

President's Report

Front Line Heroes: How do we thank you? Let us count the ways

By Brian String

Thank you. Gracias. Merci. Danke. Grazie. Spasiba. Shukran. Xiexie. Dhannvaad. Domo. Todah.

We could say it in all of the 1,717 languages currently spoken on planet Earth and it still wouldn't express how grateful we are to serve you.

In all of the workplaces we represent — grocery stores, food processing plants, health care offices, rehabilitation facilities and more — the sisters and brothers of UFCW Local 152 demonstrate the finest qualities of America's work force.

We're talking about qualities such as professionalism, responsibility, compassion and courage.

These qualities have been especially evident during the COVID-19 emergency, now well into its third month.

Please see back page



Merida Rivera
J&J Snack Foods (Pennsauken)
Member since Nov. 12, 2001

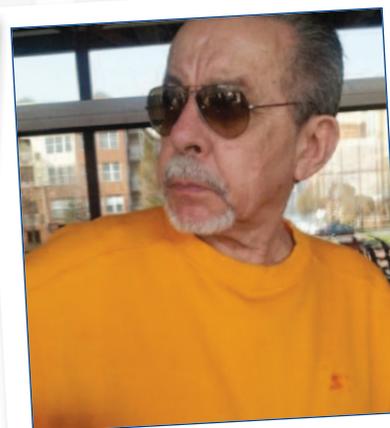


Regina Cooper
St. Mary's Catholic Home
Member since Jan. 25, 2017

In memory of Local 152 members lost to COVID-19

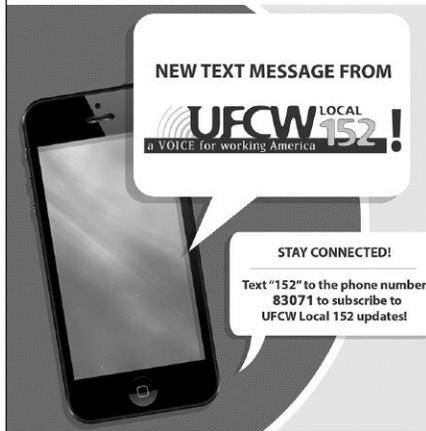


Gilberto Garcia Torres
Goya Foods, Inc. (North Jersey)
Member since July 1, 2001



Hugo Valdivia
Goya Foods, Inc. (North Jersey)
Member since Jan. 12, 1997

STAY CONNECTED!



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

EDITOR

Brian String

UNION HEADQUARTERS

3120 Fire Rd., Suite 201
Egg Harbor Township, NJ 08234
(888) JOIN-152

Vol. 16, Issue 2
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:



United Food and Commercial Workers Union Local 152 Notice of Nomination and Election of Officers

Pursuant to Article XII of the Bylaws of United Food and Commercial Workers Union Local 152 and Article 35 of the United Food and Commercial Workers International Union Constitution, there shall be an election of officers of UFCW Local 152 which shall be held on July 30, 2020. The election shall be held for the offices of President, Secretary-Treasurer, Recorder and twenty (20) Vice Presidents. The terms of office shall be for three years beginning January 1, 2021.

Pursuant to Article XII Section E of the UFCW Local 152 Bylaws, nominations for the above offices are to be conducted by petition which require signatures of two percent of the average monthly active membership of Local 152. The number of active member signatures required on each petition for nomination is 266.

Each nomination petition shall indicate the member who is being nominated and the specific office for which he or she is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which he or she is being nominated. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office and that the office for which each member is being nominated is specifically indicated. Each petition shall also contain the signature, printed name and home address of each member signing the petition.

Nomination Petitions shall be filed at the offices of UFCW Local 152, 3120 Fire Road, Suite 201, Egg Harbor Township, NJ 08234 by mail or in person. If delivery is in person, please consult with the General Election Chairperson for any COVID-19 safety requirements which may be in place. The original signatures are required to be filed and transmission by facsimile, computer or other form of electronic transmission shall not be valid. To be valid all nomination petitions with required active member signatures must be received not later than July 2, 2020 at 4:30 p.m. Petitions received after that date and time shall not be valid.

James Mulholland has been selected to serve as General Election Chairperson to supervise the conduct of the election including the nomination process. Petition forms may be obtained directly from the General Election Chairperson. If you have any questions regarding election procedures or rules, please contact James Mulholland, General Election Chairperson, UFCW Local 152, 3120 Fire Road, Suite 201, Egg Harbor Township, NJ 08234, telephone number (888) 564-6152.

