



Helping our communities

On May 11, Local 152 and UFCW locals nationwide turned out in full force to collect non-perishable food made by union members for local food banks as part of the 27th annual Stamp Out Hunger Food Drive.

This is the fourth year that the UFCW has partnered with the National Association of Letter Carriers to sponsor this campaign, which is the largest single-day food drive in the country.

Local 152 partnered with the Village ShopRite store in Somers Point, N.J., and the Perlmart ShopRite stores in Lacey, Waretown

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Member Tom Noll, right, of Johanna Foods, with Union Representative Mike Thompson.

Sticking together

Local 152 wins back pay for members at Johanna Foods

Twelve members of UFCW Local 152 who work at Johanna Foods in Flemington, N.J., recently won \$21,830 in back pay that had been denied them.

Shortly after the members at Johanna Foods ratified their current contract in May 2017, former Shop Steward Tom Noll, a 16-year member at the facility, filed a class-action grievance on behalf of the 12 workers.

The grievance alleged, among

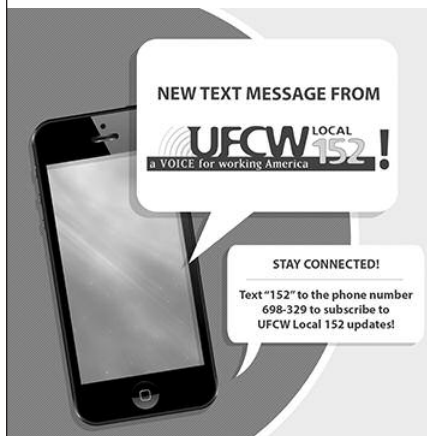
other things, that the company failed to pay wages increases it had promised to new and veteran employees according to the contract.

'The right thing to do'

"I'm of the belief that a union member of one day is my equal," said Noll, a union worker for more than four decades.

"I helped negotiate the contract as
Please see page 2

STAY CONNECTED!



UFCW Local 152 Unity
Official Publication of
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Workers Local 152

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100% Union

Local 152 wins back pay on behalf of members at Johanna Foods

Continued from front page

part of the Negotiating Committee, so I knew the language,” he added. “I keep my word when it comes to the contract and I expect the company to do the same.”

“When I wrote up the grievance, I got some grief from management, but I thought pursuing it was the right thing to do,” Noll said.

He reached out to Union Representative Mike Thompson for help, and Local 152 soon filed for arbitration on behalf of the workers.

The arbitrator agreed with the union, concluding that the members deserved the wage increases that were promised to them, as well as back pay totaling \$21,830.

Brothers and sisters

Thompson praised Noll’s work on behalf of his fellow union members. “Without Tom’s tireless efforts, those 12 members would never have received what they rightly deserved,” he said.

Noll said he was touched to receive

‘Without Tom’s
tireless efforts,
those 12 members
would never have
received what
they rightly
deserved.’

a card and gift from his coworkers thanking him for his work on the grievance.

“It made me feel good,” he said.

“We have so much more power when everyone sticks together. My fellow union members are my brothers and sisters. We’re one family — that’s the way it should be.”

IT PAYS TO BE UNION!

Grievances filed or resolved:

Second Quarter 2019

87

Back pay and benefits restored to members:

Second Quarter 2019

\$22,393.40

Notice of Rights to Employees Subject to Union Security Clauses

As employees working under UFCW contracts containing security clauses you are required, as a condition of employment, to pay dues or fees to the union. This is the only obligation under such union security clauses. The United States Supreme Court held in NLRB v. General Motors that employees have a right to become nonmembers of the union and to pay an agency fee in lieu of the dues paid by members. This fee, which is authorized by the U.S. Supreme Court in a case called Beck v. Communications Workers of America, is your fair share of sustaining your union's broad range of programs in support of you and your co-workers, but nonmembers may file objections to funding expenditures that are nongermane to the collective bargaining process and thereby only be obligated to pay fees representing expenditures germane to the collective bargaining process. Individuals who choose to file such objections must advise UFCW Local 152 in writing at 3120 Fire Road, Egg Harbor Township, New Jersey 08234 and request a description of the procedures which must be followed and to obtain further information as to the amount of these fees and how they are calculated.

