



QUARTERLY NEWSLETTER

UNITY

FALL 2025



CELEBRATING STEWARDS!

Local 152 on hand for signing of N.J. legislation that protects workers

Local 152 fights for members across multiple fronts: at the workplace, at the bargaining table and in the halls of government. When the rights of workers are protected, it builds a path forward for the entire Labor Movement.

President Daniel Ross, Jr., was part of a new day for workers' rights when he joined New Jersey

Please see page 2

Steward Seminar charts a course for the future

More than 250 Local 152 stewards gathered in Mt. Laurel Township, N.J., on Oct. 28 to reflect on their accomplishments and make a plan for the future at the 2025 Shop Steward Educational Seminar.

President Daniel Ross, Jr., welcomed the stewards and praised them for the frontline, day-to-day leadership they provide to members at the workplace.

"When a member has a problem, they call you first," he said. "When management tries to bend the rules, you catch it first.

**'When a member
has a problem, they
call you first'**

"You are the foundation of our power," he continued. "That's why this seminar is important. Shop stewards are the backbone of this union."

Ross listed the many accomplishments Local 152 was able to achieve since the previous seminar, all thanks to a united and active membership.

Please see page 6

Also inside: **Regional Director Spotlight • Labor Day Parade • Contract Ratifications**



Mental health resources for Local 152 members

If you are experiencing mental health issues, know that you are not alone. Help is available. Contact the Local 152 Benefit Funds at **(800) 555-4959** to find out what services are available.



Local 152 President Daniel Ross, Jr., fourth from right, stands with New Jersey Governor Phil Murphy and other leaders.



UFCW Local 152 Unity
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United Food and Commercial
Workers Local 152

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Daniel Ross, Jr.

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100% Union

New legislation

Continued from front page

Governor Phil Murphy and other like-minded leaders in September for the signing of new legislation that sets a strong foundation for the future.

The bills, A1682/S1054 and A4429/S3302, both ensure labor history is taught to students in grades 6–12 and prohibits employers from mandating employees participate in “captive audience” meetings designed to dissuade workers from joining a union.

Honoring history

The sponsors of the first bill view labor education as empowering to students in

helping them understand the sacrifices of workers who came before and what it means in today’s workplaces. The sponsors of the second bill sought to ensure workers are treated with dignity on the job by having the freedom to make their own decisions without intimidation or coercion.

“On behalf of UFCW Local 152, I am pleased to see Governor Murphy deliver for working families by signing these pro-labor bills into law,” President Ross said.

“By strengthening workers’ rights and providing students’ a clear path to education on the Labor Movement, these measures demonstrate our shared values of protection, fairness, and access to opportunities for working men and women in New Jersey.”

IT PAYS TO BE UNION!

Grievances resolved
3rd Quarter 2025: **90**

Back pay and benefits restored to members
3rd Quarter 2025: **\$230,000**



Contract ratifications across Local 152

Members at Goya Foods in Pedricktown, N.J., ratified a new union contract on Dec. 1.

The new contract brings significant improvements for 40 members at Goya Foods. All members will receive an immediate, across-the-board wage increase, as well as guaranteed increases annually for the five-year agreement. Additionally, the union bargaining committee was able to increase differentials, which are stacked with the yearly increases.

Goya Foods agreed to contribute more money to the UFCW Local 152 Savings Plan, allowing members to plan for a more comfortable retirement. Finally, funeral leave was expanded and affordable union-negotiated health care was preserved.

The Negotiating Committee included Collective Bargaining Representative Chad Brooks, Executive Assistant to the President Danette Montes-Palmore, Shop Steward Luis Vazquez, and committee members Jose Vazquez and Miguel Delgado.

Local 152 represents about 40 workers at the Goya Foods warehouse in Pedricktown — who work as Hi-Lo operators and warehousemen — as well as about 200 workers at the plant in Jersey City, N.J.



