

Strong new contracts across many industries

Members at the Monmouth County Jail and Monmouth County Sheriff's Office voted unanimously to ratify a new contract earlier this year.

The Local 152 members work in a variety of positions, including clerical staff, payroll staff, select counselors and more.

The three-year contract features a 2.5% pay increase each year for the life of the contract, as well as a \$500 bonus added to members' base salaries for the first two years.

The Negotiating Committee included Director of Collective Bargaining Dan Ross, Director of Organizing and Union Representative Chad Brooks, and Shop Stewards Sherry DeLuca and Anita Dedalis.

DS Services

Members at DS Services in Egg Harbor Township, N.J., voted

Please see page 6



LOCAL 152
MEMBERS
AT WORK
HEROES IN OUR
COMMUNITIES!



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COVID-19 vaccine update

Just as we have all worn masks, practiced social distancing and washed our hands over the past year, we must also receive both doses of the vaccine in order to help the U.S. reach herd immunity and get the spread of the virus under control.

Local 152 members in grocery stores, processing plants and health care facilities are at a higher risk for COVID-19 because of the work they perform, and those members should receive the vaccination as soon as possible

to lower their 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 members across our state and the country and begin to return to a long-awaited sense of normality.

Visit ufcwlocal152.org and use the online VaccineFinder tool to set up a vaccine appointment today in Delaware, Maryland, New Jersey or Pennsylvania.



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

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100% Union

IT PAYS TO BE UNION!

Grievances filed or resolved:

1st quarter 2021

31

Back pay and benefits restored to members:

2021 total

\$544,648.54

Federal task force to explore ways to promote union membership

The White House announced on April 26 it is forming a task force to find ways for to promote labor organizing and help working Americans bargain collectively.

Vice President Kamala Harris will head the group and Labor Secretary Martin J. Wash will serve as vice chair. Other members include Treasury Secretary Janet L. Yellen, Defense Secretary Lloyd Austin, White House economic advisers Cecilia Rouse and Brian Deese, and White House climate adviser Gina McCarthy.

A White House spokesperson said the task force will provide recommendations to make it easier for all workers, including women and people of color, to join unions and become part of the middle class.

“This announcement is great news

for workers,” Local 152 President Brian String said. “Current federal laws are not sufficient to protect people who want to improve their lives by joining a union. Now we have the nation’s leadership firmly committed to finding solutions to this problem.”

The union difference

The UFCW and other unions have advocated for the Protect the Right to Organize Act, or PRO Act, which would strengthen legal protections of workers who seek union membership. After passing the U.S. House of Representatives and winning the support of the Biden Administration, the legislation appears to be stalled in the Senate.

Observers said the task force might consider ways the Biden Administra-

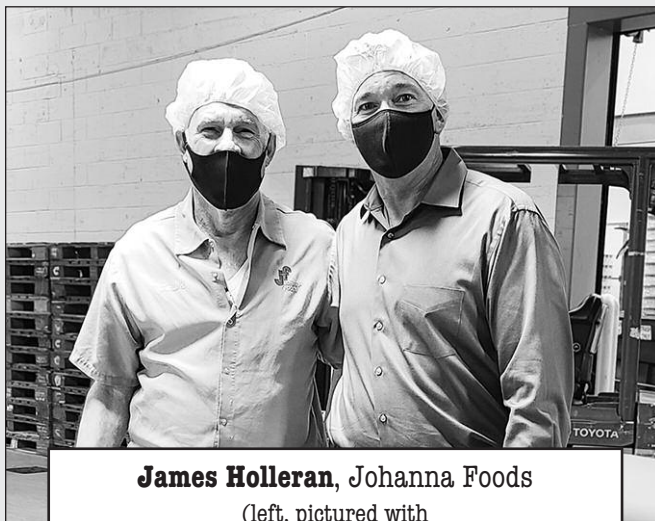
The task force will make it easier for all workers to become part of the middle class.

tion can use its leverage as a contractor to encourage companies to refrain from interfering in union organizing drives.

“This president is the most pro-union president we’ve had in generations,” President String said. “His announcement of a high-level task force to promote unions is just one example of his allegiance to American workers.