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

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

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

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

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

Local 152 members stand together for a better contract

Local 152 members at Autumn Lake Healthcare in Ocean View, N.J., voted unanimously to ratify a new contract on Sept. 30.

This group includes more than 70 workers employed as certified nursing assistants, dietary aides, housekeepers, cooks and activities staff.

The new three-year contract introduces many new perks for members.

Members at Autumn Lake Healthcare will see wage increases every six months for the life of the contract in addition to a longevity bonus for long-term employees.

The contract also preserves their affordable health care plan and has added New Jersey Sick Leave language.

Members of the Negotiating Committee included Assistant Director of Collective Bargaining Dan Ross, Jr.; Director of Field Services Peggy Kelly; and Shop Stewards Delilah Warner, Shawnty Richardson and Bobbi Ajisola.

Autumn Lake Healthcare offers services ranging from short-term rehabilitation to long-term residency programs, hospice/palliative/respite and, in some cases, specialized secure care.

STAY UP TO DATE! Text **local152** to **698329** to subscribe to Local 152's text message system. Local 152 does not charge for text messages but your cell phone provider's message and data rates may apply.

Slim margins for merchants

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

While the changes in the food industry over the past 10 years have been dynamic, the way all merchants have had to sustain themselves to survive seems so challenging and demanding, it's easy to see why some stalwart members of the herd are being thinned every year.

Retailers speak as though per-store growth rates of less than one percent are not only acceptable, but progress-making, even when a helping inflation headwind and a generally good economy are factored in.

However, there are other considerations that need to be factored in, too. There are still way too many stores offering consumers highly diversified choices. And if you throw in the growing impact of digital, that's another knuckleball that retailers are attempting to try to both embrace and defend.

Separately, with the unemployment rate near record lows, operators are struggling to find and maintain qualified store level associates. Even the 35-day government closure earlier this year adversely impacted retailers, wreaking havoc with SNAP benefits for a 60-day period after the shutdown ended. Also not helping is the harsh reality that the retail pharmacy business' profitability has been bled dry by the clout of Pharmacy Benefit Managers (PBMs) which have drained the profitability from what used to be a key contributor to many retailers' bottom line.

There are other indies as well as regional chains that are also looking to get out as evidenced by discussions we're aware of or prospectuses that have been issued.

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

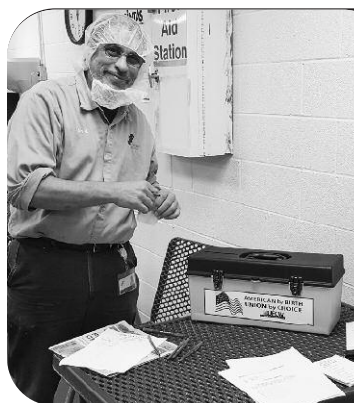
Happy retirement!



Helen Smith, left, retired after 36 years, with Union Representative Lisa Sanders.



Anthony Albano, left, retired after 48 years, with Union Representative Carmine DelVicario.



Union Organizing Incentive Program

Would you like to earn some extra cash? Provide an organizing lead to Local 152 that results in a union election. Some involvement 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, call or text Local 152 Director of Organizing Chad Brooks at (609) 670-8605.

With your union beside you, you never have to go it alone

By the time we enter the work force, we become aware of how unjust life can be.

Many of us have encountered a manager or some other authority who tried to abuse his or her power over others in the workplace.

Perhaps this individual had a grudge against people in your ethnic group or was prejudiced against your religious beliefs. Maybe the person thought your gender disqualified you for a promotion or preferred work assignment.

Perhaps this person in authority liked to play favorites, or maybe he or she simply didn't like you.

Most people in the working world have scarce protection against a superior who acts on such prejudices.

Sure, there are laws against discrimination on the basis of gender, race, religion, sexual preference, etc., but enforcement usually relies on the victim to prove such discrimination exists. What's more, one has to go it alone, at the risk of losing his or her job and career.

If your rights are wronged, you could hire an attorney to represent you, but who has that kind of money?

Fortunately, as a union member, you don't have to worry about such things. You have a powerful entity of fellow workers to speak up and act on your behalf.

