



Debbie Lieggi

'What the union has done for me'

Debbie Lieggi looks back on 30 years in the industry

Recently retired Local 152 member Debbie Lieggi looks back with fondness on her 30-year career in the grocery industry and thanks her union for making her job into a rewarding career.

"Through all the years, the union was there," she said. "They helped guide me."

Although she'll miss her customers, she is looking forward to spending time at home working on craft projects and attending performances

Please see page 7



Members at Hanover Foods ratified a new contract with several improvements.

Local 152 members stand united

In March, members at Hanover Foods in Clayton, Del., voted unanimously to ratify a new union contract.

Local 152 represents more than 50 workers at Hanover Foods. Members at the Clayton plant work primarily in production, maintenance and shipping.

The three-year agreement improves the lives of members in many ways. First, all members will receive a minimum 5 percent wage increase retroactive to January 2023 in addition to above-average wage increases annually for the life of the contract.

Members at Hanover Foods who work

a higher-classification job for more than one hour in any shift will receive the higher rate for the entire day. Furthermore, members who work on a holiday will now be paid double time.

The new contract allows members to voluntarily donate money to the Bryan D. Ross Foundation directly from their pay. The foundation is Local 152's charity organization that directly assists members of the union family suffering from financial hardship due to catastrophic illnesses or injuries.

Finally, seasonal employees will have the opportunity to receive medical

Please see page 3

STAY CONNECTED!



UFCW Local 152 Unity
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United Food and Commercial
Workers Local 152

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100% Union

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 31, 2023. 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, 2024.

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 233.

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 3, 2023 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 31, 2023. 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 has 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.



Members at Environmental Service Concepts.

Local 152 members stand united

Continued from front page

benefits if they choose and funeral leave was expanded.

The Negotiating Committee is proud of this monumental win. The committee included Assistant Director of Collective Bargaining Lisa Sanders, Union Representative Greg Torian and Shop Stewards David Johnson, Robin May, Samuel Ingram and Johnny McCray.

Since 1924, Hanover Foods has been active in the industry of growing, processing, packaging, marketing and distribution of vegetable products.

Environmental Service Concepts

Local 152 members who work for Environmental Service Concepts in Atlantic City, N.J., ratified a new union contract earlier this year.

Local 152 proudly represents about 10 janitorial workers at Environmental Service Concepts at the Tanger Outlets mall.

Upon implementation of the contract, all members received an immediate wage increase to be followed by large annual increases for the life of the contract.

To aid in the retirement savings for members, the employer agreed to increase the savings plan contribution rate each year for the contract's duration.

The Negotiating Committee was able to maintain 100 percent union-negotiated, employer-paid health care.

Additionally, the Negotiating Committee was able to maintain 100 percent union-negotiated, employer-paid health care for members as well as an increase to funds in the annual shoe allowance.

New members will also now have the opportunity to attend union orientation

to learn about the union difference. A union representative or shop steward will now have a designated time to meet new members and properly welcome them into UFCW Local 152.

Since many new members have never worked in union positions before, these orientations are crucial to teach new workers about their collective bargaining agreement, the benefits of their contract, what union representation means and of course the many benefits and discounts available as a union member.

The Negotiating Committee included Director of Collective Bargaining Daniel Ross, Union Representative Jose Echevarria and Shop Steward Nichole Brantley.

IT PAYS TO BE UNION!

Grievances filed or resolved
1st Quarter 2023: **39**

Back pay and benefits restored to members
1st Quarter 2023:
\$47,674.91

Kroger merger faces pressure

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

The finish line is still likely a year away, but it seems every day that the Kroger-Albertsons prospective merger lingers on the vine, the more the “piling on” increases.

The merger was already facing an uphill battle in the court of public opinion, and now a coalition of more than 100 labor-related organizations, elected officials and consumer advocacy groups sent a letter to the Federal Trade Commission (FTC) calling it an “antitrust travesty” that “must be stopped.”

These efforts likely will have little impact on whether the deal ultimately is approved, however. That decision will be made by the FTC, led by its chairwoman, 33 year-old Lina “Wrath Of” Khan, who has shown a proclivity for litigating deals that she considers would change the balance of power in a given industry.

Before her appointment as FTC chair in June 2021, Khan was critical of the 2015 deal between Albertsons and Safeway.

