



## Acme Markets' new contract

Page 3



## Goya Foods' new contract

Page 3



Members of the ShopRite Negotiating Committee.

## ShopRite members ratify industry-leading contract

In October, Local 152 members at ShopRite voted overwhelmingly to ratify a new contract with many improvements, including no cost-sharing by union members for medical benefits over the duration of the agreement.

"As health care costs continue to skyrocket in our country during this period of uncertainty, this no-cost-sharing is without question a tremendous win for our members," Local 152 President Brian String said.

"ShopRite clerks will continue to pay nothing out of pocket for health care for four more years."

Local 152 Director of Collective Bargaining Daniel Ross, Jr. said maintaining no-cost-sharing was a priority from the beginning of negotiations.

"The Negotiating Committee felt strongly that members have made sacrifices in other areas over the years in order to maintain this benefit," he said. "We were ultimately successful in this task."

Record profits posted by ShopRite during the pandemic gave the union an advantage at the bargaining table, Ross said.

Please see page 7

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

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Egg Harbor Township, NJ 08234  
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Vol. 16, Issue 4  
*UFCW Local 152 Unity*  
(ISSN: 1542-720X) is published  
quarterly by UFCW Local 152,  
3120 Fire Rd., Suite 201  
Egg Harbor Township, NJ 08234  
Periodicals postage paid at  
Trenton, NJ

POSTMASTER: Send address  
changes to *UFCW Local 152 Unity*  
3120 Fire Rd., Suite 201  
Egg Harbor Township, NJ 08234

Published by:

**100% Union**



## The importance of your flu shot in 2020

**T**he flu vaccine is more important than ever in 2020.

According to the Centers for Disease Control and Prevention (CDC), "all adults need immunizations to help them prevent getting and spreading serious diseases that could result in poor health, missed work, medical bills, and not being able to care for family."

The flu vaccine won't prevent COVID-19 infection, but it can help keep your body strong to better battle illnesses. The best way to fight off infection is to be healthy from the start.

You should also ask your doctor

about any additional vaccines you may need, such as pneumonia diphtheria and pertussis (whooping cough).

### **Act now**

Because it takes about two weeks after a vaccination for the body to produce enough antibodies against the viruses targeted in the vaccine, it is important to get vaccinated early enough in the fall to provide season-long protection.

Contact your primary care doctor to make an appointment for your flu shot today. The health of your family, friends and coworkers could depend on it.

**IT PAYS TO BE UNION!**

## Grievances filed or resolved:

3rd Quarter 2020

**25**

## Back pay and benefits restored to members:

3rd Quarter 2020

**\$26,750**



# Wages increased, benefits protected for Acme members

In September, members at Acme Markets ratified a new contract that increases wages and protects benefits.

Local 152 represents about 2,000 members who work in the meat, seafood and deli departments, as well as some bakery departments, at Acme Market locations in New Jersey, Pennsylvania and Delaware.

The four-year contract maintains no-cost-sharing of medical benefits and members will continue to pay nothing out of pocket for their health care plan for the duration of the contract. The contract also includes immediate across-the-board wage increases, as well as increases each year for the life of the contract and an updated progression scale.

Some core positions were reclassified



to offer additional compensation and improved clarifying language was added to the agreement, including how paid time off will soon count toward

the computation of overtime.

The contract also requires schedules to be posted earlier so members can have better control of their work-life balance.

The Negotiating Committee included Local 152 President Brian String, Director of Collective Bargaining Daniel Ross, Jr., Assistant Director of Collective Bargaining Lisa Sanders, Director of Field Services Joe Stathius, and Union Representatives Cary Lawson, Tom Hartle and Ed Fuller.

The committee also included the following Shop Stewards: Marian Brennan, Mike Caserta, Stacy Cottrell, Lois Crudele, Don Dixon, Jim Farnell, Linda Gorman, Frank Hampson, Anna Marie Hennigan, William Kreidler, Albert Marcachi, Joseph McNulty, Helen Pooler, Donna Oaks, Steve Rinaldi, Raymond Slamb and Robert West.



## Goya Foods members win improvements through hard bargaining by Local 152

Local 152 members at Goya Foods in Jersey City, N.J., came together and made a nearly unanimous decision to ratify a new contract in October.

