of the top priorities for workers. Negotiations for their first contract begin this month.

Quest Diagnostics is a leading diagnostics services provider in oncology and genetics. Quest Diagnostics annually serves one in three adult Americans and half the physicians and hospitals in the United States and has

45,000 employees.

Given the company's prominence, workers hope that, through the growing power of their combined voice, Quest Diagnostics workers will be able to influence and improve standards for workers throughout the industry.

Visit LabWorkersUnited.com to learn more.

Low staffing levels at hospitals lower patient satisfaction

Hospitals could treat more patients, increase revenue and improve patient satisfaction if they hired more staff to work directly with patients, according to a new study.

Human resources managers and other leaders at several hospitals said they're forced to turn patients away due to low staff levels, based on the findings of the study conducted by recruiting outsourcer Clinical Magnet and HR publisher *HRO Today*.



Quest Diagnostics workers join the UFCW.

Nearly 80 percent of those surveyed said their patient satisfaction scores would improve if they were better staffed.

More than 50 percent of respondents also said their greatest obstacle in offering wellness programs is lack of qualified staff.



From left: Kathy King, Linda Lunn and Millie Walsh. Below: Lunn's friends surprised her with a celebratory cake and by decorating her car.

Recent retiree Linda Lunn loves to travel

Linda Lunn, a 24-year union veteran, wasn't enthusiastic about retiring in January. Now, she's glad because she gets to spend more time with her grandchildren.

"My sons, Alan and Jeff, had been telling me for years that I needed to retire," Lunn said. "I finally gave in and called it a career this year."

Lunn spent her first month of retirement babysitting her six grandchildren and contemplating world travel.

Starting out

She started her career with ShopRite in 1992, when she needed a job that would give her the flexibility she needed to raise her sons.

"ShopRite was great because they gave me the schedule I needed so I could drop off my kids at school and be there when the bus dropped them off in the afternoon," she said.

Lunn was hired as a register clerk, then moved on to the floral and non-foods departments before working the register again.

"I figured I started at the register



and I might as well end my career there," she said.

What began as a job that gave her flexibility to raise a family became an environment that felt like family. She felt close to her customers, co-workers and managers. Even the owners felt like family.

"ShopRite has treated me well through the years," Lunn said. "To work in a place where the owners know you on a first name basis is special."

The floral department was where she made her most profound connection. There she worked with Millie, who was widowed. The two became close friends after Lunn's husband, Bruce, passed away in 2008.

"Millie's friendship really helped me during that difficult time," Lunn said.

Traveling companions

Five years ago, the two planned a trip to Niagara Falls.

"We wanted to travel more and we figured if we could stand each other for the car ride to Niagara, maybe we could do more trips," Lunn recalled with a laugh.

Since then, they have traveled to Wyoming, South Dakota and California.

"It's my dream to one day go to Italy and see the birthplace of my grandfather," Lunn said.

Even if she doesn't get to travel to Italy, Lunn is content being a grandma and spending more time with family.

"I appreciate everything the union has done for me throughout my whole career," she said.

Happy retirement!

Roberta Burt	General Supermarkets	02/01/2016
Karen Gilbert-Poptic	Acme Markets	02/01/2016
Kathlenn J. Jacobaci	Acme Markets	02/01/2016
William M. Frederick	Acme Markets	01/01/2016
Marion Vergantino	Super Fresh	01/01/2016
Betty Jane Smallwood	Food Fair, Inc.	12/01/2015
Deborah F. Devaney	Super Fresh	10/01/2015
Richard Glenn	Super Fresh	10/01/2015
Diane Doesburgh	Acme Markets	08/01/2015
Patricia E. Hoy	Acme Markets	08/01/2015
Michael E. Campling	Kansas Beef Industry	12/01/2015
Vivian R. Chavis	Medford, Inc.	11/01/2015
Anita Coleman	Colonial Beef Company	10/01/2015
Rickey Gibson	Frontier Beef Company	11/01/2015
Ramon J. Robison	Frontier Beef Company	11/01/2015
Barbara L. Bavota	Acme Market	11/01/2015
John H. Bealer	ShopRite Of West Chester	10/01/2015
Linda C. Berghardt	Laneco, Inc.	11/01/2015
Nicholas C. Brennan	Acme Markets	10/01/2015
Wayne W. Carberry	Acme Markets	10/01/2015
Anthony J. Cardello	Super Fresh	12/01/2015
Joanna M. Cardenti	Pathmark	10/01/2015
Joseph J. Case	Acme Markets	10/01/2015
Brenda Church	Brown's Superstores	11/01/2015
Angelo M. Ciccaglione	Bensalem ShopRite	10/01/2015
Jill A. Dehart	Super Fresh	11/01/2015
John Durso	Pathmark	11/01/2015
Walter Edwards	Sakers ShopRite	11/01/2015
Edward T. Engle, Jr.	Brown's Superstores	12/01/2015
Rickey P. Fedoriw	Pathmark	10/01/2015
Joan N. Gresk	Acme Markets	11/01/2015
Laila S. Hanna	Super Fresh	10/01/2015
Mary A. Harris	Super Fresh	11/01/2015
John Hayes	Food Check Shopnbag	12/01/2015
Patricia R. Hick	Acme Markets	11/01/2015
Virginia Howard	Super Fresh	10/01/2015
Kathleen J. Hughes	Super Fresh	10/01/2015
Gardner W. Huntley	Acme Markets	12/01/2015
Connie L. Kalkstein	Shorday's	11/01/2015
Diane Kelly	ShopRite Of Mullica Hill	11/01/2015
Lewis Laczkowski	Pathmark	11/01/2015
Mary J. Linahan	Acme Markets	11/01/2015
Sarah J. Mack	Pathmark	10/01/2015
Robert M. Moore	Pathmark	10/01/2015
Brigitte Morehead	Delaware Supermarkets, Inc.	11/01/2015
Edward D. Oslager	Holidays Markets	11/01/2015
Yolanda F. Perez	Acme Markets	12/01/2015
Joann Ragolia	Sakers ShopRite	10/01/2015
Rosa L. Reede	Zallies ShopRite	12/01/2015
Francis W. Reinsel	Pathmark	11/01/2015
Connie L. Stanowski	Super Fresh	11/01/2015
Lyle J. Stevenson	Brown's Superstores	12/01/2015
Karen L. Taylor	Acme Markets	10/01/2015
Joseph Williams	UFCW Local 152	12/01/2015