“Working a union job means higher wages, better benefits, fair scheduling and much more. We are excited for a new generation of workers to discover the union difference.”

Happy retirement!



James Holleran, Johanna Foods
(left, pictured with
Union Representative Mike Thompson)



Jim Puvel, ShopRite
(center, pictured with, from left: Union Representative
Edna Igne and S.P.U.R. Kelli Wehmann)

Preparing for delivery growth

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

In 2020, Ahold Delhaize had its most active acquisition year since the merger of the two Dutch chains in 2016. It purchased 62 Bi-Lo units and a distribution center from Southeastern Grocers and folded those units in to its Food Lion brand.

Later in the year, Ahold Delhaize acquired New York based e-grocer Fresh Direct to supplement its growing omnichannel initiatives (for \$327 million for its 80 percent stake) and you can expect more acquisition opportunities in the near future. That's according to Frans Muller, who recently told the *Financial Times* that he expects more opportunities to acquire U.S. retailers.

"We expect more consolidation. Smaller businesses can struggle to find the capital to invest in e-commerce. There are still a lot of family-owned companies, or firms where there is no succession in place," he told the London-based business journal, adding that the American market remains very fragmented, especially on the East Coast.

Changing habits for shoppers

In addressing future e-commerce opportunities, particularly grocery delivery, Muller said the economics of online food retailing were significantly different in the U.S.

"Home delivery is very costly in a low-density market. But a lot of U.S. consumers are passing a store on their way to or from work and it only takes about three minutes to collect groceries," the 58-year-old chief executive told the *Financial Times*.

Construction is well under way for two new fully automated Ahold Delhaize USA frozen depots in Plainville, Conn. (which will supply Stop & Shop stores) and Mountville, Penn. (which will supply The Giant Company and Giant Food stores).

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

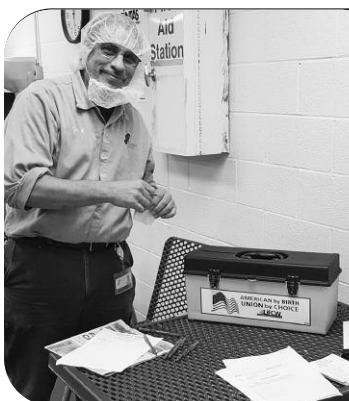
Happy retirement!



LeeAnn Jones, ShopRite
(right, pictured with Union Representative Mike Thompson)



Gary Lawrence, DS Services
(right, pictured with Union Representative Greg Torian)



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.

Taking a look at the future of grocery shopping

Business is still strong in the grocery industry as customers continue to prepare more food at home than they did before the pandemic.

This is good news, as a healthy grocery industry is good for our members and our union. But it's important to keep an eye on what the future of the industry may look like once COVID-19 is under control and everyday life starts to look more like it did before March 2020.

Preparation pays

For their part, grocery companies are preparing for more online shopping and grocery delivery in the future. Across the country, they're building large fulfillment facilities, creating or expanding curbside pickup programs, and even testing remote-controlled delivery robots.

Just as grocery companies are preparing for the future, so must we, as a union, prepare to represent the future of the grocery workforce.

No matter how customers choose to purchase their groceries in the coming years — whether in-store or online with at-home delivery or pickup — Local 152 will make sure the people who put food on our tables have good union jobs.

Taking action

As fulfillment centers and warehouses become more commonplace to serve the needs of online grocery shoppers, we intend to organize the workers in these facilities to ensure that they are treated fairly, that safety measures

are respected, and that all of the other benefits that come with union membership are provided.

Changes to the grocery industry aren't something in the future — they're already here. Innovations like barcodes, laser scanners and self-checkout lanes transformed the neighborhood supermarket over the past 40 years and more changes are coming all the time.

At the same time, our imperatives as a union — protecting and improving the working lives of our members — remain unchanged. This has been true throughout the pandemic as we lead the fight for hazard pay, PPE and vaccine priority, and it will continue to be true into the future.



Secretary-Treasurer's Report

By Anthony Benigno

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The Negotiating Committee for the Kunzler & Company ratification, from left: Director of Collective Bargaining Dan Ross, Shop Steward Kirk Ludman, Shop Steward James Berntheizel, Chief Shop Steward Amy Carns, Assistant Director of Collective Bargaining Lisa Sanders and Union Representative Greg Torian.

