

New agreement for Hanover Foods members brings wage increase and more

In June, Local 152 members at Hanover Foods in Clayton, Delaware stood together and voted to ratify a new contract.

The three-year agreement includes a substantial wage increase for many year-round positions ranging from \$0.85 to \$2.95 per hour in the first year. The contract maintains little to no cost share increases on members' affordable health insurance and it increases

Please see page 6



Please join us in congratulating all of the 2020 Irv R. String scholarship winners:

Alena Gallaro is a 2020 graduate of Southern Regional School District. She plans on attending Eastern Gateway College and then Ocean County College and is interested in a career in business and criminal justice. She is a member of Local 152 at ShopRite.

Robert Frankenfield attends Kutztown University of Pennsylvania and majors in Elementary Education and Special Education. He hopes to get into an elementary school that is in a good district to help him obtain a master's degree in student affairs while working at the university. His mother, Dawn Cassel, is a Local 152 member at Acme Markets.

Please see page 6

STAY CONNECTED!



UFCW Local 152 leadership team reelected for three-year term

In a letter to members, President Brian String thanks members for support and solidarity

Dear Sisters and Brothers:

I am honored to report that UFCW Local 152's entire leadership slate has been reelected by acclamation.

UFCW Local 152 is one union, proud and strong. As your president, it gives me great personal joy to be a part of that.

On behalf of our entire leadership team, thank you for your support and solidarity. Together, let's build upon our accomplishments and keep our eyes on a brighter future.

In Solidarity,



UFCW Local 152 Unity

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EDITOR

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100% Union

IT PAYS TO BE UNION!

Grievances filed or resolved:

2nd Quarter 2020

45

Back pay and benefits restored to members:

2nd Quarter 2020

\$18,360

Borough of Bradley Beach members ratify new contract

On June 9, members at the Borough of Bradley Beach unanimously voted to ratify a new contract.

Local 152 proudly represents approximately 30 members at the Borough of Bradley Beach, a shore town in Monmouth County, N.J. Members work in a variety of positions, including sanitation drivers, machine operators, police dispatchers, clerical and more.

The three-year contract introduces many new benefits. All members will receive substantial improvements to the wage step progressions and all eligible employees who are at the top rate of their step progression will receive annual raises each year for the life of the contract.

The contract preserves members' affordable health insurance, making it easier for both junior and future members to obtain and access inexpensive health care. The contract also estab-



lishes clear language for the New Jersey Earned Sick Leave Act.

The Negotiating Committee included Director of Collective Bargaining Dan Ross, Director of Organizing and Union

Representative Chad Brooks, Director of Communications and Union Representative Mike Thompson, Shop Stewards Nicole Browning, John Reid and Patty Martuscelli, and member Dana Mikaitis.

Pension and health care security for Lawrence Street Seafood members in strong new agreement

Local 152 members at Lawrence Street Seafood in Philadelphia, PA voted unanimously to ratify a new contract in July.

The new five-year agreement provides continual monthly pension contributions as well as a monthly increase in each member's 401K savings plan. In addition, members will receive yearly wage increases, including an upfront raise of \$1 per hour in 2020. Bereavement leave was increased, and affordable health insurance was maintained for the life of the agreement.

The Negotiating Committee included Director of Collective Bargaining Dan Ross, Union Representative



Matte Kane and Shop Steward Tommy Ziegler.

Lawrence Street Seafood is a seafood

wholesaler and distributor offering fresh and frozen seafood products to markets in the region.

Supply chains under strain

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

One trend I'm noticing recently is an increase in the number of out-of-stocks many retailers are again experiencing.

After the panic buying and hoard mentality that prevailed in March and April that adversely affected all supply chains, I noticed a significant improvement from mid-May until late June. But beginning in July, I've witnessed declining service levels in some previous "hot spots" that had been improving in such categories as soup, flour and canned vegetables (not including paper and frozen, which have improved but have never been anywhere close to normal — except with a few large chains).

Clearly, things are not back to normal, and with COVID-19 spikes in other markets, primarily in the South and Southwest and on the West Coast, supply chains are going to falter in spots. Of course, from the inside-baseball industry view, this is just going to heighten the tension between retailers and suppliers.