The members at Goya Foods charged their Negotiating Committee with a daunting task: maintain pandemic hazard pay for the long term. Through hard bargaining, the Local 152 team was able to accomplish

this feat, guaranteeing all members a \$2 per hour increase to their base rate.

Additionally, members will receive wage increases through the life of the contract as well as retroactive increases for certain positions.

The five-year agreement introduces many other improvements, including an increase to the company's yearly benefits contribution to maintain the union-negotiated

health insurance benefits, which include prepaid legal benefits for most members.

Goya Foods members now can participate in the UFCW Local 152 Savings Plan. The company agreed to make guaranteed monthly contributions on behalf of every member with more than one year of service. Members can elect to contribute to the plan themselves.

In compliance with the New Jersey Sick Leave Law, all members will receive at least 40 hours (or five days) of sick time each year. These days can be cashed out if unused at the end of the year.

Many longtime members commented that it was the best agreement they have seen, according to Union Representative Danette Montes-Palmore.

The Negotiating Committee included Director of Collective Bargaining Daniel Ross, Jr., Executive Director Danette Montes-Palmore, Shop Stewards Lepido Gonzalez and Eduardo Beltran and members Abner Rosario and Teodoro Rodriguez. The committee was represented at the table by attorney David Watkins.

Local 152 represents about 200 members at the Goya Foods facility in Jersey City, where they produce canned beans, sauces, rice and other products.

## Retailers look to the future

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

**A**fter informally polling about a dozen retailers during the past month, all noted that they believe the “new norm” has arrived at least in terms of sales performance.

“Since early August, our sales have been steady and allowed us to better project volume moving forward,” said a senior VP of one of the Northeast’s largest chains. “As long as restaurants remain at current seating capacity levels and schools are not fully open, I see a steady period of solid growth over the next three or four months. Until a safe vaccine is widely available, I feel the current buying patterns will remain in place.”

Asked about his stores’ sales performance, he said that based on the most recent 13 weeks, store sales are about plus 15 percent, compared to similar periods in the past. That number is in line with the other retailers we surveyed who said their recent same store sales were in the plus 12-17 percent range.

### New concepts coming to ShopRite

Wakefern has rolled out its new Fresh to Table store-within-a-store concept which focuses on offering customers healthy meals and other on-trend items (prepared foods, heat & eat items, grab & go products). The Fresh to Table concept was launched at three ShopRite units in Greenwich Township, N.J.; Burlington, N.J.; and Monroe, NY. If all goes well with the initial pilot, expect more ShopRites to add this new concept to its floor space.

Village Super Markets, Wakefern’s second largest and only publicly-traded member, posted solid second quarter numbers for the period ended July 24. The Springfield, N.J., merchant saw overall sales increase 19 percent and profit grow by 37.2 percent during the 13-week period. Digital sales soared 240 percent.

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



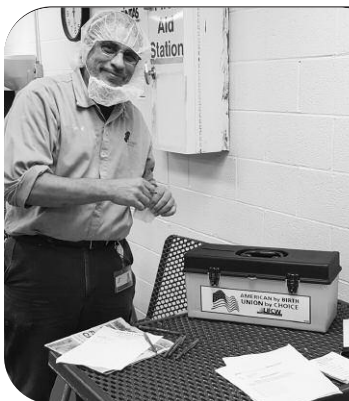
### Liberty Bell Steak Company

Members at Liberty Bell Steak Company in Philadelphia recently ratified a new contract with wage increases and a ratification bonus. The Negotiating Committee, from left to right: Committeeperson Vincent Freeman, Chief Shop Steward Fred Drayton, Assistant Director of Collective Bargaining Lisa Sanders and Union Representative Greg Torian.

## Keep your union up to date!

**To continue to receive important news and updates from Local 152, visit [ufcwlocal152.org](http://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.**



## 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 \$1,000! For additional information, call or text Local 152 Director of Organizing Chad Brooks at (609) 670-8605.

# How to get involved in your union in 2021

**A**s a union member, you have many opportunities to help improve your workplace and your community. Getting involved empowers members to make a positive difference for their coworkers, customers and, yes, management.

Many local, regional and international UFCW leaders started off as rank-and-file members who rolled up their sleeves and got to work for a good cause.