Strong new contracts across many industries

Continued from front page

to ratify a new contract in March.

These members work as route sales representatives, warehouse workers and more.

The Negotiating Committee consisted of Director of Collective Bargaining Dan Ross, Union Representatives Tom Hartle and Greg Torian, Shop Steward Joe Falduto, and Committeeperson Steve Gras.

The five-year agreement provides yearly raises for hourly members. It also preserves current compensation rates for salaried members, who will receive a significant ratification bonus. The contract maintains union medical insurance for those who qualify.

Spring Oak

Local 152 members at Spring Oak

of Berlin in Berlin, N.J., voted to ratify a new contract in March.

Members at Spring Oak work as maintenance workers, housekeepers, cooks, dietary aides and other staff members.

The three-year agreement provides wage increases each year for the life of the contract and, in an effort to reward longtime members for their service, members with more than eight years of service will receive a “longevity raise” in 2022 and 2023.

Increases were made to PTO/sick time for all employees to comply with New Jersey Earned Sick Leave, and the contract states that the Union Representative for Spring Oak of Berlin now has the opportunity to attend new-hire orientations to educate them about the union.

The Negotiating Committee in-

cluded Director of Organizing Chad Brooks, Director of Field Services Peggy Kelly, Union Representative Pete White, Shop Steward Lloyd Anglin and member Cassandra Williams.

Kunzler & Company

In April, members at Kunzler & Company in Lancaster, Penn., voted overwhelmingly to ratify a new union contract.

Local 152 represents about 200 production and maintenance workers at Kunzler & Company, which produces hot dogs, bacon, deli meats and other products.

This three-year contract provides the largest across-the-board wage increase the plant has seen in years and preserves affordable health and welfare



DS services



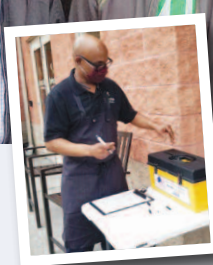
Our Lady's



Monmouth County Jail



Spring Oak



Continued from previous page
for members, many of whom still enjoy 100% employer-paid health benefits for their families.

Shop Stewards are also now eligible for expanded premium pay.

The Negotiating Committee included Director of Collective Bargaining Dan Ross, Assistant Director of Collective Bargaining Lisa Sanders, Union Representative Greg Torian, Chief Shop Steward Amy Carns, Shop Stewards Kirk Ludman and James Berntheizel, and Committeeperson Carl Beaverson.

Our Lady's Center for Rehabilitation and Healthcare

Members at Our Lady's Center For Rehabilitation and Healthcare in

Pleasantville, N.J., voted to ratify a new contract earlier this year.

Local 152 represents about 100 members at Our Lady's Center who work in maintenance, groundskeeping and housekeeping, and as dietary aides, CNAs, activity aides and more.

The three-year agreement provides all members in progression wage increases every six months for the contract's duration, strong yearly across-the-board increases for those out of progression, and a one-time \$275 ratification bonus.

For the life of the contract, members will not face a percentage increase in the employee cost share for medical benefits. Members also have an opportunity to purchase supplemental

benefits such as disability insurance and life insurance if they choose.

The contract introduces the creation of the Preceptor Program, a training program available to all union departments. The member assigned as Preceptor will be paid an extra \$1 per hour for this on-the-job training.

Finally, the Shop Steward or Union Representative for Our Lady's Center will now have the opportunity to formally meet new hires during the orientation process.

The Negotiating Committee included Director of Collective Bargaining Dan Ross, Union Representative Pete White, Shop Stewards Barbara Duncan and Gloria Colon and Committeeperson Kisha Cook.

Manufacturing industry update

Meatpacking workers score victory as federal court rules against increased line speeds

On March 31, a federal district court in Minneapolis ruled the U.S. Department of Agriculture (USDA) acted unlawfully during the Trump administration when it eliminated limits on the speeds at which plants run their slaughter lines without considering the increased risk of injury to plant workers.