Standing up for you

As a member of UFCW Local 152, you are protected by a solid union contract which requires your employer to respect your right to be free of arbitrary, abusive and discriminatory treatment.

Rather than hire a lawyer, you can contact your union representative, who will be ready, willing and able to defend your interests.

Usually, he or she can resolve the issue simply by speaking with your supervisor.

In some cases, however, it may be necessary to follow the formal grievance process. In this process, your union representative will stand by you at every step, including, if necessary,



Secretary-Treasurer's Report

By Anthony Benigno

arbitration by a neutral third party.

Non-union workers have to go it alone, but as a union member, you don't. You have Local 152 on your side.

Visit **UFCW.ORG/LANGUAGE** today.

желанный

ようこそ

환영

benvenuto

Bienvenido

Welcome

Bienvenue

Herzlich willkommen

歡迎

UFCW members can learn a foreign language for free.

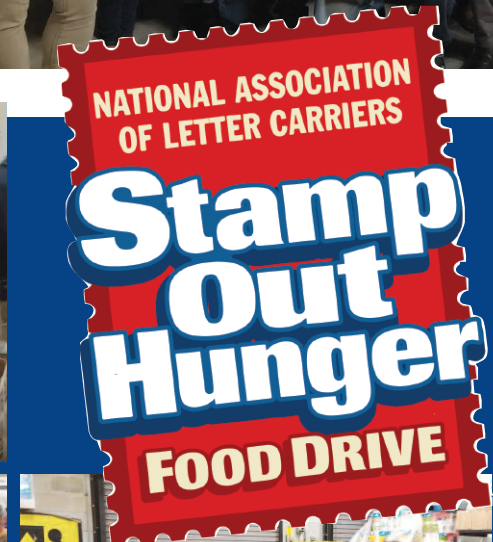
UFCW.org/LANGUAGE

Stamp Out Hunger 2019

Continued from front page
and Bayville, N.J., for the campaign.

In the last 25 years with support from UFCW and other organizations, the Stamp Out Hunger Food Drive has collected 1.5 billion pounds of food that was donated to local food banks and other organizations, helping to feed the more than 46 million Americans who struggle with hunger.

The Stamp Out Hunger Food Drive has been an inspiring way for our union family to make a positive difference in the lives of our friends, neighbors and the communities we serve.



President Brian String stands with the 2019 scholarship winners.



Local 152 Irv R. String Scholarship winners 2019



Local 152 member Harry Gibbs of J&J Snacks, with his wife, scholarship recipient **Cynthia Gibbs** and his Union Representative Danette Montes-Palmore.



Local 152 member and scholarship recipient **Sarah Drongoski** of Village ShopRite, with her Union Representative Carmine DelVicario.



Union Representative Cary Lawson and scholarship recipient **Alexia Corneal**, with her mother and Local 152 member Alice Austin Richards of Acme Markets.



Local 152 member and scholarship recipient **Holly Righter**, who works at Acme Markets and Victoria Manor, pictured with her two Union Representatives Cary Lawson and Peggy Kelly.



Union Representative Cary Lawson with scholarship recipient **Kaitlyn Jones** and Scholarship Committee member Nelson Albano.



Local 152 member Thomas Connelly of Kunzler & Company, with his daughter and scholarship recipient **Samantha Connelly** and Union Representatives Lisa Sanders and Joe Stathius.



Scholarship recipient **Mayra Freida Matos-Diaz** and family with Union Representative Mike Thompson. Her father, Angel Matos-Stokes, is a Johanna Foods member.

**Congratulations
to this year's
recipients!**

Manufacturing industry update



Strong new contract at Rich Products Corp.

On May 18, approximately 50 members of Local 152 who work at Rich Products Corporation in Vineland, N.J., unanimously ratified a new contract.

In addition to wage increases, the three-year agreement includes enhanced paid time off and improves job bidding procedures. Rich Products Corporation is a supplier and solutions provider to the food service, in-store bakery and retail marketplaces.

The Local 152 Negotiating Committee included Assistant

Director of Collective Bargaining Dan Ross and Union Representative Jose Echevarria.