Here's how you can get involved:

## Attend a meeting

Local 152 holds regular membership meetings. If you are new to the union or have been a member for a while and are looking for ways to get more involved, attending a meeting is a great way to meet other members in your area and get to know your local union leadership.

At these meetings you can learn about coming events, hear important updates about negotiations with employers, and get briefed on legislative developments that could affect your working life.

Visit [ufcwlocal152.org](http://ufcwlocal152.org) or UFCW Local 152's Facebook page to find the date of the next meeting.

## Community service

Being a part of a union family extends beyond the workplace. Talk to your union representative to see what community initiatives are coming up on the calendar and how you can help.

As one example, every spring Local 152 works with the National Association of Letter Carriers' annual Stamp Out Hunger food drive, which is America's largest food drive, collecting more than 80 million pounds of food each year.

## Spread the union message

Show your union pride! Whenever possible, wear your union pins, hats and T-shirts. Encourage your friends and family to shop at union retailers and tell them why it's important to do so.

Talk about the positive impact the union has had on your life in person and on social media. Don't ignore



## Secretary-Treasurer's Report

By Anthony Benigno

any anti-union talk you may hear. Counter it with facts and your personal experiences.

You are the best person to spread the word to non-union workers and help Local 152 grow!

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# JOHANNA FOODS

## SHOP STEWARD ELECTION



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RETIREMENT,  
JOHN STULL!**







## Members at DWK Life Services approve improved contract

Members at DWK Life Services in Millville, N.J., makers of lab equipment and glassware, ratified a new contract in September. The new agreement brings improved wages, defined rates for all job classifications, bonus rates for team leads and trainers and additional seniority language. Members will also maintain their high quality health benefits. The Negotiating Committee included Assistant Director of Collective Bargaining Lisa Sanders, Director of Organizing Chad Brooks, Union Representative Matte Kane and Shop Stewards Irene Johnson, Charmaine Brown and Jeffrey Wright.

## ShopRite members ratify industry-leading new contract

Continued from front page

Local 152 represents more than 2,100 retail clerks at Bottino's, Perlmart and Village ShopRite locations across southern New Jersey. The members work in floral, grocery, dairy and other departments.

In addition to maintaining no cost-sharing of medical benefits, the four-year agreement introduces many other improvements for ShopRite members.

It establishes paid sick days for members, a new benefit made possible with the introduction of the New Jersey Earned Sick Leave Law. Effective upon ratification, ShopRite retail clerks can accrue up to 40 hours per year of paid sick time, which, if unused at the end of the year, can be cashed out. This sick time is offered in addition to all other forms of paid time off that members currently receive.

Members also will receive immediate, retroactive across-the-board wage increases, as well as additional across-the-board increases through the life of the contract. Most

department heads and others in classified positions will receive an increased premium to reward their commitments and skills.

Finally, in addition to clearer language throughout the contract, ShopRite has agreed to continue contributing to the pension fund for eligible employees at an increased rate for the life of the agreement.

The Negotiating Committee included Local 152 President Brian String, Director of Collective Bargaining Daniel Ross, Jr., Director of Communications Mike Thompson, and Union Representative Carmine DelVicario.

It also included these committed Shop Stewards: Jodie Hampton-Veach, Maricella Brown, Betty-Ann Brown, William Pitts, Frank Farside, Charles Vitullo, Nancy Riess, Ed Stapleton, John Puesi, Bob Hawkins, Karen Drammissi, Christine Scherm, Diane Haug and Kelli Wehmann.

The committee practiced safe social distancing throughout the process and at the ratification vote.

## Manufacturing industry update

### Processing plant workers in Iowa stand strong for new contract

**M**ore than 1,200 UFCW members who work at the Smithfield Foods plant in Denison, Iowa, recently ratified a strong new contract that raises wages and protects benefits.

The four-year agreement includes a wage base and starting rate of \$18.10, which makes Smithfield a leader in terms of pay in the pork slaughter industry. The agreement also maintains quality health care benefits for these workers and improves access to their union representatives at the plant.

“This is the best contract we’ve had so far for our members at Smithfield, and we are proud that it raises standards in the pork



slaughter industry,” UFCW Local 440 President Leo Kanne said.

