



Recent retiree Nina O'Donnell at her retirement party at Acme Markets.

Feeling renewed

Member Nina O'Donnell retires after 36 years

Nina O'Donnell is proud of the work she put into the grocery industry across her 36 years of service, but she knew it was time for a change.

"My body was telling me I can't do this anymore," she said.

She retired from Acme Markets in September, and even though she's only been a Local 152 retiree

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Members celebrate at Top Quality Baking.

Strong new contracts in health care, manufacturing and more

Local 152 members ratified several new contracts in recent months across many industries. These contracts offered wage increases, benefits protection and other improvements.

Samuels and Son Seafood

Members at Samuels and Son Seafood in Philadelphia stood together to ratify a short-term agreement in September.

The roughly 50 cutters and packers at Samuels and Son voted to support a one-year agreement with minimal changes. Local 152 represents more

than 200 workers at the company, which specializes in the wholesale seafood market.

The contract ensures the employer will absorb 100% of any medical cost increases for the duration of the agreement, protecting members from any cost-share increase. It also includes a significant retention bonus for all employees based on their length of service.

The goal of the short-term pact was to preserve workers' past gains while giving Samuels and Son an opportunity to rebound after a significant business loss due to the pandemic.

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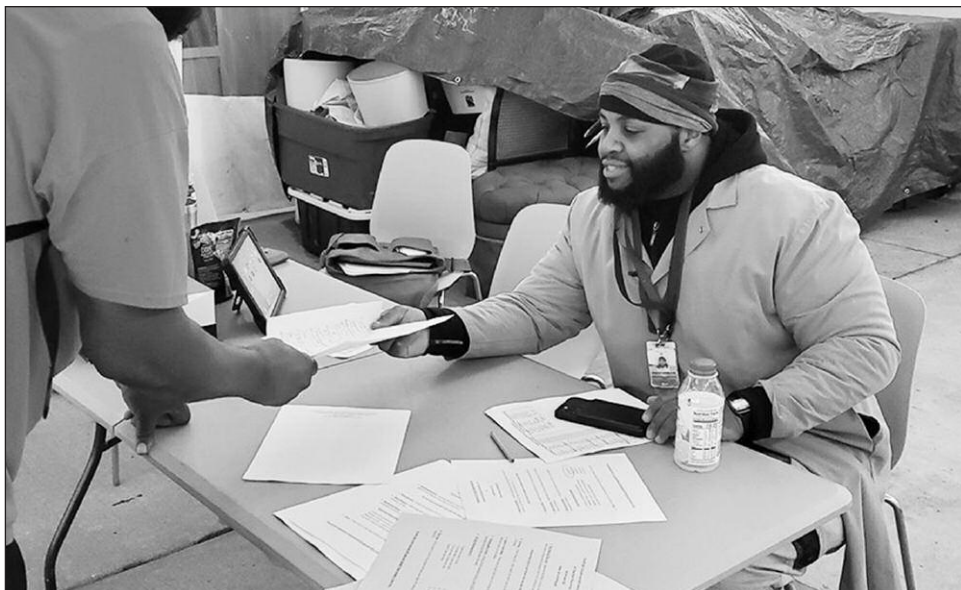
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100% Union



Strong new contracts in health care, manufacturing and more

Continued from front page

The negotiating committee consisted of Director of Collective Bargaining Dan Ross, Union Representative Matte Kane, Shop Stewards Ernest Dunmore and Antonio Fontanez, and Committeeperson Tuon Tran.

Top Quality Baking

In August, members at Top Quality Baking in Vineland, N.J., voted unani-

mously to amend their current collective bargaining agreement.

Local 152 represents more than 150 Top Quality Baking workers who make the popular frozen "Texas Toast" garlic bread that can be found at union retailers.

A new wage agreement was reached after a series of discussions between Local 152 and the company regarding the need to hire and retain employees in

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IT PAYS TO BE UNION!

Grievances filed or resolved:

2021 total

172

Back pay and benefits restored to members:

2021 total

\$615,459.36

Continued from previous page
the current market. It equates to a significant investment into the hard-working members at Top Quality Baking and features life-changing wage increases.

The negotiating meeting was conducted by Director of Collective Bargaining Dan Ross, Union Representative Jose Echevarria, Union Representative Matte Kane, Union Representative Pete White, and Shop Stewards Martha Rodriguez, Aretha Elliot and Arthur Meads.