The election of officers shall be conducted on July 30, 2020. No less than 15 days prior to the election date each member will receive additional information concerning the election including times, locations and procedures for voting including any State or Federal COVID-19 safety requirements which may be in effect.

No person shall be eligible for nomination or election to any office unless such person is:

1) An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs, or;

2) An active member in the Local Union who has been an active member in the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs.

Any member satisfying the eligibility requirements above must maintain continuous active membership in the Local Union to remain eligible to run for or hold elective office.

Correct address and phone number a must: People move frequently, but it only takes a phone call, a minute with a Union Representative or a call to the Union Office to correct your address and telephone number.

#ShopSmart campaign

The UFCW has launched the #ShopSmart campaign, a national initiative to promote safety awareness during the COVID-19 crisis. Digital and TV commercials educate shoppers about how to protect themselves as well as our members in the stores.

The suggestions include:

- Do not go to the grocery store if you feel sick!
- Wash your hands before and after going to the store.
- Wear a face mask.
- Maintain at least six feet of distance from others.
- Bring sanitizing wipes or use bottles of store-provided cleaning spray to wipe down your grocery cart.
- Never toss used masks, gloves or wipes on the ground or leave them in a shopping cart. Dispose of them properly in a trash can.
- Take an inventory of what you need before you shop so you don't have to go back to the store several times.
- Do not overbuy or hoard products. Panic buying disrupts food and product distribution.
- Go to the store during off-peak hours when possible.
- If you are a senior, check if your store has special hours dedicated to senior-only shopping.
- Use store-provided plastic bags instead of your own reusable bags.
- Use your credit card instead of cash, if possible. Wipe down your card and phone after your visit.



2020

UFCW CHARITY FOUNDATION SCHOLARSHIP PROGRAM

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

In 2020 the UFCW Charity Foundation will award several SCHOLARSHIPS, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

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

www.ufcwcharityfoundation.org/scholarship

DEADLINE EXTENDED TO JULY 10!



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

If you need the scholarship rules or an application in another language, please contact us at 1-800-551-4010 and we will obtain assistance for you. UFCW employed officers, staff, and their immediate families are not eligible.

IT PAYS TO BE UNION!

Grievances filed or resolved:

1st Quarter 2020

66

**Back pay and benefits
restored to members:**

1st Quarter 2020

\$18,469.31

The new normal for grocery

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

While most retailers are still experiencing fairly robust sales, the panic buying/hoarding period in mid-March has significantly waned and, of the 25 retailers we have informally polled over the past few weeks, many have told us they are now contemplating how to deal with the next period of consumer behavior.

“We’ve always prided ourselves on our ability to plan and project at a high level, but consumer behavior over the past eight weeks has made that very difficult,” said a chain executive whose parent company has stores operating in most of the Northeast. “One of our biggest challenges is how to offset our increasing expenses once sales flatten out even more in the coming months.”

Specifically, some of those new costs are now baked into the new operating environment – the investments into cleaning stores more thoroughly, protecting workers with masks and gloves and hiring more associates to provide other newly needed in-store services – will likely be around for more than the short term. Other expenses such as installing sneeze guards and creating signage for social distancing or directional arrows are deemed one-time costs.

“We’ve got a window that’s going to be around for at least several more months or as long as we’re not competing with restaurants and schools for a piece of the pie,” said the president of a Pennsylvania-based chain retailer. “But that window is going to close at some point and all of us need to make plans as best we can on how we cover some of these long-term expenses that remain.”

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

KEEP CALM

&

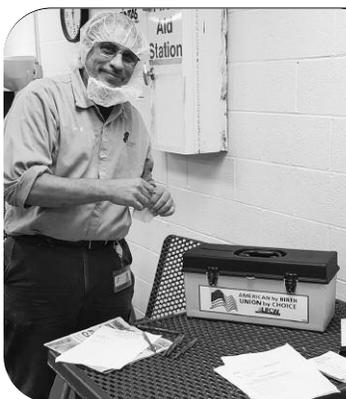
**THANK A
UNION
WORKER!**

LOCAL
UFCW 152

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.



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 COVID-19 could alter shopping habits in the future

Changing patterns raise critical questions for our union

C OVID-19 has brought big changes to our stores and communities, and more changes seem to be coming every day.