“This contract includes the wages and benefits our members at Smithfield have earned and deserve as they work to produce quality food products for families during a national health crisis,” UFCW International

Vice President and Food Processing, Packing and Manufacturing Division Director Mark Lauritsen said. “The UFCW will continue to push other meatpacking and food processing employers to follow the lead of Smithfield with the goal of raising standards for all the hard-working men and women in this industry.”

## Health care industry update



### United Methodist members vote unanimously to ratify new contract

**I**n October, members at United Methodist Communities at Collingswood in Collingswood, N.J., stood united and unanimously voted to ratify a new contract.

The new three-year agreement provides a retroactive across-the-board wage increase in addition to increases each year

for the life of the contract. In an effort to reward longtime members for their service, the contract introduced a tiered longevity increase program, something the membership has requested for years.

Shift differentials for the nursing staff will increase and all members will receive

a contract ratification bonus. The contract also reinforces that the employer will pay the cost of any mandatory health examinations, tests and vaccinations, and has increased the yearly shoe allowance.

Finally, the new contract included language changes for better clarification of policies regarding the New Jersey Earned Sick Leave for the use of sick time at no penalty to the member, and maintained affordable health insurance for the life of the agreement.

The Negotiating Committee included Director of Collective Bargaining Dan Ross, Director of Organizing Chad Brooks, Union Representative Matte Kane, Union Representative Pete White, Shop Stewards Beth Salerno and Lori Nourse and member Lisa Rinehardt.

Local 152 represents about 80 members at United Methodist, a faith-based assisted living facility. Members work as CNAs, LPNS, receptionists, maintenance, cooks, dietary aides and more.





## Coping with job-related stress

**E**veryone handles stress differently according to our temperaments and unique life experiences. In order to help mitigate stress, it's important to identify our "triggers."

One way to track what types of situations tend to trigger stress is to keep a journal. Whenever you feel stressed out, start writing about how you feel:

What exactly happened? Who was involved in the situation? How did it make you feel? How did you react to the stress?

Take a look at what you wrote, and try to identify what exactly kick-started your feeling of stress. Was there anything you could have done differently when you began to feel stressed? Could you have reacted differently to limit how much stress you felt or for how long you were feeling this way?

## Managing your stress

In order to avoid stress, the first thing you should do is to look at your own behavior patterns that may be contributing to trigger stress or elevate stress. It's always easier to change our own behavior before trying to improve external factors such as our workplace environment or coworkers.

Many people say stress from their jobs can feel like it's taking over their lives. If you experience this, it's important to take care of yourself both physically and emotionally.

Talk to close friends and family members about problems at work. They will have a fresh perspective, and sometimes can offer solutions that you haven't thought of. Just venting, letting it out, can help relieve your feeling of stress.

As much as possible, try not to bring your work home with you. If you're not on the clock, you should be relaxing and refreshing yourself. Make sure to prioritize activities you enjoy, such as spending time with family or engaging with a hobby.

Make sure to exercise regularly. Get enough sleep and eating a healthy diet are the foundations of self-care. If doing those things doesn't alleviate your stress or improve your ability to cope, contact a mental health professional.

To discuss your options, contact the Health & Welfare Fund at (800) 228-7484.

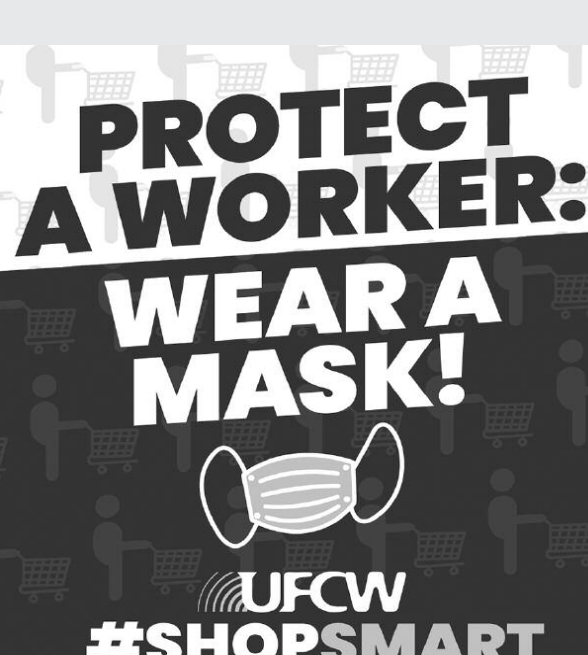


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# Happy retirement!