Eagleview Health and Rehabilitation

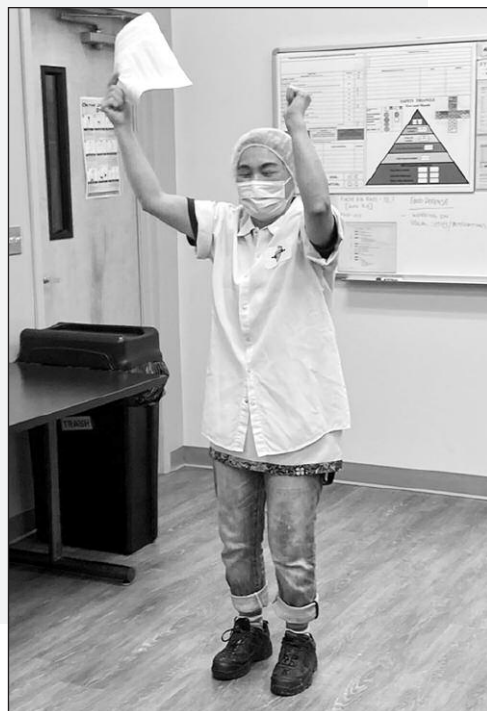
UFCW Local 152 members at Eagleview Health and Rehabilitation in Pittsgrove, N.J., voted unanimously to ratify a new union contract in September.

The three-year agreement guarantees pay increases and improved wage scales for all. It also includes a longevity increase and shift differential for certain departments and preserves affordable health care.

To provide fairness and reward long-term employees, seniority now will be a deciding factor in vacation selection when many employees make the same request on the same day. Additionally, new language was established to comply with New Jersey's Earned Sick Leave policies, under which sick time can be "sold back" to the company at the member's hourly rate.

The negotiating committee included Director of Collective Bargaining Dan Ross, Director of Field Services Peggy Kelly, Union Representative Pete White, and Shop Stewards Latoya Clarke and Christina Allison.

Local 152 represents about 40 workers at Eagleview Health and Rehabilitation, a nursing facility where members work as CNAs and in dietary, housekeeping and maintenance, as well as other positions.



Instacart: An uneasy alliance

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

It's good to be Instacart. The San Francisco-based digital grocery delivery firm already has the dominant share of the home delivery business from traditional brick-and-mortar food retailers and now is looking to further bolster its revenue by ramping up its efforts to sell more digital advertising.

Why is this important? Because by this time next year, the very same food retailers that once viewed Instacart as an important third-party partner are likely to find Instacart competing for the same trade dollars that food retailers are now receiving from their vendors. And I'm not just talking about advertising revenue.

Major vendors such as P&G, Coke, PepsiCo, Unilever, Mondelez and others are already engaged with Instacart and it's not hard to envision those vendors being solicited to create their own segregated promotional agendas with a growing, well-endowed digital services company that is poised to do more than complete the last mile piece of the e-commerce puzzle.

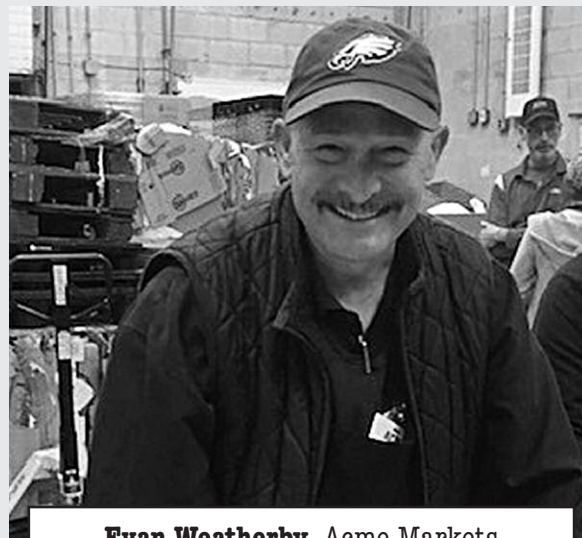
Higher revenue, higher risk?

Of course, Instacart has said it doesn't compete with retailers but rather acts as a conduit for them to achieve higher revenue while providing them with important data and analytics on product movement. And objectively, Instacart is certainly creating some tangible value-added functions that are designed to help retailers become more efficient.