Goya Foods (Pedricktown)

Because most Sysco members work as drivers and don't usually work together, the new contract establishes a "Joint Labor Management Committee" consisting of bargaining unit members, a union representative, and management. This committee will meet regularly to discuss items of concern, offering workers a formal opportunity to have their voices heard.

The Negotiating Committee included Director of Collective Bargaining Lou Faiola, Bargaining Representative Peter White, Union Representative Matte Kane, Shop Steward Brian Barrett, and members Rondell Vaughan and Paul Hoster.

Local 152 members at Sysco in Egg Harbor City primarily work as delivery personnel.



Sysco

Barclays

On Nov. 11, approximately 40 workers at Barclays Rehabilitation in Cherry Hill, New Jersey ratified a new contract.

The new three-year agreement guarantees annual wage increases for all members, as well as a one-time ratification bonus. Additionally, members who choose to waive health care benefits offered through Barclays will now receive an hourly premium.

The Negotiating Committee included Collective Bargaining Representative Chad Brooks and Shop Steward Daisy Santiago.

Local 152 members at Barclays Rehabilitation work as certified nursing aides, housekeepers, and dietary assistants.

Sysco

On Oct. 26, more than thirty workers at Sysco in Egg Harbor City, N.J., ratified a historic new contract.

Through hard bargaining, Local 152 was able to negotiate a four-year contract that provides Sysco members with the highest wage increases ever achieved. Additionally, the committee was able to raise the 401(k) match percentage.

General Membership Meetings 2026

Stay tuned for dates and locations

Help fight Project 2025 and protect workers' rights

The Heritage Foundation's "Project 2025" is more than just a policy proposal — it's a dangerous roadmap that threatens the rights of working people and undermines the foundations of our democracy. Branded as a "180-day playbook" for the Trump administration, Project 2025 has already begun to influence real policy decisions — with devastating consequences for America's workers.

For the past few months, the Trump administration has been working to install new anti-worker appointees at the National Labor Relations Board who will reverse worker protections and make it harder to unionize. For example, President Trump has already weakened card check by firing almost all mediators at the Federal Mediation and Conciliation Service.

The U.S. Department of Labor is planning a major rule change that will likely reverse workplace safety regulations, and the administration has also gutted the National Institute for Occupational Safety and Health — a key workplace safety agency.

The Trump administration is threatening civil liberties through immigration enforcement. On his first day in office, President Trump issued an executive order challenging birthright citizenship, which is protected by the 14th Amendment of the Constitution.

The administration is trying to eliminate visas and work authorizations for many immigrant workers, including Temporary Protected Status and the parole program for Cubans, Haitians, Nicaraguans, and Venezuelans. The administration has even targeted Deferred Action for Childhood Arrivals recipients for deportation. Increased workplace immigration raids are also a constant and expanding threat.

The administration is targeting diversity initiatives in the private sector. This move makes discrimination easier by gutting civil rights offices and reversing civil rights protections for LGBTQ+ workers. And as members of Local 152 know, tariffs are leading to increased prices for groceries and imported coffee.

I urge all members of Local 152 to take action and spread the word about the dangers of Project 2025. You can



REGIONAL DIRECTOR SPOTLIGHT

By **Fallon Ager**
UFCW Region 1 Director,
International Vice President

learn more about how Project 2025 will affect workers' rights, health and safety, retirement security, civil rights, consumer rights and more at betterinaunion.org/project-2025.

I also encourage you to continue educating friends, family, and co-workers about the power and protections that come with a union contract. Together, we can and will protect the rights of our members and all workers. Thank you for all that you do to make our union better and stronger.

Provide an organizing lead and strengthen your union!

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, contact Local 152 Director of Organizing Mike Thompson at (888) 564-6152 or via email at mthompson@ufcwwlocal152.org.



We're grateful for your work this holiday season

The holiday season, when we gather with loved ones to reflect on the year and look forward to the next, is the perfect time for gratitude.

All of us have things to be thankful for, and for my part, I am thankful for the incredible work our members do during the holiday rush each year.