<b>Deborah Adams</b>	08/01/2020	Acme Markets
<b>William E. Auman</b>	11/01/2020	Berks Packing Company
<b>Gary J. Beam</b>	09/01/2020	Medford Inc.
<b>Debra Ann Brown</b>	08/01/2020	Acme Markets
<b>Robert Campbell</b>	08/01/2020	Acme Markets
<b>Bonnie L. Cantoni</b>	08/01/2020	Acme Markets
<b>Anna Caulk</b>	09/01/2020	Acme Markets
<b>Iris M. Contreras</b>	08/01/2020	Acme Markets
<b>Steven M. Courter</b>	08/01/2020	Cherry Hill ShopRite
<b>Bonnie Lee Croizier</b>	11/01/2020	Super Fresh
<b>Janice L. Curry-Lambert</b>	10/01/2020	Holiday Markets
<b>Louise C. Daniels</b>	09/01/2020	Acme Markets
<b>Lynn Desorbo</b>	06/01/2020	Cape Regional Med Ctr.
<b>Robert J. Dubow</b>	09/01/2020	Brown's ShopRite
<b>Barbara A. Eccleston</b>	10/01/2020	Brown's ShopRite
<b>Pat Eckert</b>	10/16/2020	Crothall
<b>Robert Ercolani</b>	08/01/2020	Cape Regional Med Ctr.
<b>Louisa M. Fanslau</b>	10/01/2020	Acme Markets
<b>Linda M. Ferry</b>	08/01/2020	Acme Markets
<b>Michael A. Fisher</b>	10/01/2020	Brown's Shop Rite
<b>Sandra J. Gaul-Worobetz</b>	11/01/2020	Zallie's Shop Rite
<b>Joyanne Gray</b>	09/01/2020	Acme Markets
<b>Deborah A. Groff</b>	11/01/2020	Acme Markets
<b>David L. Hasselhan</b>	10/01/2020	Suburbia Village
<b>Kimberly A. Hayes</b>	10/01/2020	Acme Markets
<b>Kaye L. Henry</b>	08/01/2020	Pathmark Stores
<b>Cindy Hesse</b>	09/01/2020	Acme Markets
<b>Leon H. Hill, Jr.</b>	09/01/2020	Acme Markets
<b>Eileen P. Host-Epstein</b>	08/01/2020	Super Fresh
<b>Karin Houlroyd</b>	08/01/2020	Super Fresh
<b>Carl H. Hudson</b>	10/01/2020	Acme Markets
<b>John A. Huhn</b>	09/01/2020	Berks Packing Company
<b>John J. Jaskolka</b>	09/01/2020	Freda Corp
<b>Chandramathi Juvvadi</b>	08/01/2020	Acme Markets
<b>Yolanda Kirkland</b>	07/01/2020	General Supermarkets
<b>Edward H. Kulp</b>	09/01/2020	George's Market Dreshertown
<b>Karyn La Vanture</b>	05/01/2020	Cape Regional Med Ctr.
<b>Sandra A. Lark</b>	08/01/2020	Acme Markets
<b>Joseph B. Legg, Sr.</b>	10/01/2020	Acme Markets
<b>James A. Lucas</b>	11/01/2020	West Deptford Shop N Bag
<b>Rosanne Mallory</b>	08/01/2020	Acme Markets
<b>James R. Mason</b>	08/01/2020	Brown's ShopRite
<b>Thomas E. McKinley</b>	08/01/2020	Acme Markets
<b>Diane McVey</b>	08/01/2020	Cape Regional Med Ctr.
<b>Karen J. O'Connell</b>	08/01/2020	Middletown Supermarket
<b>Regina T. Olds</b>	08/01/2020	Brown's ShopRite
<b>Steven M. Paul</b>	08/01/2020	Pathmark Stores
<b>Kathleen Paul</b>	09/01/2020	Acme Markets
<b>Charlene E. Radford</b>	09/01/2020	Pathmark Stores
<b>Nancy J. Rice</b>	09/01/2020	Acme Markets
<b>Debra J. Rossner</b>	09/01/2020	Acme Markets