And that's part of the conundrum that retailers face. It's true that Instacart provides an important and now necessary service and has shown that it wants to enhance its relationships with the retailers that it services. On the other hand, Instacart's new financial clout and business direction worry retailers, many who now see Instacart as both a partner and a growing competitive threat.

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

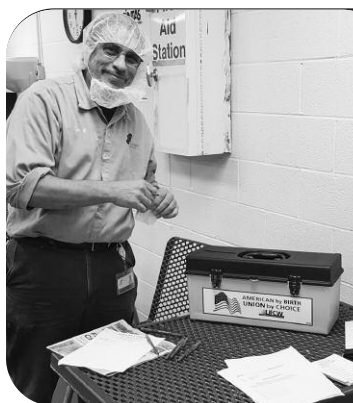
Happy retirement!



Evan Weatherby, Acme Markets



Rena Kennedy, Pelican Point Rehabilitation
(left, pictured with Union Representative Peter White)



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.

Workers take action and make headlines this fall

Fighting for workers is something our union has been doing every day for decades, but at this moment in history the struggle for fair treatment is capturing the nation's attention.

Workers everywhere — both long-term and those just entering the workforce — are giving voice to concerns over the quality of their jobs. They are becoming more frustrated by low wages and poor working conditions as the richest people in the world have seen their wealth grow by trillions.

This dissatisfaction is culminating in workers standing up for their rights and calling attention to their worth.

Tens of thousands of workers across the country — from employees at John Deere and Kellogg's to nurses and distillery workers — are on strike or close to it. More than double the number of workplaces are experiencing work stoppages as compared to the same period last year.

"U.S. Labor Unions are Having a Moment" reads a recent *Time* magazine headline.

President Joe Biden described the John Deere strike as justified and "righteous." A recent Gallup poll found more than two-thirds of Americans have a positive view of unions, with even higher support among young people.

"Through the pandemic, the nation was reminded of the essentialness of labor," Faiz Shakir wrote in *The New Republic*. "Not the labor of Wall Street; rather, the labor that drives our hospitals, our groceries, our mail, our livelihoods."

Making the 'moment' last

This surge of worker empowerment is being reported by the media, changing the dialogue surrounding a "labor shortage" into a more nuanced conversation about how companies should be treating

their employees, from wages to worker safety and more.

"Essential workers are tired of being thanked one day and then treated as expendable the next day," Liz Shuler, president of the AFL-CIO, said recently. "The headline isn't that there's a shortage of people willing to return to work. Instead, it's a scarcity story. We have a shortage of safe, good-paying, sustainable jobs."

"As it turns out, when enough voices join together, it's kind of hard to ignore them," Hayes Brown, an MSNBC columnist, wrote.

Our members continue to be active and unified. Together, we can capture the energy of this moment and channel it into building a better economy for all.



Secretary-Treasurer's Report

By Anthony Benigno

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Feeling renewed

Continued from front page

for a short time, her physical wellbeing is much improved.

“I feel like a new person now!” she said.

O'Donnell started in the industry in 1985 at Super Fresh in Wynnwood, Penn., shortly after graduating high school. She wasn't interested in college, so a friend helped her get a part time job at the supermarket.

She soon became the billing manager, the position she held at different stores until her retirement. Her responsibilities included ordering, sanitation, customer service and monitoring inventory in the aisles.

“I love a busy store,” she said, “and every store I worked at was a busy store. It makes the time go by quick. I hate just sitting around.”

She learned about the union on the job, mainly from the meat manager at her location since he was a “big union guy.”

“I remember him telling me, ‘If you stick it out here, you're gonna get one helluva pension,’” she said.

“The benefits were great, and that's



Nina O'Donnell (center) with her coworkers at Acme Markets.

what kept me here. It's been a good experience.”

The union-negotiated wages also allowed her save enough to buy a house at age 23.

Looking ahead

In retirement, O'Donnell is looking forward to spending more time at her family's beach residence in Stone Harbor, N.J.

“The best thing is not having that alarm clock anymore,” she said, “and not

having to wake up at 5:30 a.m.”

In addition to spending time with her family at the beach, she's also looking forward to visiting family in the town of Donegal in Ireland.