Florida Beef workers ratify first contract

Members of UFCW Local 1625 who work at Florida Beef in Zolfo Springs, Fla., recently ratified a first contract that improves wages and benefits.

The three-year contract provides the 58 slaughterhouse workers with guaranteed raises starting with ratification, eligibility to participate in the company's health insurance plan, six paid holidays and paid vacation. The company will also provide work boots, gloves and knives at no cost to workers. This is the first slaughterhouse organized by UFCW Local 1625 and the first time these workers have had wage and benefit improvements.

Health care industry update

Contract success for Meadow Lakes members

Local 152 members at Meadow Lakes, a continuing care retirement community in East Windsor, N.J., ratified a new contract on July 10 that raises wages and improves benefits.

The three-year agreement includes an above-average, across-the-board wage increase each year for the life of the contract, as well as a ratification bonus. It also preserves affordable health care for these members.

In addition, language was added to the contract to give members greater flexibility for earned sick time, more notice for the posting of schedules (14 days) and the option to reserve some personal days on their return from approved FMLA leave.

Local 152 represents more than 140 members who work as certified nursing assistants, dietary aides, housekeepers, drivers, concierge staff, cooks and maintenance workers at Meadow Lakes, which has been represented by the UFCW for more than 50 years.



Members of the Negotiating Committee included Assistant Director of Collective Bargaining Dan Ross, Jr.; Collective Bargaining Representative Ron Whille; Union Representative Matte Kane; Shop Stewards Peter White, Stacie Chew, Pamela Frost, Treena West, Irma LaMadrid and Richard Bell; and member Rachel White.

Contract success!



City of Long Branch, N.J.



Maryland Plastics

Keep your union up to date!

To continue to receive important news and updates from Local 152, visit ufcwlocal152.org and complete the “Change of Address” form if you move.

From the Local 152 website, you can also update your address with the Health and Welfare Office and renew your voter registration.



UFCW in the spotlight for contributions to organizing cannabis industry

The UFCW has been fighting for the rights of workers in the cannabis industry for about a decade. Now its efforts in this emerging industry has been chronicled in a recent issue of *Rolling Stone* magazine.

Activists in the cannabis community have fought, and continue to fight, for the national legalization of marijuana. So far, they have succeeded in achieving the legalization of recreational use in 11 states and the District of Columbia.

Within UFCW Local 152's jurisdiction (New Jersey, Pennsylvania, Delaware and Maryland), medical cannabis is legal but recreational cannabis is not.

In 2011, the UFCW launched a national cannabis organizing campaign aimed at giving marijuana workers job security and protections. The union organized workers at MedMen, one of the largest marijuana industry operators in the country. It was a successful organizing campaign that, coupled with other organizing drives, has led to 10,000 organized marijuana workers in 14 states.

Part of the UFCW's success has been its work in securing worker's rights at the state and federal levels. Although marijuana is illegal in the eyes of the federal government, the UFCW compelled the National Labor Relations Board to issue an advisory memo in 2013 concluding marijuana workers are protected by labor laws.

Local 152 has supported the cannabis campaign for many years, and representatives continue to speak at rallies and city council meetings about the strong jobs that can be created where cannabis is legalized and how the industry's relationship with the UFCW can help it grow.

If you know anyone who works in the cannabis industry who is interested in joining our union, please contact Chad Brooks at cbrooks@ufcwlocal152.org or fill out our completely confidential Union Interest Form at ufcwlocal152.org.

Happy retirement!