However, there may be a glimmer of optimism for both retailers as it concerns the large federal agency. According to The Wall Street Journal, while the FTC is examining if the deal would adversely impact consumers, it is also scrutinizing the potential omnichannel benefits that such a deal could bring.

If the FTC really does look objectively at the potential unique opportunities that such a merger could bring, then I believe the odds of approval will improve substantially. And by taking a deeper dive into what a new omnichannel presence would look like, the agency seems to be tacitly acknowledging that some of Kroger’s and Albertsons’ non-supermarket rivals — Walmart, Target, Amazon, Costco, BJ’s, etc. — are real time competitors who are also feverishly attempting to grow their omnichannel presence and all practice their crafts on the same playing field.

There are still miles to go before anyone sleeps peacefully. Personally, I remain doubtful about the odds of approval, primarily because of the large role that Khan will play.

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



Local 152 Members on the job

Jessica Carrasquillo and Michelle Sadowiczak from Pelican Pointe in North Cape May, N.J.

UFCW LOCAL 152
a VOICE for working America

UFCW LOCAL 152 PROUDLY INVITES YOU TO

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\$70

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WEDNESDAY
7.12.2023

Keep your union up to date!



To continue to receive important news and updates from Local 152, visit ufclocal152.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:



Understanding commonly used union terms

Local 152, like most unions, has a membership comprised of new and veteran members.

The broad range of ages among those we serve is one of our many strengths. Younger workers bring new ideas and fresh perspectives, while older workers draw upon decades of experience in their industry and the Labor Movement.

With so many new members joining every day, we can't take for granted that all of them know the union terms that long-time members have learned over the years.

Here are some of the most commonly-used union terms:

Collective bargaining

The process by which unions negotiate with employers to reach a contract that outlines the terms and conditions of employment, such as wages, benefits and working conditions.

Grievance

A formal complaint made by a union member against an employer for violating the terms of the union contract.

Arbitration

A process used to resolve disputes between unions and employers, in which a neutral third party (an arbitrator) makes a final decision on the issue. The union's goal is always to settle the problem in an atmosphere of peaceful cooperation.

Collective action

Any action taken by a group of workers to advance their shared interests, such as joining a union, participating in a strike or engaging in collective bargaining.

Know the union terms that long-time members have learned over the years.

Union dues

Fees paid by union members to support the activities of the union, such as organizing campaigns, negotiations and legal representation.

Shop steward

A union member who is elected by their colleagues to be a leader in the workplace. Other members rely on their stewards for timely and accurate information about what's going on in their union. In addition, the union needs reports from its stewards about the views of its members.



Secretary-Treasurer's Report

By Dan Konczyk



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 organizing@ufcwlocal152.org.



Debbie Lieggi looks back on 30 years in the industry

Continued from front page

by her husband, Phil, who sings in a barbershop quartet.

"It'll take me a little while to settle down, though," she said. "I'm programmed to go to work."

Making her mark

After starting her time in the grocery world at Pathmark in 1993, she soon transferred to an Acme Markets location near her home in Newtown Square, Penn., where she remained until her retirement this past April.

She worked as the head of hot foods in the deli, slicing meats, managing the inventory and look of the display cases and making sandwiches.

Her ready-to-order sandwiches were so desired one of her regular customers asked, "Who's going to make my sandwich when you leave?"

She held the record at her Acme Markets location for the most hoagies made in a single day — 83 — a feat she accomplished by arriving to work at 4 a.m. to start completing the order placed by a local school.

"They were fantastic and appreciative," she said. "When you give people A1 service like that, that's what makes them come back, and it makes the deli manager and the store manager look good."

She enjoyed the constant physical movement required by the job, being able to interact with customers and the ability to express herself creatively when arranging deli platters and the display stock.

"I put my own spin on it," she said.

Making a living

Debbie isn't shy about sharing her appreciation for Local 152.

"Now, let me tell you what the union has done for me over the years," she said. "A good living wage, medical benefits that are second to none, life insurance, a pension — I could go on and on."

When she was a younger worker, she didn't think much about things like medical benefits and a pension, but those are things that soon become very important as you progress in your career.

"I try to communicate this to the younger members," she said. "I tell them, 'If you stay long enough, you can make a living at this.'"

'You have
to have
tough
skin when
you work
retail.'