The court held that USDA acted arbitrarily and capriciously when it refused to consider the impact of eliminating line speeds on worker health and safety in a rule it issued creating the New Swine Inspection System (NSIS) in October 2019.

The court also rejected the meatpacking industry's arguments that increased line speeds do not put workers at increased

risk of harm, citing mounds of evidence showing a relationship between high speeds and musculoskeletal injuries, lacerations and amputations.

The court canceled the provision of NSIS that eliminates line speed limits but placed its order on hold for 90 days to allow USDA time to develop a plan with respect to those plants that have converted to NSIS.

The UFCW represents 33,000 workers in the pork processing industry.

"With the success of this lawsuit, our country's essential workers have sent a powerful message that the safety of America's food and workers is not for sale and that these companies will finally be forced to stop these dangerous practices," UFCW International President Marc Perrone said.



Health care industry update

Southgate Health Care Center workers ratify new contract

Local 152 members at Southgate Health Care Center in Carneys Point, N.J., ratified a new contract with improvements across the board.

The agreement provides all members with wage increases every six months for the life of the four-year agreement, totaling an 18% increase by 2025.

In an effort to reward longtime members for their skills and service, members hired before 2016 also will receive a longevity bonus. In addition to these economic improvements, members may now choose to participate in voluntary supplemental benefits.

The new contract also introduces new vacation time benefits. First, members with at least 10 years of service will now earn



From left: Assistant Director of Collective Bargaining Lisa Sanders, Shop Steward Rita Parsons and Director of Field Services Peggy Kelly.

an extra week of paid vacation. If a vacation request cannot be met, members have the option to cash out their time at the end of the year. Members can now take a vacation or personal day before a regular holiday and will not be penalized.

Shop Stewards at Southgate Health Care Center will now have a designated time to not only introduce themselves to new hires but also to teach them about UFCW Local 152 and the benefits of their

union contract. This is an extremely important opportunity for our stewards because most new members have never worked a union position before and do not understand the undeniable benefits of the contract and union representation.

The Negotiating Committee included Assistant Director of Collective Bargaining Lisa Sanders, Director of Field Services Peggy Kelly, Union Representative Cary Lawson and Shop Steward Rita Parsons.

The PRO Act will help meatpacking workers who want to organize for better wages and safety on the job.



The PRO Act will hold corporations accountable and penalize employers who violate workers' rights.



The PRO Act will make contract negotiations go faster.



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[www.facebook.com/
ufcwlocal152](http://www.facebook.com/ufcwlocal152)

Happy retirement!

Mary C. Abbonizio	04/01/2021	Acme Markets
Irene M. Abney	02/01/2021	Acme Markets
Thomas F. Ahern	02/01/2021	Drexline Supermarket
Michael A. Aragona	04/01/2021	Murphy's Market
Harry Back	04/01/2021	Acme Markets
Patricia A. Back	04/01/2021	Acme Markets
Paul D. Berkowitz	03/01/2021	ShopRite Cherry Hill
Patricia Bethea	02/01/2021	Ball Park Brands
Norma Braun	04/01/2021	Acme Markets
Timothy Broderick	02/01/2021	Acme Markets
Maria Burkett	04/01/2021	Acme Markets
Debbie Caldwell	03/01/2021	ShopRite Newark
Claude F. Calfayan	04/01/2021	Acme Markets
Sharon J. Conzalovich	04/01/2021	Acme Markets
Joanne Cook	02/01/2021	Acme Markets
Maurcy Daley	03/01/2021	Acme Markets
Annmari P. Denoncour	03/01/2021	Westtown Shop N Bag
Janet A. Dicarlo	03/01/2021	Zallie's ShopRite
Gary E. Ditzel	02/01/2021	ShopRite Manahawkin
Pedro J. Feliciano	04/01/2021	Acme Markets
Joseph J. Foglietta	03/01/2021	Somerset Stores
Diana V. Graeber	03/01/2021	Acme Markets
Geraldine M. Grant	02/01/2021	Acme Markets
Shelley Hawkins	03/01/2021	Acme Markets
Russell Hawkins	04/01/2021	Acme Markets
John W. Heaton	04/01/2021	Acme Markets
Viveca L. Hightower	02/01/2021	Acme Markets
Wayne S. Janasie	03/01/2021	Zallie's ShopRite
Theresa M. Jarrell	02/01/2021	Acme Markets
Yvonne B. Kyles	04/01/2021	Acme Markets
Christine Lalena	04/01/2021	Acme Markets
Judith Lyons	04/01/2021	Acme Markets
Edna McCann	04/01/2021	Acme Markets
Rosemarie Miller	04/01/2021	Acme Markets
Rosemarie Monzo	04/01/2021	Acme Markets
Janice Mucha	02/01/2021	Acme Markets
Julie A. Nicastro	04/01/2021	Acme Markets
Linda T. Passarella	02/01/2021	ShopRite Cherry Hill
Jesse D. Pusey	02/01/2021	Acme Markets
Debra L. Rebyak	03/01/2021	Acme Markets
Robert D. Regalbuto	03/01/2021	Delaware Supermarkets