Maryanne Avella	05/01/2019	Acme Markets
Penny Becica-Kraus	02/01/2019	Cape Regional Medical Center
Stephen Butkiewicz	05/01/2019	Village ShopRite
Patricia Candelieri	05/01/2019	ShopRite Of Manahawkin
Rodella Garter	01/01/2019	Cape Regional Medical Center
Betty Conley	05/01/2019	Zallie's ShopRite
Robert Conn	05/01/2019	Cape Regional Medical Center
Kathleen Convery	06/01/2019	Westtown Shop 'n' bag
Paul Cooper	06/01/2019	Acme Markets
Joseph Danko	05/01/2019	Cherry Hill ShopRite
Cindy Dempsey	06/01/2019	Murphy's By The Sea
Gwendlyn Dinicola	07/01/2019	Bottino's ShopRite
Andrea Downs	07/01/2019	Pathmark Stores
Cheryl Duckett	06/01/2019	Cherry Hill ShopRite
Roberta Evans	07/01/2019	Acme Markets
Elizabeth Fione	07/01/2019	Acme Markets
Kathleen Foley	04/01/2019	Cape Regional Medical Center
Dorothy Frentzen	07/01/2019	ShopRite Of Manahawkin
Barbara Frye	07/01/2019	Acme Markets
Jacqueline Gallante	07/01/2019	Acme Markets
Pamela Gaskill	06/01/2019	Acme Markets
Samiria Geroges	07/01/2019	Cherry Hill ShopRite
Stephen Giallombardo	05/01/2019	Delaware ShopRite
Paul Grech, Jr.	05/01/2019	Medford Inc
John Greene, Jr.	06/01/2019	George L. Wells
Angelo Grippo, Jr.	05/01/2019	Pathmark Stores
Ronald Harris	05/01/2019	Acme Markets
Joanne Hebron	07/01/2019	Acme Markets
Bruce Hutcheson	07/01/2019	Acme Markets
James Johnson	07/01/2019	Acme Markets
Rhonda Kennedy	05/01/2019	Collins Family
Taylor Klein	07/01/2019	Acme Markets
Linda Landau	06/01/2019	Acme Markets
Deborah Makowski	07/01/2019	Holiday Markets
Karen Makowski	04/01/2019	Cape Regional Medical Center
Darlene Marten	07/01/2019	Cape Regional Medical Center
Patricia Martone	05/01/2019	Acme Markets
Pauline Maternia	05/01/2019	Acme Markets
Janet Lynn Mayers	05/01/2019	ShopRite Supermarkets
Gerald Maynes	05/01/2019	Acme Markets
Michael McCarthy	07/01/2019	Zallie's ShopRite
Teresa McCarthy	03/01/2019	Cape Regional Medical Center
Joanna McKinski	07/01/2019	Super Fresh
Theresa McLaughlin	07/01/2019	Acme Markets
Barbara Moore	05/01/2019	Acme Markets
Geraldine Morgan	07/01/2019	Acme Markets
John Morris	07/01/2019	Acme Markets
Laurel Norcross	06/01/2019	Acme Markets
Noreen Ogden	05/01/2019	Pathmark Stores
Patricia O'Neill	05/01/2019	Acme Markets
Oma Osborne	07/01/2019	Acme Markets
Gale Pirches	07/01/2019	Super Fresh
Esther Ryans	07/01/2019	Old Fashioned Kitchen Inc.
Robert Schubert	04/01/2019	Acme Markets
Sharon Shute	06/01/2019	Acme Markets

Deborah Six	01/01/2019	Cape Regional Medical Center
Vicki Smith	07/01/2019	Cherry Hill ShopRite
Theodore Tiazkun, Jr.	05/01/2019	Cherry Hill ShopRite
Donna Walsh	06/01/2019	Acme Markets
Diane Whitby	07/01/2019	Pathmark Stores
Kathleen Witkowski	07/01/2019	Super Fresh
Retta Wunder	05/01/2019	Acme Markets