These months at the end of the year are a tremendous physical and emotional strain on members throughout our industries. Longer hours and impatient customers are concerns many of our members deal with, on top of their own holiday planning and responsibilities.

But they still show up and perform their work duties at a high level, like true professionals. Every clerk, every cashier, every health care worker, every cultivator, every forklift driver — all of them, and many more, meet the challenge during these difficult months.

Making the holidays happen

While working in the supermarkets, I can attest to the increased stress of balancing the extra workload that comes with more customers in store, bigger inventory orders to deal with, and higher demand from management.

It's said that our members are part of what makes the holidays happen, and I agree wholeheartedly. The extra work our Local 152 family puts in during the holidays doesn't come without a cost — it requires sacrifice.

Our members put in the extra effort to make the season brighter for customers and the people they serve, and at the end of the day, they've given all they have. They may have to move around their own schedule to meet the increased demand on the job, and they

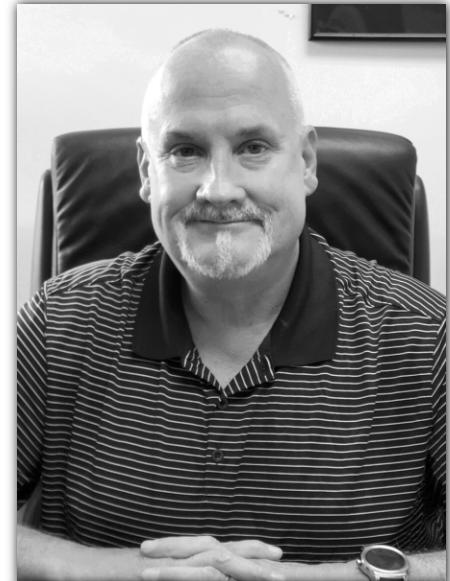
You may not hear 'thank you' from the ones you serve nearly enough, but your work is not taken for granted by myself or anyone in the Local 152 family

may not have the same amount of energy as usual when they clock out because of the increased intensity of the work they perform in November and December.

Going above and beyond

You may not hear "thank you" from the ones you serve nearly enough, but your work is not taken for granted by myself or anyone in the Local 152 family. We are grateful for your ability to go above and beyond during these times, and we are appreciative of all that you do. Thank you.

Remember that this too shall pass and celebrating with family, friends and coworkers is the true fulfillment. This may be the last year you're all together as one, so enjoy this holiday season to the fullest.