Some retailers are already poised to impose pandemic-related costs on their vendors, while some other smaller merchants, regional chains and wholesalers are prepared to penalize their suppliers for what they believe is improper allocation of product.

New online shopping competition

According to a story in Recode Magazine, Walmart will soon launch its own shopping subscription service designed to compete directly against Amazon Prime. Membership in the new service will cost \$98 annually (vs. Prime's \$119 fee) and will offer such services as same-day grocery delivery, early access to promotions and gas station discounts.

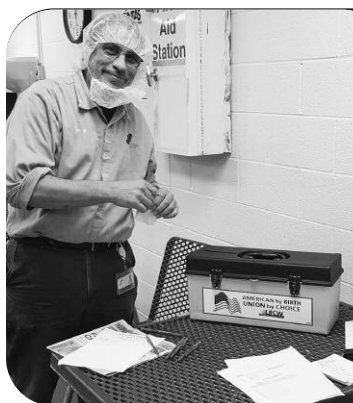
□ Jeff Metzger's "Taking Stock" column appears in *Food World* and *Food Trade News*.



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.

2020 graduates: Challenges and opportunities

The future is bright for a new generation of leaders

The children of many Local 152 members, and some members themselves, graduated from high school this year.

These young men and women are all too familiar with the extraordinary circumstances of their transition from high school to college. The coronavirus robbed them and their classmates of so many of the treasured rituals of this time in their lives.

Many seniors of 2020 feel disappointed, frustrated, unsure and maybe even angry, and we can only empathize with them.

But instead of dwelling on what has been missed, let's focus on what has been gained.

Our highest aspirations

To the class of 2020: You and your peers have gained the admiration, respect and love of our nation. We all share in a collective pride for your scholastic achievements, and we have

the confidence in your ability to meet the challenges of the future.

And now, as America confronts yet another challenge — a reckoning for centuries of racial injustice — we have the same faith in your generation's ability to move us ever closer toward fulfilling this nation's highest aspirations.

Your future remains bright in spite of all that is happening. You are graduating at a time where the world has come together to fight a common enemy: a virus.

The global commitment to science and medicine and building a worldwide infrastructure to deal with future pandemics and protect our people is a priority for all of us, but we are depending on YOU to complete the job.

When so many were sheltered in place, you or your parents stepped in to protect our fellow Americans — as members of our union and as employees in an essential industry.



Secretary-Treasurer's Report

By Anthony Benigno

The collective power of unions at this time in history has demonstrated that when workers come together, they can protect each other.

Thank you for all you have done, and thank you for all you will do.

Visit UFCW.ORG/LANGUAGE today.

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Welcome

benvenuto

Bienvenido

Bienvenue

Herzlich willkommen

歡迎

UFCW members can learn a foreign language for free.

UFCW.org/LANGUAGE

Scholarship winners

(Continued from front page)

Allyson Lehman is a 2020 graduate of York County School of Technology. She plans to attend Harrisburg Area Community College to obtain a career as a cardiovascular technologist. Her father, Eric Lehman, is a Local 152 member at Kunzler in Lancaster, PA.

Caitlin Ruth is a 2020 graduate of Conrad Weiser High School. She plans on attending West Chester University and pursuing a career in nursing and communication sciences and disorders. She participated in several clubs, including Aevidum, Junior Classical League, Girl Scouts of Eastern Pennsylvania and FFA. She also volunteers with Big Brothers/Big Sisters, N.E.E.D. Camp, Wernersville Library and Mini-THON. Her father, Chad Ruth, is a Local 152 member at Berks Packing in Pennsylvania.

Jessica Rodriguez is a 2020 graduate of Camden Academy Charter High School and will attend Rowan University, where she will study sports management with a concentration in math. Her goals include becoming a sports statistician for an NBA team. She participated in the National Honor Society, Beta Club and the Boys and Girls Club. She was also the vice president of the Class of 2020 and the captain of the varsity basketball team. She volunteers in breast cancer walks, local food kitchens and at the Boys and Girls Club. Her mother, Isidra Rodriguez, is a Local 152 member at J&J Snack Foods.