While social distancing is keeping most public spaces quiet, our supermarkets and drug stores continue to be major exceptions. At the same time, uncertainty about the future is putting a strain on our members as they work to keep up with demand.

We are feeling the immediate effects of this health crisis, but what will happen a few weeks, months or even years out? How will the U.S. economy deal with the lasting effects of this situation?

Grocery industry uncertainty

In the grocery industry, business is still booming and employers are still trying to hire new workers. But the outlook is unclear on whether layoffs are in store for these new hires after the crisis recedes.

Will consumers have a renewed appreciation for our union members in the stores who remained on the front lines during this tense period? Those

good feelings, coupled with a stronger desire to venture out in the world after months of isolation, could drive shoppers to stores and keep the industry strong.

On the other hand, customers may continue to be wary of close contact with others and choose to stay home. They may have developed new online grocery purchasing habits that become their preferred way of food shopping going forward.

Looking ahead

Also, there are broad economic issues to consider. For example, will the government continue to provide financial aid for Americans, enabling them to continue their purchasing routines, or will a rise in unemployment cause a chilling effect, leading everyone to cut back on spending?

These are critical questions for our union because the economy plays an important role every time we sit down for negotiations with employers. A healthy economy means healthy business at the stores, which translates to



Secretary-Treasurer's Report

By Anthony Benigno

better wages, increased hours and improved job security for our members.

No matter what transpires in the economy in the coming months, we will continue to fight for the best for our members.

We will not let anyone forget the bravery and selflessness of our members in this challenging time.

Visit [UFCW.ORG/LANGUAGE](https://www.uctw.org/language) today.

UFCW

желанный

Welcome

Bienvenue

ようこそ

환영

benvenuto

Bienvenido

Herzlich willkommen

歡迎

UFCW members can learn a foreign language for free.



THANK YOU
YOUR UNION IS HERE FOR YOU
WE'RE IN THIS TOGETHER





Pictured above: members of the Negotiating Committee. Back row, from left: Kathy Belford, Mary Fuller, Arthur Blomkvist, Dawn Bertino, Mike Thompson, Lou Yacovelli, Bill Brennan, Ruth Spencer-Dunn, Jim Frick, Kim Broomell, Mike Nicholas, Donna Heiler, Tom Hartle, Joe Stathius. Front row, from left: Cary Lawson, Daniel Konczyk, President Brian String, and Dan Ross, Jr.

Acme members ratify industry-leading contract

More than 1,200 members of Local 152 who work in the retail departments of Acme Markets stores in New Jersey ratified a new contract on March 3 that improves benefits and raises wages.

Local 152 represents retail clerks who work in the floral, grocery, frozen foods and other departments in Acme Markets stores in Atlantic, Cape May, Cumberland and southern Ocean counties in New Jersey.

The four-year contract maintains no cost-sharing of medical benefits, meaning these Acme Markets retail clerks will continue to pay nothing out of pocket for their health care plan for the duration of the contract. This is a monumental achievement as health care costs continue to skyrocket.

The agreement also includes immediate across-the-board wage increases, as well as additional increases each year for the life of the contract. Most department managers will enjoy an increased premium to reward their skills and dedication, and a few crucial positions were reclassified to offer additional compensation.

The contract secures paid sick days,

fulfilling a request made many times in the past. The introduction of New Jersey’s earned sick leave law helped the Negotiating Committee make this goal become a reality. Effective upon ratification, all Acme Markets retail members can accrue up to 40 hours per year of paid sick leave, which can be rolled over into the next year or paid out at the member’s discretion.

Finally, in addition to better clarifying language throughout, the new contract mandates that schedules be posted earlier, so members can have better control of their work-life balance.

The Negotiating Committee consisted of Local 152 President Brian String; Executive Assistant to the President Daniel Konczyk; Director of Collective Bargaining Daniel Ross, Jr.; Director of Field Services Joe Stathius; Director of Communications Mike Thompson; Union Representative Cary Lawson; and Union Representative Tom Hartle. It also included 11 Shop Stewards: Lou Yacovelli, Bill Brennan, James Frick, Donna Heiler, Kim Broomell, Kathy Belford, Mary Fuller, Arthur Blomkvist, Ruth Spencer-Dunn, Michael Nicholas and Dawn Bertino.