Secretary-Treasurer's Report

By Dan Konczyk



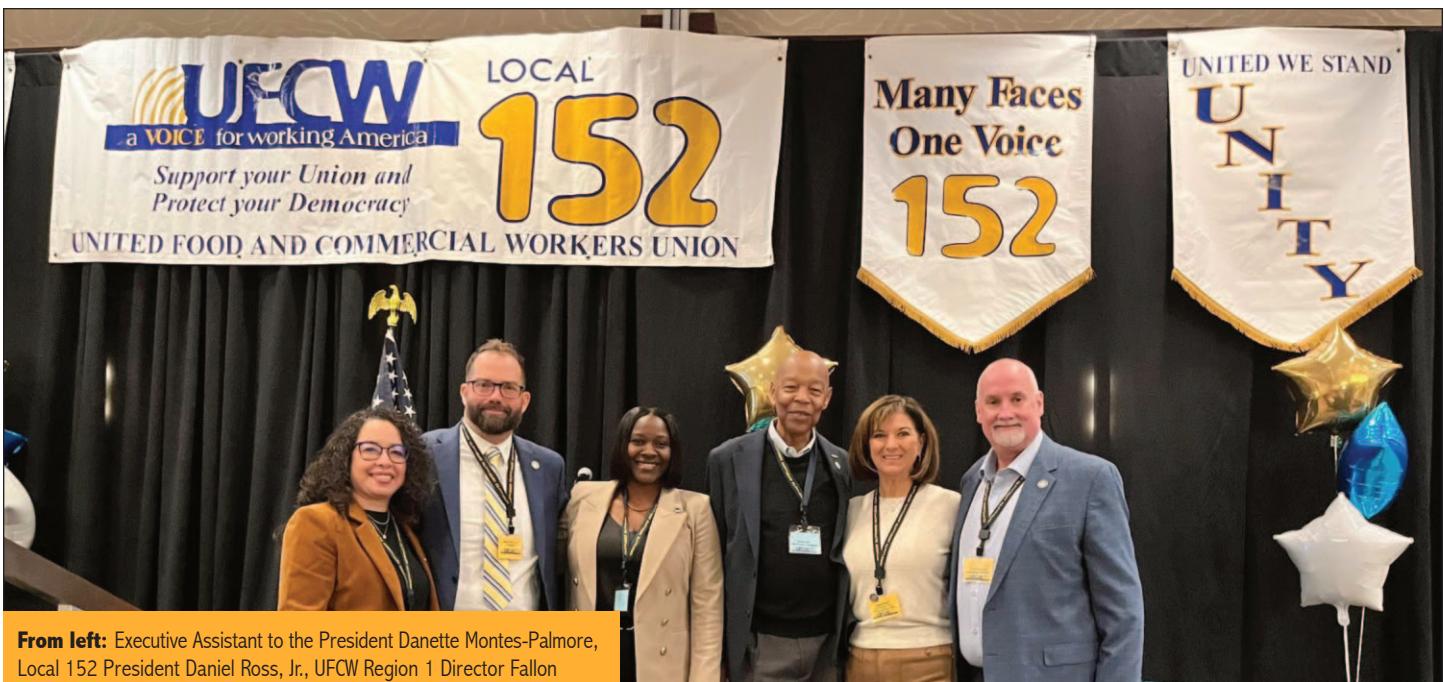
Keep your union up to date!



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:



From left: Executive Assistant to the President Danette Montes-Palmore, Local 152 President Daniel Ross, Jr., UFCW Region 1 Director Fallon Ager-Norman, UFCW International President Milton Jones, Executive Vice President Lisa Sanders and Secretary-Treasurer Dan Konczyk.



Steward Seminar charts a course for the future

Continued from front page

He introduced UFCW International President Milton Jones, who spoke to stewards about the challenges the Labor Movement will face in the coming years and thanked them for their hard work to improve the lives of their fellow workers.

Fallon Ager-Norman, UFCW International Vice President and Director of Region 1, addressed stewards about the need for solidarity in a time of rapid innovation throughout many industries, and the strength needed to fight against a new wave of anti-worker legislation.

During the seminar, stewards brainstormed ways to deal with difficult people on the job as well as how to effectively monitor the ways companies are integrating AI into the workplace.

Attendees also discussed worker empowerment, participated in training dedicated to stress reduction, heard about the latest developments in labor politics and learned essential information from a retirement planning panel.

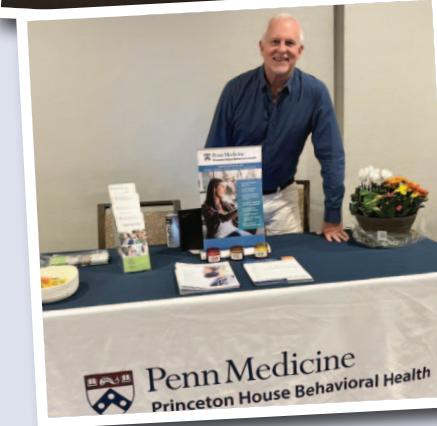
Standing up for what is right

As the seminar concluded and before stewards returned — energized — to their workplaces, President Ross thanked them again for their many contributions to the success of Local 152.

“I know the work of a shop steward is not easy — it’s longer hours, it’s balancing the demands of the job with the needs of your co-workers, and it’s often standing up for what is right when it would be much easier to stay quiet,” he said. “Without your dedication and support we wouldn’t have been able to accomplish all that we have.”