From left to right: Nicole Henry, Debbie Lieggi, John Andre and Michael Alesi.

She praises the top-notch medical benefits provided by her union-negotiated contract, and how every contract kept getting better and better. She has special praise for Union Representative Tom Hartle, who helped her navigate grievances and other issues with management.

"You have to have tough skin when you work retail," she said.

Looking ahead, she hopes that younger workers in the union realize the true value of their contract and what it can mean for job stability and peace of mind.

"The UFCW is a great union," she said. "I would never work for a non-union supermarket or anywhere else. If you do, in the long term, you're not going to have anything."

MANUFACTURING INDUSTRY UPDATE

Strong new contract for members at B&B Poultry

On March 14, Local 152 members at B&B Poultry in Norma, N.J., voted yes for a new union contract.

Local 152 represents nearly 50 workers at B&B Poultry in Norma, N.J. Members work in production at the poultry farm, a family-owned and operated facility that has been in operation since 1945.

Members will receive many new improvements with the implementation of the four-year agreement. All members at B&B Poultry will receive an immediate general base rate increase of at least \$1.75 per hour. Members will also receive regular, substantial wage increases yearly for the contract's term, totaling about \$5.25 per hour.

In addition to these economic improvements, a new schedule was introduced which now ends the workday sooner while not taking work time away from our members. This new operational schedule will give our members an



opportunity to have a more harmonized work-life balance.

Finally, members will now receive additional paid time off and they have gained Christmas Eve as a paid holiday.

The Negotiating Committee included Assistant Director of Collective Bargaining Lisa Sanders, Union Representative Jose Echevarria and Shop Stewards Robert Vistulli and Axel Ruiz.

HEALTH CARE INDUSTRY UPDATE



Local 152 Member Henry Heacock, a 17-year union member, works in food service at Cape Regional Medical Center in Cape May Court House, N.J.

Avoid social media distractions at work

As tempting as it may be to regularly reach for your phone to check in on the world of social media, doing so while at your workplace can have a negative impact on your job performance and maybe even your employment. For social media users who might need some help resisting the urge, here are some tips:

Make a schedule

Stick to a schedule of checking social media feeds before you start work, and then not again until a scheduled break time or when your shift ends.

Disable alerts

When you are on the clock, your job responsibilities are your top priority. If your phone is buzzing or beeping with constant non-emergency alerts, it's not only distracting to your coworkers and customers but, depending on your work, a safety hazard.

Scholarship winner Elizabeth Buch thriving after help from Local 152

The UFCW Local 152 Irv R. String Scholarship helps union members and their families achieve their dreams.

Elizabeth Buch, who received scholarship assistance from Local 152 in 2020 and 2022, is doing just that as she finishes her studies for a master's degree this spring.

Buch majors in Early Childhood Deaf Education at the College of New Jersey in Ewing, N.J., which she attended after graduating from Ocean City High School in 2018.

"I knew exactly what I wanted to study after I graduated," she said. "I had taken sign language classes in high school and discovered that the College of New Jersey had a great five-year master's program for my field.

"When I took the sign language classes, I ended up falling in love with it," she continued. "I really wanted to work with children and I had become close with the deaf community in the area."

Her five-year program enables her to earn her undergraduate degree in three and a half years and then her master's degree in the remaining one and a half years.

A union family

Her father, Mike Buch, and two of her uncles worked at Acme Markets. She would hear them talk about the union at holiday dinners and family gatherings, where it was described as a brotherhood where they felt they had a voice on the job and a strong connection with their fellow employees.

"The benefits of a union were known and appreciated in my family," she said. "Because of our health benefits, we didn't have to be afraid to get sick."



At left: Elizabeth Buch receives her scholarship from President Brian String.

The scholarships enabled her to stay on track with her studies and even earn extra credits, which were especially helpful during the pandemic and the challenges of remote learning (and teaching).

"Financially, the scholarships enabled me to just focus on school without having to do double time with work," she said.

Buch plans to stay in South Jersey after college to start applying for jobs and giving back to her community.

"I would recommend others like me apply for the scholarship," she said. "The union is a great organization to be a part of and support. It supports you as a student and helps relieve the financial burden."



FOLLOW LOCAL 152 ONLINE

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Happy retirement!