In memoriam

Joan Albrecth	Super Fresh	11/14/2015
John Altimauro	Acme Markets	01/25/2016
Florence Andrews	Acme Markets	11/22/2015
Thomas M. Ankrum	Acme Markets	10/10/2015
Joe L. Antrom	Brown's Superstores	10/25/2015
Jean Bensel	Shorday's	10/15/2015
Cynthia Butler	Pathmark	11/15/2015
Felix Gastoria	Medford, Inc.	11/25/2015
Louise Gervetto	Pathmark	10/07/2015
Ethel M. Cooke	Super Fresh	10/30/2015
John Coyle, Sr.	M&E Supermarkets	10/15/2015
Bruno Ferretti	Beatrice Grocery	10/19/2015
Esleie Larry Gardner	Pathmark	10/26/2015
Eleanor M. Garrett	Atco Shop N Bag	11/26/2015
Agnes J. Gjellestad	Supermarkets Of Cherry Hill	11/06/2015
Lucinda Glenn	Quality Supermarkets	11/05/2015
Thalia A. Higgins	Acme Markets	11/18/2015
Dorothy Holden	Colonial Beef Company	10/22/2015
William J. Jenkins	Ball Park Brands	11/25/2015
Frank L. Perrone	UFCW Local 152	10/03/2015
Anthony Porcu	Big V Supermarkets	10/18/2015
John Sabatino	Drexline Supermarkets	10/01/2015
Joyce M. Schilser	No Employer Provided	11/17/2015
Irma Steyer	Pathmark	10/16/2015
Armando Stumpo	Holiday Markets	11/08/2015
Julia D. Tamasitis	Supermarket Of Cheltenham	11/21/2015
William Taylor	Big V Supermarkets	11/04/2015
Lillian Wasiuta	State Fair Provision	11/30/2015



News, photos,
updates and more!

www.facebook.com/ufcwlocal152

Recent updates:

- Help support the Bryan D. Ross Foundation
- Information for A&P Members



Members at Work



UFCW Local 152
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at Trenton, NJ

The 10th anniversary of Local 152

As we look back on UFCW Local 152's accomplishments in its first 10 years, I see a lot to make me proud.

In 2005, when the members of UFCW Locals 56 and 1358 voted to merge and create this union, they forged a strong organization capable of meeting the challenges of working people in the 21st century.

At the time, none of us knew we would soon confront a devastating economic downturn, along with relentless attacks on workers' rights, a radically changing retail food landscape and little to no assistance from local or federal government as we fought to protect our members.

Despite these challenges, our union weathered the storm — and thrived. We grew our membership, set new standards with our collective bargaining agreements and made an impact on the national labor landscape.

Our members are our union

On page 6 of this issue of *Unity*, you'll find a list of some of the great things Local 152 has accomplished since its formation. In the past decade

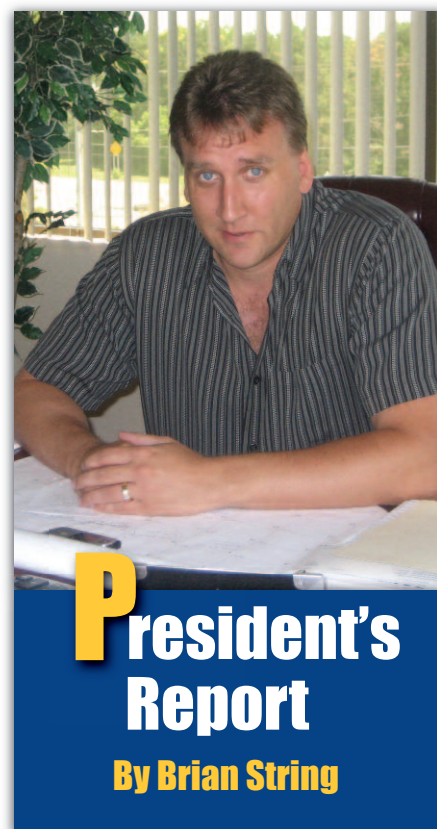
we were able to ratify hundreds of industry-leading contracts and return millions of dollars to our members through the grievance process.

None of our successes would be possible without the perseverance and unity of our members.

In the grocery aisles, on the processing lines, at a patient's bedside — no matter where our members work, they are the best at what they do. They are professionals who are dedicated to their jobs, and they still make time to help their union in countless ways, from becoming stewards to attending rallies to donating time to charitable events.

In addition, we have an excellent staff of union professionals who support our members and fight on their behalf. Everyone at Local 152, from the union representatives in the field to our talented staff at our headquarters in Mays Landing, is committed to the common goal of improving the lives of our members.

On the 10th anniversary of our union, we should be proud as we look back and admire what we have built together, but I'm confident it's just the beginning.



I look forward to growing even stronger, together, in the next 10 years and beyond.