<b>Dennis J. Schappell</b>	08/01/2020	Berks Packing
<b>Lisa Silipigni</b>	09/01/2020	General Supermarkets
<b>John R. Simpson</b>	09/01/2020	Laneco Inc. Food Lane
<b>Virginia A. Souder</b>	09/01/2020	Acme Markets
<b>Craig R. Stanger</b>	09/01/2020	Stop & Shop
<b>Octavia M. Terry</b>	11/01/2020	Acme Markets
<b>Scott Turnbull</b>	08/01/2020	Acme Markets
<b>Melynee C. Ware</b>	08/01/2020	Acme Markets
<b>Deborah A. Wilkes</b>	08/01/2020	Incollingo's Iga
<b>Laverne Williams</b>	09/28/2020	Crothall
<b>Patricia A. Williams</b>	11/01/2020	Brown's ShopRite
<b>Jack V. Wilson, Jr.</b>	08/01/2020	Acme Markets

## In memoriam

<b>John Adams</b>	08/04/2020	Pathmark Stores
<b>Edna E. Baptiste</b>	09/25/2020	Ball Park Brands
<b>Jules Bauer</b>	10/03/2020	Acme Markets
<b>Patricia H. Belcher</b>	10/21/2020	Acme Markets
<b>Matthias Binder</b>	08/11/2020	Dietz & Watson
<b>Jacqueline L. Casper</b>	10/29/2020	Brown's ShopRite
<b>Amos Cherry</b>	10/11/2020	Milden & White
<b>Angelo M. Ciccaglione</b>	10/28/2020	Bensalem ShopRite
<b>Ruth E. Clouser</b>	09/11/2020	Food Fair/Pantry Pride
<b>Janet L. Conners</b>	10/24/2020	Ewing Shop N Bag
<b>Joan M. Davies</b>	10/31/2020	Super Fresh
<b>Marie T. Diguardi</b>	08/07/2020	Food Fair/Pantry Pride
<b>Beatrice Donia</b>	10/06/2020	A&P Tea Company
<b>Geraldine Donley</b>	09/22/2020	Acme Markets
<b>Gale Eldredge</b>	08/29/2020	General Supermarkets
<b>Richard Farquhar</b>	09/19/2020	Super Fresh
<b>Robert W. Fisher</b>	08/06/2020	
<b>Leon Ford</b>	10/25/2020	Super Fresh
<b>Eleanor Frazier</b>	08/08/2020	Supermarkets Savings
<b>Robert Gardella</b>	08/27/2020	Bottino's Shop Rite
<b>Arthur Gavetti</b>	08/11/2020	Food Fair/Pantry Pride
<b>Stark Gilliam</b>	10/10/2020	Diamond Meat Co.
<b>William J. Gorman</b>	10/29/2020	Acme Markets
<b>Richard Gray</b>	07/29/2020	Acme Markets
<b>Franz Haeusser</b>	09/10/2020	Formost Kosher Meat Packer
<b>James L. Handy</b>	10/17/2020	Pathmark Stores
<b>William S. Hughes</b>	09/15/2020	Stein Henry Co.
<b>George Ingraldi</b>	10/11/2020	Eatmor Market
<b>William B. Kearney, Jr.</b>	09/22/2020	Discount Meat Company
<b>John J. Kent</b>	09/09/2020	Acme Markets
<b>Cheryl A. Laubach</b>	08/02/2020	ShopRite Of Bethlehem
<b>Walter F. Macek</b>	09/10/2020	Deptford Thrift
<b>Francis Madden</b>	10/05/2020	Pathmark Stores
<b>Joseph P. Mcnamee</b>	08/14/2020	Super Fresh
<b>Doris Miller</b>	08/10/2020	Super Fresh
<b>Mary Nunville</b>	08/18/2020	General Supermarkets

Please see next page



# Strong new contract for health care workers in Cape May



From left: Assistant Director of Collective Bargaining Lisa Sanders, Shop Steward Maureen Genovese and Union Representative Cary Lawson.

In October, Local 152 members at Victoria Manor and Victoria Commons in North Cape May, N.J., voted to ratify a new contract.

The new three-year agreement introduces many improvements, including a 5.5 percent wage increase over the life of the contract, improved sick leave language and updated language for vacation requests to help improve work/life balance.