While she may not be on the grocery floor any longer, she is interested in taking on new challenges at one of the many schools near her home.

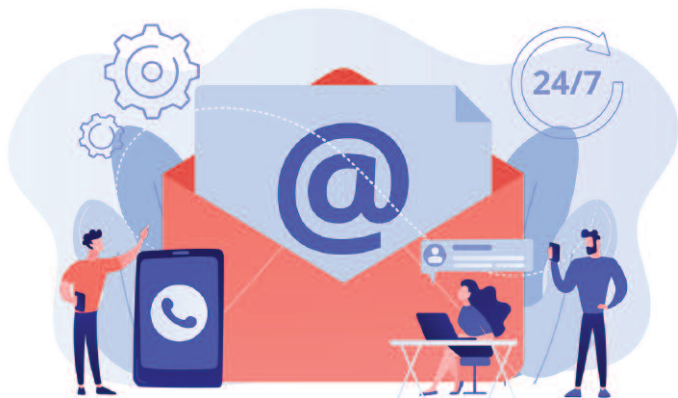
“I told myself I'm going to take a month off and then start looking,” she said. “Some type of job at a school — driving a bus or something.”

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.

Scan this QR code with your smartphone to update your information right now:





Eric Porter and Maureen McKenna (retired)
Acme Markets



Michael Wilson
ShopRite

MEMBERS AT WORK



Thomas Wallace
ShopRite



Carlos Ibarrodo
Total Maintenance Management



Amanda Barrett
Acme Markets



Minh Phan and Ed Santiago
ShopRite



The COVID-19 vaccine: Safe and effective

For your safety and the safety of those around you, it is important to get the COVID-19 vaccination as soon as possible, if you have not done so already. The current vaccines remain highly effective in preventing serious illness caused by all known strains of the COVID-19 virus.

The vaccine is well-researched and safe to receive. Everyone should receive the vaccination to lower the chances of not only contracting the virus, but also bringing it home to their families and communities.

Only through widespread vaccination against the coronavirus can we fully protect at-risk people across the states we serve and throughout the country.

Don't forget your flu shot!

An annual flu vaccine is also recommended for everyone six months of age and older as the first and most important step in protecting against this disease.

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.

Health care industry update

New contract at Victoria Commons

On Sep. 28, members at Complete Care at Victoria Commons ratified a new contract.

It maintains much of the previous agreement and preserves all members' original dates of hire, meaning their seniority was not affected. This preservation of seniority guarantees all bidding and lay-off rights and ensures those members accrue the same level of vacation, personal, and sick days.

All members received meaningful wage increases upon ratification and will continue to receive increases over the life of the three-year agreement. Affordable health care also was negotiated, including health, dental, vision, life, and prescription plans and significant savings in bi-weekly medical insurance premiums.

The Negotiating Committee included



Members vote at Complete Care at Victoria Commons in Cape May.

Director of Collective Bargaining Daniel Ross, Director of Field Services Peggy Kelly and Union Representative Pete White.

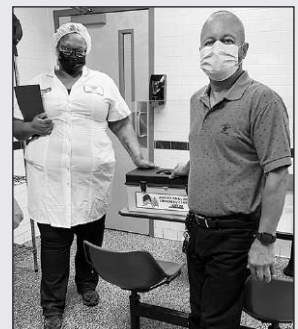
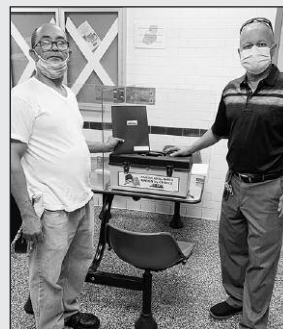
Local 152 proudly represents about 20 members at Complete Care at Victoria

Commons, a senior living community in the popular retirement town of North Cape May, N.J. Members work as CNAs, dietary aides, activity aides, cooks, drivers and more.

Manufacturing industry update



From left: five-year member Kamia Robinson, 17-year member Darrin Zeigler and 25-year member Chris O'Neal of Wilson's Meats.



Members at J&J Snack Foods vote in a steward election.





GOLF TOURNAMENT

LOCAL 152

Sept. 7, 2021

Proceeds to benefit the
Bryan D. Ross Foundation,
the Leukemia & Lymphoma
Society of America, and
various other charities.