Manufacturing industry update

Tyson Foods members vote to ratify new contract during COVID-19 crisis

In April, members at the Tyson Foods facility in Vineland, N.J., voted overwhelmingly to ratify a new contract that includes wage increases, bonuses and more.

Local 152 represents approximately 140 members at the facility who perform food processing duties.

In addition to overall wage adjustments, several job classifications received increases of up to \$1.50 per hour over the course of the three-year contract. Annual increases of \$0.60 and \$0.80 per hour will take effect in 2021 and 2022. Also, all members received a ratification bonus of up to \$600.

Several aspects of the previous agreement were renegotiated and enhanced, providing more flexibility

with vacation and sick time, an additional paid holiday for all members, and a personal day off for all members after three years of service to reward longevity.

Additionally, improvements were negotiated to bereavement leave, use of sick time, union orientation and shop steward language, among other language changes that benefited the membership.

Due to COVID-19 safety restrictions, a standard ratification meeting wasn't possible, so members were mailed an informational packet and voted during shift changes at the plant. The members used Personal Protective Equipment (PPE) and followed distancing guidelines as they cast their votes.

Bargaining with a large global employer requires much preparation, so surveys were sent in advance to the members and the union consulted with the UFCW International Union's meat packing and food processing division to come up with a plan for negotiations, Local 152 Director of Collective Bargaining Daniel Ross, Jr. said.

The Negotiating Committee included Ross, Chief Steward Pablo Cruz, Steward Johnathan Medina, Assistant Director Carmine Del Vicario and Assistant Director of Collective Bargaining Lisa Sanders, and others. Some were serving for the first time on a negotiating committee, which was an important learning opportunity, Ross said.

"We had a great experience showing them the process and a firsthand account of bargaining collectively," he said.

Health care industry update

New Jersey health care workers ratify a new contract

Earlier this year, more than 500 Local 152 members who work at Cape Regional Medical Center in Cape May County, N.J., voted overwhelmingly to ratify a strong new contract that raises wages and preserves benefits.

Members at Cape Regional Medical Center are employed as registered nurses, transport and food service workers and in other positions that serve patients and visitors.

The new three-year agreement includes wage increases during each year for the life of the contract. Additionally, the new contract includes language changes that address daily operational concerns and preserves the members' excellent health care benefits.

Congratulations to our members and the Negotiating Committee for this monumental win, including Director of



Collective Bargaining Dan Ross, Jr.; Vice President and Director of Field Services Peggy Kelly; and Shop Stewards Chris Reitnauer, Mary Anna Long, Fred Plenn, Amanda Molino, and Kelley McNair.



The staff at Oceana Rehabilitation & Nursing Center in Cape May, N.J., stays safe to protect their residents and their fellow union members.

Staying safe at work




Earn your GED for Free

Please visit UFCW.ORG/GED to find out more.

No matter when you last sat in a classroom, your union is here to help you build a better life.

UFCW.org/GED



Make sure you are registered to vote! Scan the QR code above with your smartphone to register to vote, confirm you are registered or find answers to voting-related questions.

STAY UP TO DATE! Text **152** to **83071** 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.



www.facebook.com/ufcwlocal152

Happy retirement!