**Making the
most of your
benefits!**





LABOR DAY PARADE 2025



Sept. 23, 2025

Thousands of dollars were raised at the 20th Annual Charity Golf Tournament to benefit the Bryan D. Ross Foundation, the March of Dimes and various other charities.



Reminder

What to do if you are part of an investigation

The first thing to remember if you are approached for an investigatory interview is your right to union representation. This federally protected tool of worker empowerment, called Weingarten Rights, enables you to request a representative of your union be present for any meeting with your employer that could lead to disciplinary action.

Members should be diligent to protect themselves.

Know your rights: Always ask for union representation when your employer wants a meeting that could lead to disciplinary action. Do not write or sign any statement without the union present. If you do sign, write "do not agree" next to your signature and contact your union representative as soon as possible.

Exclusive discounts for Local 152 members!

UFCW Lifemart

- Auto
- Child care
- Electronics

TicketsAtWork

- Hotels
- Movies
- Theme Parks

Union Plus

- Personal loans
- Supplemental Insurance
- Theme Parks

Jersey Shore

- Morey's Pier
- Fantasy Island



Entertainment

- Big Kahuna's
- Clementon Park & Splash World
- Philadelphia Zoo
- ...and more!

Visit ufcwlocal152.org for details



Enhanced health benefits for Local 152 members

The Fertility and Family Building benefit is available now

Members who participate in the Local 152 Health and Welfare Fund, Tri-State Health & Welfare Fund as well as the UFCW Health & Welfare Fund have access to a fertility and family building solution leveraging the latest technologies. This comprehensive coverage covers all the individual services, tests, and treatments you may need. Members can connect with top fertility specialists across the U.S., and lean on their dedicated Patient Care Advocate for unlimited support.



Call Progyny at
(833) 233-0953
or scan the
QR code to
get started!



UFCW Discount College Program
Affordable college options for UFCW Local 152 members and family!



FOLLOW LOCAL 152 ONLINE

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instagram.com/ufcwlocal152/

Happy retirement!

Judith A. Adams	11/01/25	Delaware Supermarkets
Karen A. Beck	11/01/25	Acme Markets
Carrie L. Bennett	10/01/25	Acme Markets
James H. Black	09/01/25	Middletown Supermarket
Joseph D. Bowen	11/01/25	Pathmark Stores/Local 152
Lisa M. Brady	09/01/25	Acme Markets
Lisa K. Bruner	08/01/25	Acme Markets
Alison D. Caldwell	11/01/25	Pathmark Stores/Local 152
Cindi Callen Cruz	11/01/25	Acme Markets
Christopher T. Carfagno	09/01/25	Pathmark Stores/Local 196
Thomas Coleman	09/01/25	Acme Markets
James Descala	11/01/25	Stop & Shop
Scott Elliott	11/01/25	General Supermarkets
James L. Farnell	11/01/25	Acme Markets
Adeline Fonte	10/01/25	Acme Markets
Cassandra D. Forman	10/01/25	Acme Markets
Walter T. Fowler, Jr.	10/01/25	Ball Park Brands
Darryl L. Frantz	10/01/25	Brown's Superstores
Sharon N. Gallimore	11/01/25	Acme Markets
Kathleen M. Gaughan	10/01/25	Acme Markets
Estate of Joseph Hawn	11/01/25	General Supermarkets
Janet L. Hosier	09/01/25	Acme Markets
Jean-Jacques Kervran	09/01/25	Acme Markets
Linda M. Kieffer	08/01/25	Acme Markets
Nancy L. King	10/01/25	Eickhoff Supermarkets
Anthony N. Lynardakis	11/01/25	Acme Markets
Gregory E. Madeksiak	08/01/25	Acme Markets
Stanley W. Marszalek	10/01/25	Bottino's Supermarkets
Maryjo Martin	09/01/25	Murphy's Market
Joanne McCallum	10/01/25	General Supermarkets
Eleanor McCallum	11/01/25	Acme Markets
John J. McGill	10/01/25	Acme Markets
Joanne L. McGovern	11/01/25	Acme Markets
Judy C. McNally	11/01/25	Acme Markets
Randall H. Miller	09/01/25	Berks Packing Co.
Barbara-Anne Peck	09/01/25	Middletown Supermarket
Robert M. Powers	09/01/25	Thrifty Supermarket, Inc.
Edward J. Risteter	08/01/25	Laneco Inc. Food Lane
Debra M. Roperto	08/01/25	Acme Markets
Diana M. Royer	11/01/25	Pathmark Stores/Local 152
Debra A. Schulke	08/01/25	Brown's Superstores