Happy retirement!

John A. Abrams	08/01/21	Acme Markets
Loren E. Aston	07/01/21	Acme Markets
Donna M. Badessa	08/01/21	Saker ShopRite
Maureen A. Boyle	08/01/21	Acme Markets
Linda J. Brennan	07/01/21	Acme Markets
Thomas G. Brown	07/01/21	Acme Markets
Calvin Burke	07/01/21	Incollingo's Iga-Salem
Barbara A. Calderone	08/01/21	Acme Markets
Deborah L. Cimino	08/01/21	Supermarkets-Brandywine
Taffy Connolly	08/01/21	Acme Markets
Joseph N. Croce	08/01/21	Super Fresh
Scott Grull	09/01/21	Super Fresh
Kathleen E. Damerau	09/01/21	Acme Markets
Tracy L. Digiacomio	08/01/21	Murphy's At The Lakes
Patricia Dougherty	09/01/21	Acme Markets
Patricia A. Elisio	07/01/21	Whitemarsh Shop-N-Bag
Richard C. Fanslau	08/01/21	Acme Markets
Michael J. Focoso	08/01/21	George L. Wells Meat Co.
Josephine Freiler	09/01/21	Food Fair Inc.
Barbara A. Howe	07/01/21	Acme Markets
Bruce D. Hunt	09/01/21	48th Street Food Rite
Joan E. Johnson	08/01/21	Acme Markets
Sharon M. Jones Washington	09/01/21	Acme Markets
Debra A. Koons	08/01/21	ShopRite Of Bethlehem
Larry L. Landis	07/01/21	Acme Markets
Theresa A. Lewis	09/01/21	Talk Of The Town 510
Carolann D. Lind	08/01/21	Acme Markets
Mary Lorenz	08/01/21	Acme Markets
James J. McQuaid	08/01/21	Acme Markets
Francine McGill	07/01/21	Acme Markets
Anne K. Mickles	07/01/21	Acme Markets
Salvatore E. Migliore	07/01/21	Acme Markets
Mark D. Mulrone	09/01/21	Pathmark Stores
Evelyn A. Murray	09/01/21	Acme Markets
Suzanne M. Musetto	07/01/21	Acme Markets
Helene C. Natale	09/01/21	Acme Markets
Theresa Nilan	09/01/21	Drexeline Supermarket
Duane J. Norris	09/01/21	Acme Markets
Jeffrey J. O'Neill	07/01/21	Acme Markets

Andrea L. Papale	07/01/21	Zallie's ShopRite
Laura M. Perry	09/01/21	Acme Markets
David A. Robbins	08/01/21	Acme Markets
Janice Rogers	10/01/21	Acme Markets
Cheryl A. Ryan	07/01/21	Acme Markets
Anna M. Savage	09/01/21	Pathmark Stores
Andrew J. Smart	09/01/21	Acme Markets
Kathryn E. Smith	09/01/21	Acme Markets
Lori M. Spaeder	09/01/21	Acme Markets
Michael D. Sullivan	08/01/21	Acme Markets
Andrew Thal	07/01/21	Acme Markets
John G. Thiel	07/01/21	Holiday Markets-Pratt St.
Patricia Vander-Leeuw	08/01/21	General Supermarkets
Catherine L. Vanhorn	08/01/21	Saker ShopRite
Michele B. Voshell	07/01/21	M&E #2384
Francine Washel	09/01/21	Pathmark Stores
John J. Weaver	08/01/21	Acme Markets
Donna M. White	08/01/21	Zallie's ShopRite
Thomas L. Worrell	07/01/21	Somerset Stores, LLC.
Kenneth M. Zuroick	08/01/21	Acme Markets

RETIRE WITH DIGNITY

Local 152 members have
peace of mind in retirement
with health benefits
and a pension that
provides guaranteed
monthly income for life.

In memoriam

Dominic Coppola	08/21/21	Cross Bros. Hotel Supply
Robert Freiler	08/24/21	Food Fair Inc.
Benjamin Hoffman	08/25/21	Riverside Meat Co.
Kenneth W. Mellinger	07/22/21	Kunzler Packing Co.
David M. Mohn	09/28/21	Kunzler Packing Co.
Agustin Rosario	09/10/21	Butler Foods/Penn Packing
Martha Steinhauser	07/01/21	Old Fashioned Kitchen, Inc.