Mary Abbonizio	04/01/20	Acme Markets
John M. Angello	01/01/20	Brown's - Brooklawn
Christine Auriemma	04/01/20	Acme Markets
Harry Back, Sr.	04/01/20	Acme Markets
Patricia Back	04/01/20	Acme Markets
Theresa Barbere	03/01/20	Acme Markets
Elizabeth Boehmlar	04/01/20	Acme Markets
Rudolph Bohm	04/01/20	Acme Markets
Kenneth W. Brown	01/01/20	Pathmark/Local 152
Norma Browns	04/01/20	Acme Markets
Ruth Buscemi	02/01/20	Super Fresh
Claude Calfayan	04/01/20	Acme Markets
Anna M. Carrillo	02/01/20	Acme Markets
Margaret Glark	04/01/20	Acme Markets
Cheryl Conlin	04/01/20	Cape Regional Medical Center
Sharon Gonzalovich	04/01/20	Acme Markets
Joann Dauter	03/01/20	Acme Markets
Michael Derico	04/01/20	Acme Markets
Roxanne Dunkleberger	05/01/20	Cape Regional Medical Center
Dennis E. Eckman	03/01/20	Kunzler Packing Co
Camille A. Elliott	02/01/20	Village ShopRite
Stanley S. Evans, Jr.	03/01/20	Acme Markets
Pedro Feliciano	04/01/20	Acme Markets
Peggy Fields	01/01/20	Pathmark/Local 152
Cynthia Frank	01/01/20	Acme Markets
Michael J. Gainer	03/01/20	Kanes Shop 'n' Bag
Salvatore J. Gallo, Jr.	02/01/20	Colonial Beef Co
Debra E. Giannotta	02/01/20	Acme Markets
Ricky L. Gillow	01/01/20	Acme Markets
Donna M. Gordon	02/01/20	Acme Markets
Deborah A. Gramlick	01/01/20	Thrift Grocery Corp.
Saleem Habib	01/01/20	Laneco Inc. Food Lane Stores
Victoria A. Hamilton	03/01/20	Somerset Stores, LLC
Roger N. Harper	01/01/20	Pathmark/Local 152
Carolyn A. Hickman	02/01/20	Acme Markets
Margaret K. Hunter	02/01/20	Blackwood Iga
Angelo Infanto	01/01/20	Acme Markets
Jayann Kinniry	02/01/20	Pathmark/Local 152
Susan E. Lebeda	01/01/20	Acme Markets
William P. Ledwith III	02/01/20	Supermarkets DE & NJ
Frank X. Lemunyon	03/01/20	Pathmark/Local 152
Maryann R. Liles	01/01/20	Super Fresh
Diane J. Lorenz	02/01/20	C & R Family Foods, Inc.
Larry J. Lucente	01/01/20	UFCW Local 152 staff
JoAnn Macool	04/01/20	Crothall Healthcare
Deborah M. Maguire	02/01/20	Acme Markets
Rosann Mazzotta	01/01/20	Holiday Markets-Mayfair #24
Rodney S. Medei	01/01/20	Laneco Inc. Food Lane Stores
Gerd Meyer	02/01/20	Acme Markets
Mary J. Middleton	03/01/20	Acme Markets
Janice J. Miklaszewski	03/01/20	Acme Markets
Shirley A. Moore	01/01/20	Acme Markets
Barb Mulligan	04/01/20	Cape Regional Medical Center
Louis T. Nichols	02/01/20	Acme Markets

Susan M. Parker	01/01/20	Acme Markets
Andrea B. Posimo	03/01/20	Pathmark/Local 196
Dana M. Prosser	01/01/20	Acme Markets
Douglas M. Rich	01/01/20	Acme Markets
Nicholas J. Ruello	01/01/20	Acme Markets
Roger L. Sewell	02/01/20	Medford Inc
Joanne M. Stoer	01/01/20	Acme Markets
Michael J. Sullivan	02/01/20	Zallie's - Laurel Hill
Donna Tamn	03/01/20	Acme Markets
Richard Tamn	03/01/20	Acme Markets
Theresa Tibbet	03/01/20	Pathmark/Local 196
Carol Ann Vogt	02/01/20	Various-Cherry Hill/Marlton
Connie S. Washington	01/01/20	Acme Markets
John Wheaton	04/01/20	Acme Markets
Linda Lou Williams	02/01/20	Acme Markets

In memoriam

Barbara Adams	02/12/20	Pathmark Stores/Local 152
Rose Artmont	01/16/20	Acme Markets
Michael Barbere	01/06/20	Acme Markets
Isabel R. Best	02/11/20	Kanes Shop 'n' Bag
Sue E. Black	01/28/20	Shorday's
Clair N. Blantz Sr.	02/13/20	Kunzler Packing Co
Gary W. Breniser Sr.	01/21/20	Kunzler Packing Co
Bernice E. Cravero	01/06/20	Pathmark Stores/Local 196
Blanche J. Culver	01/18/20	Acme Markets
Patricia A. Daniels	02/02/20	Acme Markets
Mildred Dean	01/11/20	Pickwell-SHS Enterprises, Inc
Joyce Fegley	01/06/20	Reading ShopRite/Foodarama
James J. Feisel	02/22/20	Super Fresh
James S. Frentzen	03/23/20	ShopRite Of Manahawkin
Kathryn E. Goers	01/19/20	Acme Markets
Rita N. Grauten	02/19/20	Acme Markets
Truman Hamilton	03/23/20	Ball Park Brands
Erna Hensman	01/11/20	Pathmark
Trudy G. Holroyd	02/24/20	Acme Markets
Dorothy Hudson	01/14/20	Acme Markets
Bennie Jackson	03/28/20	Butler Foods/Penn Packing
Clifford A. Lattimore	01/12/20	South Philadelphia ShopRite
William J. Lipton	01/07/20	Acme Markets
Joy M. Marlin	03/15/20	Super Fresh
Harry McGilberry	01/17/20	Medford Inc
Henry J. McLaughlin	02/21/20	Acme Markets
Antoinette A. Monzo	01/22/20	Super Fresh
Florence H. Newhard	02/06/20	Acme Markets
Doris M. Ney	03/22/20	Bargaintown Iga
Antoinette Niri	02/17/20	Food Fair/Pantry Pride
Lenora L. Noonan	01/11/20	Pathmark
Dominic Pizzo	12/20/19	Fair, Inc.
Theresa C. Rice	01/26/20	C & R Family Foods, Inc.
Patricia I. Rinyu	02/15/20	Acme Markets
Norman D. Royer	02/17/20	Food Fair/Pantry Pride