RETIREMENT

Are you retiring?

Let us know! Fill out the retirement form.

Joyce M. Scurti	11/01/25	Murphy's Marketplace
Mary K. Sharer	09/01/25	Acme Markets
Cynthia A. Smitheman	09/01/25	Acme Markets
Robert Sulkowski	10/01/25	Pathmark Stores/Local 152
James E. Taylor	08/01/25	Acme Markets
Donna M. Vanpelt-Ranieri	08/01/25	Center Square Iga
Kathy E. Ware	10/01/25	Larchmont Shop 'n' Bag
Deborah A. Waters	09/01/25	Warwick Shop 'n' Bag
Robert A. Weekly, II	08/01/25	Acme Markets
Louise West	11/01/25	Acme Markets
Rochelle L. Womack	11/01/25	Ball Park Brands

In memoriam

Thomas F. Ahern	08/03/25	Drexeline Supermarket
Geraldine M. Alessadrine	10/05/25	Rhawnhurst
Catherine L. Alexander	09/07/25	Zallie's Supermarkets
Robert Antonucci	09/06/25	Village ShopRite
Ricky L. Barr	09/28/25	Top Shelf Fine Foodery
Josephine Barr	11/01/25	Stop & Shop
Jeanne W. Bertino	10/06/25	Acme Markets
Paul Brauning	09/14/25	Super Fresh
Rosemarie Capille	11/04/25	Acme Markets
Barbara Carter	08/19/25	Pathmark Stores/Local 198
Agnes S. Casey	10/04/25	Acme Markets
Dixie S. Chambers	09/02/25	Super Fresh
David A. Cole	10/20/25	Super Fresh
Alfred Colella	10/21/25	A&P Tea Company

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Continued from page 10

Mildred A. Cranmer	08/25/25	Super Fresh
Louis Criscillo	10/18/25	ShopRite of Mullica Hill
Alejandro Cruz	10/11/25	George L. Wells Meat Co.
Donna M. Dobson	08/07/25	Larchmont Iga
Andrea L. Downs	08/08/25	Pathmark Stores/Local 152
Anthony Elefante	09/06/25	Pathmark Stores/Local 152
Helen Ferringo	08/21/25	Acme Markets
Noreen P. Gallagher	08/30/25	Supermarkets Cherry Hill
Jack Goldberg	08/22/25	Shop 'n' Bag
Carol Harris	09/06/25	Acme Markets
Richard W. Harvey, III	09/15/25	Somerset Stores, LLC
John C. Headley	08/26/25	Supermarkets Cherry Hill
Mary Hiddleston	08/01/25	Super Fresh
Bruce D. Hunt	08/07/25	48th Street Food Rite
Diana L. Kimic	10/08/25	Zallie's Supermarkets
Carol Kirschman	10/20/25	ShopRite
Theodore Kriegler	09/10/25	George's Market
Marie Laurence	09/06/25	Holiday Markets
Richard Lieberman	08/22/25	Acme Markets
Gertrude Lilley	09/02/25	Ball Park Brands
Geraldine Liston	09/24/25	Acme Markets
Lynne A. Logrande	08/02/25	Super Fresh
Yvette Mathias-Smith	08/06/25	Pathmark Stores/Local 152
Robert W. Meeks	09/15/25	Medford, Inc.
James C. Mertens	10/21/25	Stein Henry Co.
M. Susan Moran	10/24/25	Acme Markets
Mary Moschella	10/19/25	Acme Markets
John B. Mull	08/21/25	Berks Packing Co.
June V. Myers	08/03/25	Acme Markets
Joseph K. Orzechowski	08/05/25	Zallie's Supermarkets
Joseph P. Perpetuino	10/03/25	Pathmark Stores/Local 152
Joseph N. Perretti	08/10/25	George's Market
Kathleen A. Phelps	11/17/25	Pathmark Stores/Local 152
Sandy Pistrutto	08/28/25	Acme Markets
John R. Resine	11/13/25	Pathmark Stores/Local 198
Albert W. Roberts	09/04/25	Ball Park Brands
Arthur Roman	08/12/25	Newark ShopRite
Edna M. Roth	10/10/25	Acme Markets
Beth Salerno	11/27/25	Collingswood Manor
Mary E. Schaeffer	08/10/25	Incollingo's Iga
Frank Scheingraber	09/08/25	Kunzler Packing Co.
Marcia V. Schmid	10/11/25	Village ShopRite
Jane E. Seymour	10/10/25	Zallie's Supermarkets