Geraldine D. Russel	04/01/2021	Acme Markets
Melba Santiago	04/01/2021	Acme Markets
Robert Schubert	04/01/2021	Acme Markets
Keith C. Schwartz	02/01/2021	Berks Packing Co.
Thomas E. Shaw	04/01/2021	Acme Markets
Regina M. Swenson	04/01/2021	Acme Markets
Donna K. Taylor	03/01/2021	Acme Markets
Stephen Thomas	02/01/2021	ShopRite Delran
William J. Turner	04/01/2021	Acme Markets
Denise M. Vasso	03/01/2021	Acme Markets
Susan J. Wallace	04/01/2021	Acme Markets
Mary Ward	02/01/2021	Acme Markets
Christine A. Watson	04/01/2021	Acme Markets
Kim M. Weyant-Stevens	03/01/2021	Acme Markets
Roeina L. Young	04/01/2021	Acme Markets
Walter Zatrinski	03/01/2021	ShopRite Hamilton
Frank Zotynia	04/01/2021	Acme Markets

In memoriam

Angelo Louis Badea	02/18/2021	Colligas Family
Dorothy Cardelli	03/17/2021	Acme Markets
Virginia P. Carr	02/20/2021	Acme Markets
Minnie B. Case	02/16/2021	Super Fresh
Calvin C. Cheeks	02/01/2021	A&P Tea Company
Dorothy E. Glagett	03/28/2021	Acme Markets
Joseph E. Cosgrove	02/16/2021	Pathmark Stores
Virginia L. Cushner	02/21/2021	ShopRite Landis
Frank Del Corio	03/04/2021	Super Fresh
Lucy M. Diubaldo	02/02/2021	Acme Markets
Larry Dodds	02/10/2021	Super Fresh
James G. Elwell	02/18/2021	Holiday/Welsh Road
Frank T. Gambino	02/19/2021	Super Fresh
William Geyer, Jr.	03/06/2021	Pathmark Stores
Phyllis Ann Haupt	01/20/2021	Acme Markets
Janice Jakubiec	03/27/2021	Acme Markets
Frank Lalena	03/03/2021	Acme Markets
Veronica M. Leonard	01/19/2021	Super Fresh
Carol Mahler	01/29/2021	Food Fair Inc.
Joseph W. Maloney	03/17/2021	Ball Park Brands
Gertrude M. McIntyre	02/10/2021	Feoli's Supermarkets
Doris L. Menchaca	03/14/2021	Food Fair/Pantry Pride

Please see next page

Protect yourself and others with proper mask protocol

Correct and consistent mask use is a critical step everyone can take to prevent getting and spreading COVID-19.

Masks work best when everyone wears them, but not all masks provide the same protection. When choosing a mask, look at how well it fits, how well it filters the air, and how many layers it has.

DOs

- Choose a mask with a nose wire. A nose wire is a metal strip along the top of the mask. Nose wires prevent air from leaking out of the top of the mask. Bend the nose wire over your nose to fit close to your face. Some masks use a mask fitter or brace over a disposable mask or a cloth mask to prevent air from leaking around the edges of the mask.
- Check that it fits snugly over your nose, mouth, and chin. Check for gaps by cupping your hands around the outside edges of the mask. Make sure no air is flowing from the area near your eyes or from the sides of the mask. If the mask has a good fit, you will feel warm air come through the front of the mask and may be able to see the mask material move in and out with each breath.