Study: Unions cut poverty rates

Areas in the United States with high unionization rates have lower poverty rates, a new study has found.

Wage data gathered by the University of Michigan's Panel Study of Income Dynamics show that 18.9 percent of families without union members live in poverty. Families with at least one union member fare much better with a 5.9 percent poverty rate.

The study, which covers four decades through 2015, also reveals families in states with higher union membership improve their economic status at a faster pace.

"Our results suggest that had union membership not declined dramatically since the 1970s, we could reasonably expect poverty rates would be significantly

lower," said University of Minnesota sociology professor Tom van-Heuvelen and UC Riverside public policy professor David Brady, who analyzed the data.

The wage data analyzed in the study align with reports from the U.S. Bureau of Labor Statistics which show a consistent wage advantage for union workers. In 2020, the difference was \$186 more per week in median wages for unionized workers.

The two researchers said the data again show how unions are central to bolstering the American middle class and how union membership is often overlooked as an effective measure to fight poverty.

"It is logical, though rarely discussed, that unions would also reduce the risk people become impoverished," the researchers said.

Union jobs equal higher wages

Some union workers earn more than double the wages for non-union jobs

Union workers earn more than their non-union counterparts, and the gap is widening.

Reuters, the world's largest multimedia news provider, studied years of data from the United States Bureau of Labor Statistics and found that union workers get paid more on average. Furthermore, the difference in pay between union and non-union workers increased significantly between 2013 and 2019, Reuters found.

"By the end of 2019, a unionized retail worker was taking home an average of about \$730 a week, compared with over \$670 weekly for a nonunionized worker," the report shows.

In fact, depending on what part of the country you're in, union workers are earning more than double what non-union workers are making.

The report highlights a union member at a Stop & Shop store in New York earning more than \$1,150 per week versus a non-union worker at a Target in Virginia earning less than \$460 per week.

Reuters found "one factor behind the widening wage gap is that unionized retail workers tend to work more hours per week, and more predictable hours, than nonunionized workers."

The report's findings are especially effective as a rebuttal to claims from Amazon, which argued that workers' benefits might decline if they organized a warehouse in Alabama earlier this year.

The union campaign in Alabama was unsuccessful, but it has "renewed interest in organizing across the retail industry and emboldened people," Reuters said.

One Target worker said the union campaign at Amazon made him think about "what a union is (and) how they can maybe help us with the issues we're dealing with."



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Union jobs are appreciated by a new generation of workers

A new generation of workers is not willing to work for employers who fail to offer the kind of protections and peace of mind that comes with a union contract.

These workers, many of them young workers having just entered the workforce, are standing united against jobs that are low paying and offer no security and little to no benefits.

Others, who are outside of the workforce because they haven't yet joined it or are between jobs, aren't willing to work someplace that doesn't respect their hard work. They aren't willing to work at-will and without the guarantees that come with a union contract.

We're seeing this happen often in the relatively young cannabis industry, where groups of workers made up mainly of young people are organizing their workplaces across the country.

And the effects of the pandemic have only intensified worker activism. Jobs where workers interact with customers or work in close quarters with coworkers in manufacturing spaces now carry health risks — both for workers and their families. These workers, and job hunters

interested in joining these industries, are demanding the protections that come with union membership.

A union education

In addition to the heightened presence of union stories in the news this fall, young people are seeing more and more conversation around the tangible benefits of union membership than they have in the past.

Reuters reported this summer that union workers make more on average than non-union workers, and the gap between the two widened significantly between 2013 and 2019. Shortly after, an analysis from the University of Minnesota found unions are central to bolstering the American middle class and that union membership is an often overlooked measure to fighting poverty throughout the nation.

With facts like these, it's no wonder union approval is at 68 percent, its highest reading in polls since 1965.

"Workers are right to think the ball is in their court," Adam Seth Litwin, a professor of industrial and labor relations at Cornell University, told *Bloomberg*. "They need to take a really



big bite of the apple right now."

Local 152 has always fought for worker justice, and we're glad this new generation of workers will settle for nothing less than the dignity and security a union job provides. We will welcome them into the union family and together fight for the fairness all working people deserve.

Brian String