Happy retirement!

Sharon Sipler

Acme Markets



Shirley Shepard

Monmouth County
Sheriff's Office



Sharon Cortese

ShopRite



Nancy Sharp	10/11/25	General Supermarkets
Thomas Shaw	11/09/25	Acme Markets
James H. Snook	09/16/25	Super Fresh
Mimusia R. Stafford	10/16/25	Super Fresh
Barbara A. Tomlinson	09/09/25	Pickwell-SHS Enterprises
Lana Tropea	11/13/25	Crothall
David Turner	09/16/25	Butler Foods/Penn Packing
Reginald R. Wallace	08/08/25	Acme Markets
Thomas Wharton	10/18/25	Acme Markets
Willie Wilkins	09/10/25	B. S. Pincus Co. (Yankee Maid)
June E. Winder	09/04/25	Acme Markets
James N. Womack	08/04/25	Saker ShopRite
Doris A. Young	09/29/25	Broomall ShopRite
James Zoladkiewicz	08/17/25	Super Fresh

UFCW Local 152
3120 Fire Rd., Suite 201
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Stewards: The key to our success

I'm grateful to stand shoulder to shoulder with so many dedicated members who support their families, uplift their workplaces and enrich their communities every single day.

In this report, I'd like to give a special shout-out to our shop stewards — the backbone of this union.

Stewards play a crucial role: they're your leadership's eyes and ears on the shop floor. In a world where employers can be less than forthcoming and rumors spread fast, stewards relay accurate information and help dispel misinformation before it takes hold.

Whether it's questions about benefits, negotiations, or contract language, they're the ones our members turn to first with confidence.

Strength to strength

Over the last few years, we've made real progress: negotiating stronger contracts, recovering over \$750,000 in back pay awards, improving our health & welfare benefits, helping pass pro-worker legislation and much more.

But none of it happens without the solid foundation our stewards provide.

**Our stewards
solve problems,
support their coworkers
and lead by example**

They don't step up because the role is easy — far from it. They do it because they care about something much bigger than themselves.

Our stewards solve problems, support their coworkers and lead by example. Their commitment contributes significantly to building a union culture we can all be proud of. It's an honor and a privilege to have these exemplary members in our ranks as we chart a course for the future of this union together.

Call to serve

When members get involved as stewards, our entire union grows stronger and more united. If your facility has a vacant steward spot, join us, get involved, and help fight for the fairness and dignity every member deserves. Your voice, your experience, and your leadership can make a real



**President's
Report**
By Daniel Ross, Jr.

difference for the people you work with every day.

Active stewards help set the tone for our continued success, and they give us the strength in your workplaces to tackle new challenges united, strong and ready to win!

A handwritten signature in black ink that reads "Daniel J. Ross".