- Add layers of material. Use a cloth mask that has multiple layers of fabric. Wear a disposable mask underneath a cloth mask. The cloth mask should push the edges of the disposable mask against your face, but make sure you can see and breathe easily.
- Knot and tuck ear loops of a 3-ply mask. Knot the ear loops of a 3-ply face mask where they join the edge of the mask. Fold and tuck the unneeded material under the edges. For video instructions, see youtu.be/UANi8Cc71A0

DON'Ts

- Don't combine two disposable masks. Disposable masks are not designed to fit tightly and wearing more than one will not improve fit.
- Don't combine a KN95 mask with any other mask. Only use one KN95 mask at a time.

In memoriam

Continued from previous page

Joann L. Miller	03/19/2021	Acme Markets
Joseph M. Monzo	01/29/2021	A&P Tea Company
Victoria Nicholson	03/29/2021	Acme Markets
Theresa Palumbo	02/25/2021	Super Fresh
Alvin Pearlman	02/22/2021	Sav-Way Supermarket
Katherine M. Przemelewski	02/08/2021	Acme Markets
Anthony Renna	03/22/2021	Riverdel Thriftway
William P. Reyburn	02/25/2021	Super Fresh
Jean Richardson	03/01/2021	UFCW Local 152 Staff
Frederick P. Ross	02/03/2021	Pathmark Stores

James Sanders	02/22/2021	Pierce & Reese
Karen Schleifenheimer	02/05/2021	ShopRite Marlton
Harold J. Sparks	02/18/2021	ShopRite Willingboro
Thomas Steelman	02/26/2021	Bargaintown
Gene H. Taylor	03/19/2021	Acme Markets
Doris E. Turnbull	02/18/2021	Food Fair/Pantry Pride
Michael R. Van Trieste	03/08/2021	Super Fresh
Diane M. Whitby	03/09/2021	Pathmark Stores
Helmut Witt	03/27/2021	Pickwell SHS Enterprises
James E. Yawney	02/13/2021	Acme Markets

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Members have a right to feel safe at work

Local 152 members have been through one of the most challenging years in our union's history.

At the beginning of the pandemic, many of you were thrust into the role of frontline workers, keeping our communities functioning by performing your duties in the grocery, health care and food processing industries. Even as you served your essential role in a functioning society, you had to stand face-to-face with the pandemic every day, working in close quarters with your coworkers and customers just by the nature of your jobs.

The risks you take on are substantial even when everyone is following the rules, which is not always the case. Whether you're a supermarket worker dealing with selfish customers or a worker at a processing facility where safety policies aren't adequately enforced by your employer, you take on the consequences of other people's actions and inactions.

Now, when the end of the pandemic should be in sight, you have to deal with uncertainty of vaccine acceptance among your coworkers and the general public. (See page 2 in this issue of *Unity* for the reasons why getting the COVID-19 vaccine as soon as possible is in everyone's best interest.)

And to add even more stress, the recent string of mass shootings has everyone on edge. Most strikingly, the shooting at a King Soopers supermarket in Colorado resurfaced memories of gun violence at an Arizona supermarket 10 years ago.

What we can all do

We can't reasonably ask our union's members to take on anything more, either physically or emotionally. They need relief.

At the federal and state level, that means legislation to keep workers safe and healthy. For the general public, it means treating our members with respect in grocery stores and all of the places our members work. For all of our members, it means adhering to safety guidelines and getting vaccinated as soon as possible to reduce the risk for all.

As a union, we continue to fight hard to make our members across all industries feel safe. We've fought for the safety equipment you need and the hero pay you deserve.

All members who are not yet vaccinated can visit ufcwlocal152.org to get specialized information about receiving the vaccine in Delaware, Maryland, New Jersey and Pennsylvania.



Members who feel they need to talk to a mental health professional are encouraged to contact the Health & Welfare Fund at (800) 228-7484. You can also reach out to your union representative to talk and get more resources.

We'll get through these times together, as we always have.

A handwritten signature of Brian String in black ink.