Additionally, in an effort to reward longtime members for their dedication, members with more than six years of service as of July 8, 2020, will receive a longevity bonus.

The Negotiating Committee included Assistant Director of Collective Bargaining Lisa Sanders, Director of Field Services Peggy Kelly, Union Representative Cary Lawson, Shop Stewards Maureen Genovese, Jessica Carrasquillo, Konni Rodan, and Rena Kennedy.

Local 152 represents 120 members at the Victoria Manor and Victoria Commons senior living communities. The members work as CNAs, housekeepers, cooks, dietary aides, bus drivers and more.

## Continued from previous page

<b>Edward S. Patane</b>	10/28/2020	Larchmont Snb
<b>Kateryna Pawlowski</b>	10/10/2020	Ball Park Brands
<b>William Perez Cruz</b>	08/21/2020	George L. Wells Meat Company
<b>Paul B. Perry</b>	10/13/2020	Brown's ShopRite
<b>Scott H. Puljer</b>	10/06/2020	Holiday Markets
<b>June Riegel</b>	10/20/2020	Acme Markets
<b>Helen Schneider</b>	08/10/2020	M&E #2387
<b>Jean M. Shaner</b>	10/24/2020	Laurel Springs
<b>Jeannette Shelesky</b>	10/13/2020	Foodarama Supermarkets
<b>Samuel Silverman</b>	08/23/2020	Bensalem ShopRite
<b>Dominic Stalfire</b>	10/27/2020	A&P Tea Company
<b>Joseph P. Thompson</b>	08/25/2020	UFCW Local 152
<b>Caroline Thompson</b>	09/12/2020	Pickwell
<b>Joseph A. Trombetta</b>	10/08/2020	West Deptford Shop N Bag
<b>Robert Trout</b>	09/07/2020	Drexeline Super
<b>Heriberto Velez</b>	08/18/2020	Jon Breslow Deli Products, Inc.
<b>Marian R. Weems</b>	08/14/2020	M&E #2384
<b>Frances Wilson</b>	08/17/2020	Ball Park Brands
<b>Richard A. Zeis</b>	09/05/2020	Acme Markets
<b>Agnes Zelnosky</b>	08/22/2020	Holiday Markets

**KEEP CALM**

&

**THANK A  
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**UFCW<sup>LOCAL</sup> 152**

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## Change through unity

**T**he 2020 elections are over. With their conclusion comes some clarity about the way forward for our country and our union.

President-elect Joe Biden and Vice President-elect Kamala Harris won a decisive victory, which provides convincing evidence that Americans are ready for a change. To make these changes, we'll need to set aside our cultural divisions and reaffirm our resolve to work together.

At Local 152, we work together to protect and enhance the safety and wellbeing of every member. It doesn't matter how you voted in the election. It doesn't matter where you live or how old you are. Your problems on the job are ours to solve.

### A hopeful 2021

President-elect Biden was side-by-side with us in New England last spring as we stood with our UFCW brothers and sisters at Stop & Shop who were on strike for fair wages and benefits. We must make sure he follows through on his promises to push for fairer treatment of workers and correcting the moral injustices inherent in the corporate system.

Even without the help of Congress, the president oversees the National Labor Relations Board and other entities that directly affect what we do at the bargaining table. President-elect Biden also will appoint a director of the Pension Benefit Guaranty Corporation (PBGC).

With a new administration that takes COVID-19 seriously, we hope to have an ally in our fight to protect the essential workers in our union. In addition to the continued need for PPE and workplace safety measures, we need a nationwide recommitment to battling this virus together and as a team.

When we're united, we understand the vital contributions by our members at food processing facilities toward stabilizing the food chain in this country. When we're united, we take the steps necessary to make workplaces safer for our members who care for the most vulnerable in nursing homes and medical facilities. When we're united, we fight together to ensure our members in supermarkets have the hazard pay and benefits they deserve for keeping our communities fed during the pandemic.

Our unity will see us through 2021 and beyond. It has seen us through tough times before.



We have big challenges ahead, and just because we have an ally in the White House, it doesn't mean the road ahead will be an easy one. We have proven before that when we come together we can make a positive change, and we start building toward that change today.

A handwritten signature of Brian String in black ink.