In memoriam

Collene Addisson	06/25/2019	General Supermarkets
Ronald Bardman	07/13/2019	Super Fresh
Doris Barnes	07/01/2019	Acme Markets
George Bowers	07/03/2019	Acme Markets
Glenn Bubel	06/30/2019	Ball Park Brands
Ruth Burnett	07/13/2019	Acme Markets
Anna Davis	07/26/2019	Acme Markets
William Dunn, Sr.	07/14/2019	Super Fresh
Susan Ebinger	05/13/2019	Zallie's ShopRite
Linda Festa	06/16/2019	Acme Markets
Grancis Giliberti	05/06/2019	Ball Park Brands
Emanuel Guano	07/16/2019	Super Fresh
Sarah Hasselberger	05/06/2019	Acme Markets
Thomas Hermann, Sr.	05/16/2019	Shorday's
Alyce Hutchinson	05/16/2019	Acme Markets
Robert Larose	07/14/2019	Food Fair/Pantry Pride
Dominick Molinaro, Jr.	05/19/2019	Super Fresh
William Moore	06/10/2019	UFCW Local 152 Staff
Linda Nigrelli	07/25/2019	Pathmark
Ivar Nyhus	05/16/2019	Acme Markets
Teresa O'brien	06/29/2019	Acme Markets
Frank Olshefski	07/15/2019	Ball Park Brands
Joan Overs	07/02/2019	General Supermarkets
Elaine Palagruto	07/23/2019	Acme Markets
Sidney Parham	05/24/2019	Ball Park Brands
Elizabeth Price	05/06/2019	M&E #2384
Anthony Pultnovich	06/05/2019	Acme Markets
Edward Ragin	07/05/2019	Eickhoff ShopRite
Vera Roth	06/03/2019	Food Fair/Pantry Pride
Walter Shelton	07/03/2019	William Bryen
Joseph Shortlidge, Jr.	05/02/2019	Kennett Square Thriftway
Attilio Sicilia	05/05/2019	Super Fresh
Vincent Sileo	06/12/2019	M&E #2383
Diane Smith	05/23/2019	Thriftway-Penn Mart
David Space	05/25/2019	Acme Markets
Olga Walker	07/17/2019	Super Fresh
Raphael Wallace	06/12/2019	Cherry Hill ShopRite
Allen Weinstein	05/24/2019	Collins Family Markets
Samuel Williams	06/02/2019	Butler Foods/Penn Packing
Catherine Zinni	05/29/2019	Top Shelf Fine Foodery

Members at Work

Cape Regional Medical Center



www.facebook.com/ufcwlocal152

COLLEGE DEBT-FREE

Your union can help you go to college for free (Really!)

Visit www.UFCW.org/College to learn more

UFCW.org

A black and white graphic for the "College Debt-Free" campaign. It features a t-shirt with the text "COLLEGE DEBT-FREE" and a small UFCW logo in the top right corner. Below the t-shirt, the text reads "Your union can help you go to college for free (Really!)" and "Visit www.UFCW.org/College to learn more". At the bottom, the UFCW.org logo is displayed.

UFCW Local 152
3120 Fire Rd., Suite 201
Egg Harbor Township, NJ 08234

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at Trenton, NJ

The power of your union contract

The contract negotiated between Local 152 and your employer is probably the most important document in your working life.

Also known as a Collective Bargaining Agreement (CBA), it guarantees your wages and benefits and outlines the conditions under which you'll work.

Overtime, job protections, seniority rights, vacations — they're all covered in your contract.

It's an empowering, legally binding document, the result of months of work by dozens of union leaders, staff members and advisers, with the united support of thousands of union members.

Your contract in action

Local 152 member Tom Noll, who works at Johanna Foods, appreciates the power of a union contract. When he filed a grievance for unpaid wages on behalf of 12 members at his workplace, he knew that the union would fight with him to enforce the contract.

We did, resulting in more than \$21,000 in back pay awarded to Tom and his fellow members. (Read the full story on the front page of this issue of *Unity*.)

Our UFCW brothers and sisters in other local unions across the country enjoy similar protections. Last month a 20-year member at a grocery store in Virginia won back her job and more than \$30,000 in back pay following an unjust suspension.

The true power of a CBA is revealed when it's enforced, and this requires a team effort. Members and stewards need to be knowledgeable about their contracts so they can spot mistakes and wrongdoing by management, and union representatives and the union's legal team are called upon to fight on behalf of members when contract violations have been verified.

Through this collective effort, wrongly fired members are returned to their jobs, improper scheduling is corrected, safety violations are remedied, and — in the case of the Johanna Foods members and others — money is put back into the pockets of union members.

Working with dignity

Restored wages are one of the many benefits of a strong contract, but there's one benefit that you can't put a price on: your ability to work with dignity.



Dignity is something everyone deserves to have on the job. It means you are respected and valued. It means your rights can't be taken away, your safety can't be ignored, and your contributions are recognized.

Your union contract makes it all possible.

A handwritten signature in black ink that reads 'Brian String'.