Teresa S. Asman	03/01/23	Thriftway-Penn Mart
Anna Aulenbach	04/01/23	Acme Markets
Timothy J. Bahr	04/01/23	Acme Markets
Ronald W. Bennett	02/01/23	Supermarkets of Delaware
Susan G. Bevacqua	03/01/23	Super Fresh
Mamie L. Brown	02/01/23	Acme Markets
Amelia Cappetta	03/01/23	Acme Markets
Michael A. Caserta	02/01/23	Acme Markets
Kathy Cavaliero	04/01/23	Acme Markets
Vicki Chattle	02/01/23	Acme Markets
Leslie H. Churchman	03/01/23	Big V Supermarkets
Brian Colleary	04/01/23	Acme Markets
Thomas A. Congleton	02/01/23	Acme Markets
Edward Cox	02/01/23	Super Fresh
Evelyn Cox	02/01/23	Super Fresh
Diane Crocker	03/01/23	Acme Markets
Joyce M. Davidson	04/01/23	Murphy's At The Lakes
William P. Downs	03/01/23	Brown's Superstores
Robert F. Floyd, Jr.	02/01/23	Acme Markets
Salvatore J. Fragomele	02/01/23	Acme Markets
Joseph M. Grzyminski	02/01/23	Acme Markets
Terri Layton	02/01/23	Acme Markets
Joan Lister	04/01/23	Acme Markets
Kenneth M. Marr	03/01/23	Super Fresh
Robert Martino	04/01/23	Acme Markets
Michael T. Messarge	04/01/23	Edwards Super Food Stores
Barbara A. Millili	02/01/23	Bottino's Supermarkets
Mary Lou Nestore	03/01/23	Feoli's Supermarkets
Neddy Noguera	03/01/23	Old Fashioned Kitchen, Inc.
Kelly A. Oldfield	04/01/23	Holiday Markets
Gregory B. Pilla	02/01/23	Vineland Shop 'n' Bag
Richard Rom	02/01/23	Acme Markets
Helen A. Ruger	02/01/23	Acme Markets
Mark A. Shannon	04/01/23	Berks Packing Co
Salvatrice Simpson	03/01/23	Shop Rite Of Bethlehem
Donald Smith	02/01/23	Acme Markets
Tadeusz Wlaz	02/01/23	Brown's Superstores
Dale E. Womack	04/01/23	Ball Park Brands
Leah A. Young	04/01/23	Acme Markets

In memoriam

Hamid Abdussabur	03/08/23	Quaker City Meats
Linda Adler	01/23/23	Acme Markets
Robert J. Altomare	03/21/23	Zallie's Supermktks-Berlin
Glenn M. Ashman	02/25/23	Murphy's Marketplace
Keith D. Barrick	02/11/23	Acme Markets
Grover D. Beck	02/04/23	A&P Tea Company
Claire Bovelsky	03/03/23	Pickwell-SHS Enterprises

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.

Richard E. Boyle	02/11/23	Pathmark Stores-Local 198
Ann Marie Bucci	02/08/23	Acme Markets
Lenore A. Burgoon	03/21/23	Acme Markets
Florence Burke	02/16/23	Acme Markets
John M. Chalkan	03/12/23	Acme Markets
Sandra S. Giabattoni	03/11/23	Stop & Shop Supermarket
Gerard M. Conroy	03/11/23	Pathmark Stores-Local 198
Anton Gotoara	02/12/23	Lipoff's Wholesale Meats
Doris Coulter	01/28/23	Acme Markets
William S. Cuthbertson	02/14/23	Acme Markets
Shirley M. Gordon	03/06/23	Food Check Shop 'n' Bag
Karoly Ihasz	03/05/23	ShopRite
Evelyn Juliano	02/04/23	Pitman Shop 'n' Bag
Mamie R. King	03/22/23	Spring Garden Beef
Paul R. Kleschick, Jr.	02/10/23	Pathmark Stores-Local 152
Barbara Krakowski	02/23/23	Acme Markets
Linda M. Lewis	03/15/23	ShopRite Of Manahawkin
Janet Lynn Mayers	02/22/23	ShopRite
Suzann G. McDyer	02/01/23	Acme Markets
Nancy J. Motsko	02/03/23	Pathmark Stores-Local 196
Nina Orlando	03/25/23	Acme Markets
Josephine E. Piotrowski	03/11/23	Super Fresh
Dorothy Puleo	04/14/23	Acme Markets
Edward Quinn	02/04/23	Holiday Markets-Mayfair
John P. Roth	03/14/23	Acme Markets
Edmond O. Sacchetti	02/06/23	Acme Markets
Katherine Sanders	02/02/23	Acme Markets
Virginia M. Schwarzmenn	03/30/23	Acme Markets
Sharon M. Shute	04/08/23	Acme Markets
Donald L. Smith	02/02/23	Acme Markets
Elizabeth M. Smith	02/18/23	Acme Markets
Augustus Sutura	03/05/23	Ball Park Brands
Anthony A. Trioli	02/23/23	Bensalem ShopRite
Leon Trowell	02/17/23	Colonial Beef Co.
Frank Versace	02/24/23	S Lotman & Son Inc.
James A. Wall	03/17/23	Acme Markets
Josh Wilson	02/27/23	Supermktks Savngs Ogont