Samuel G. Schroder	02/12/20	Food Fair/Pantry Pride
Beatrice C. Stirling	01/14/20	Kanes Shop 'n' Bag
Janice Styler	12/20/19	General Supermarkets
Eugene Thornton	03/20/20	Butler Foods/Penn Packing
Bonnie R. Velazquez	01/06/20	Super Fresh
Joan H. Wells	03/11/20	UFCW Local 152 Staff
Rubin Wolfson	03/02/20	Food Fair/Pantry Pride
Mary Lou Young	01/07/20	Super Fresh
Joan P. Zavrel	03/21/20	Acme Markets



New Telemedicine benefit

Local 152 is introducing a brand new Telemedicine Program for all members who utilize our medical benefits. The Telemedicine and Teletherapy programs are now live and available to members who have medical coverage and their eligible dependents through the UFCW Local 152 Health and Welfare Fund, UFCW Tri-State Health and Welfare Fund and the UFCW Health and Welfare Fund.

As a reminder, there is no copay when these services are used.

Telemedicine: Provides on-demand, 24/7 access to voice or video calls with state-licensed healthcare providers. Private and discreet, the service is accessible any time you or your eligible dependents need medical treatment or advice. In addition to diagnosis and treatment for common illnesses and injuries, you can have them review lab tests, provide a second opinion and, where permitted by law, issue prescriptions.

Teletherapy: The behavioral health Teletherapy service makes it super easy to receive therapy from the privacy and comfort of your own home. All therapists are licensed professionals who can provide care for many of the most common health concerns.

STOP THE SPREAD OF GERMS!

Stay home when sick



Cover your cough or sneeze with a tissue



Dispose of tissue after use



www.cdc.gov/coronavirus



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

Periodical
Postage Paid
at Trenton, NJ

Front Line Heroes: How do we thank you? Let us count the ways

Continued from front page

During each shift, you've continued to demonstrate your professionalism in the face of unusual and even bizarre circumstances. In spite of it all — frustrated and angry customers and patients, disruptions of supplies, erratic hours, scarcities of personal protective equipment and cleaning supplies, and more — you've adhered to the highest standards and best practices in fulfilling your duties.

A unified force

You've showed up for work with a deeply felt sense of responsibility — to your employer, to your co-workers, and most of all to your spouses and children who rely on you for support, a roof over their heads and food on the table.

You've demonstrated compassion for those who haven't been lucky enough to maintain steady employment during a frightening shutdown of the American economy. Many of you have delivered food and supplies to a hungry neighbor, volunteered at a food bank, or simply called a lonely friend to deliver a word of kindness.

And you've shown courage, a quality you probably didn't anticipate as a requirement when you signed up for

'Through this union, you are never alone.'

this line of work. You and your co-workers are hailed as "heroes on the front lines" because you put your personal health on the line every day to ensure that others in your community have access to the food, medicine, supplies and care they need.

To this list of qualities, I will add one more: Solidarity.

Solidarity is the spirit that binds you with your co-workers and colleagues through one powerful union, UFCW Local 152.

Through this union, we are a unified force that stands up for your rights, needs and hopes for a better future. Through this union, we advocate for



better pay, better health care, better safety standards and better treatment on the job.

Through this union, you are never alone.

Thank you for making it possible.

Brian String