Workers at MPX vote to join Local 152's growing cannabis division

Workers at a successful cannabis cultivation site have voted to join United Food and Commercial Workers Local 152 to strengthen their voice on the job.

More than 20 employees at the Pleasantville, N.J. facility owned by the MPX NJ group voted by majority card check in March to be represented by UFCW Local 152. On April 4, the results of the card check, which was conducted through both digital and paper cards, were certified by a third-party arbitrator.

"We are proud to welcome these new workers to our union's growing cannabis division," Local 152 President Brian String said. "These new members share our belief that jobs in this emerging industry can become careers with good wages, benefits and stability."

The cultivators at the facility grow and process cannabis, overseeing its production and managing the technical aspects necessary to prepare the product for sale to and use by consumers.

This organizing win follows another successful cannabis-related drive in 2022 at The Botanist, where more than 60 workers across several locations voted to join Local 152. At MPX, the company acted swiftly to honor its existing labor peace agreement and supplied the union with the necessary information to conduct the card-check process.

Local 152 will meet next with the workers at the facility to draft contract proposals and schedule bargaining dates with the company.



From left: Union Representative Bryan String, William Pitts, Ernest Dunmore and Communications Representative/Organizer Alley Snow.

"A UFCW contract will improve the lives of these workers and ensures they are treated with the dignity they deserve," President String said. "We fight for workers, and we are going to fight for the best contract possible."

Mental health resources for 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.

9-8-8 Lifeline

9-8-8 has been designated as a new three-digit dialing code that will route callers nationwide to the National Suicide Prevention Lifeline, now known as the 9-8-8 Suicide & Crisis Lifeline.

When people call, text or chat 9-8-8, they will be connected to counselors trained to listen to people's problems, provide immediate support and connect them to resources.

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 Piers
- Casino Pier
- Fantasy Island

Entertainment

- Adventure Aquarium
- Big Kahuna's
- Clementon Park & Splash World
- Philadelphia Zoo

...and more!

Visit ufcwlocal152.org for details

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Doing our part to support health care workers

It's impossible to overstate our appreciation of health care workers.

They improve the lives of ourselves and our loved ones, including the most vulnerable members of society. They do so while risking their own wellbeing, with the knowledge that their line of work is not a fast track to immense wealth.

Our appreciation has only grown since the pandemic began more than three years ago, especially for the health care workers we are proud to represent at Local 152. As the risks to their health grew, so did their commitment to helping the world survive and adapt to this new reality.

But while appreciation is important, we can do more. As a strong and united union, we have the power to improve the lives of these workers.

It starts with organizing. We've doubled our efforts to organize workers in the health care industry,

because as our membership grows, so does our strength at the bargaining table.

That strength will enable us to enhance the service we already provide to our members in the health care industry, including:

Expanded access to PPE

Local 152 is at the forefront of providing the personal protective equipment these workers need.

Wages, benefits and pension

No health care worker should have to experience financial insecurity in addition to everything else they are asked to do. A union contract guarantees wages and benefits that reward the hard work they perform, both on the job and in retirement.

Other services tailored to their specific needs

We work with employers to create guidelines for fair and reasonable scheduling, sick leave, grievance procedures and more that address the



President's Report

By Brian String

needs of the fast-moving health care industry.

There are no quick fixes that can erase the challenges health care workers face, from exhaustion to emotional distress. But as a union we can be a part of the solution.

A handwritten signature of Brian String in black ink.