Breyon Mosley is a 2020 graduate of Pennsauken High School and plans to attend Rutgers University, where he will major in biology with a concentration in pre-med. He plans on becoming an orthopedic surgeon. He participated in varsity track and field all four years of high school. He is also a companion



Scholarship winner Elizabeth Buch with, from left: Union Representative Cary Lawson; her father, Local 152 member Michael Buch; and Local 152 President Brian String.

for the elderly and a junior trustee at his church. His father, Richard Mosley, is a Local 152 member at Catelli Brothers.

Kate Ibarra attends Liberty University for nursing and plans to obtain a bachelor's degree in nursing to become a nurse practitioner specializing in pediatric neurology. She has also volunteered at her church in the children's ministry at Novant Health and at Cape Regional Medical Center, where she assisted with transporting and discharging patients. Her mother, Claudia Ibarra, is a Local 152 member at Cape Regional Medical Center.

Eric Ibarra is a 2020 graduate of Ocean City High School and will attend Boston University, where he is majoring in computational biology. He has participated in the high school marching band, stage crew, rowing team, Science Club, National Honor Society, and Key Club. He works at Wesley Manor Nursing Home as a server and volunteers at his church. His mother, Claudia Ibarra, is a Local 152 member at Cape Regional Medical Center.

Elizabeth Buch attends The College of New Jersey and majors in early childhood deaf education with a concentra-

tion in sociology. She currently works for The College of New Jersey as a Community Advisor. She volunteers at the Funny Farm Rescue and also with TCNJ Deaf Hearing Connection Club. Her father, Michael Buch, is a Local 152 member at Acme Markets in South Jersey.

Adetomiwa Awogbamila is currently attending Rowan College of South Jersey, where he is studying to become a civil engineer. He is part of the Rowan College Men's Outdoor Track and Field team and also the Phi Theta Kappa National Honors Society. In the past, he has volunteered at the Spring of Hope Church's Food Bank. He is a Local 152 member at Acme Markets in South Jersey.

Keely Arndt is a 2020 graduate of Caesar Rodney High School and plans to attend East Stroudsburg University, where she will study to become an athletic trainer. She has participated in cross country, indoor/outdoor track and the Chinese club, and has volunteered at the Chinese Immersion Camp. She has received various academic and athletic awards. Her father, Daniel Arndt, is a Local 152 member at Kraft Foods in Dover, Del.



LOCAL 152 Members at work



Helping hands

In July, Local 152 Representatives Matte Kane and Pete White helped the Atlantic and Cape May County Central Labor Council with its food distribution event. The event helped many affected union casino industry workers in the area.



Manufacturing industry update



Members at Old Fashioned Kitchen ratify new contract

Local 152 members at Old Fashioned Kitchen in Lakewood, N.J. voted to ratify a new three-year contract on June 30.

Local 152 represents approximately 50 members at Old Fashioned Kitchen, a supplier of blintzes, potato pancakes, pierogies and crepe shells. Products made by these members can be found in the frozen food section at your local union retailer.

The company will now contribute to the UFCW and Employers Supplemental Pension Fund, with contributions based on the hours worked by the member. An increase in

the company's contribution is guaranteed in January 2022.

For the life of the contract, Old Fashioned Kitchen members will maintain the same level of quality health insurance benefits. The Attendance Warning System was modified to add clear language defining exceptions to the point system. Members will no longer be reprimanded in these defined situations, such as an emergency with their child.

The Negotiating Committee included Assistant Director of Collective Bargaining Lisa Sanders, Union Representative Jose Echevarria, Shop Steward Orlando Figueroa and members Esther Ryans and Jose Diaz.

Health care industry update

Tell Congress to help frontline workers

Local 152 members in the health care industry have worked tirelessly on the frontlines of the COVID-19 crisis. Tell Congress and the president to protect all UFCW frontline workers by making sure the next COVID-19 bill includes:

- **Hazard pay** for all frontline workers (up to \$10,000 per worker)
- **Mandatory** workplace safety standards enforced by OSHA and more.

Visit the Local 152 Facebook page for details.



New agreement for Hanover Foods members

Continued from front page

the weekly maximum pay for temporary disability.

New language was also implemented throughout the contract to strengthen the rights of union members, including:

- guaranteeing Shop Stewards are permitted time to introduce themselves to new hires and explain the benefits of the contract
- clarifying training pay for grades (4) and above
- closing a possible loophole that ensures newly hired employees still on probation will be offered more weekly work opportunities than any temporary help that may be used during peak seasons

The negotiating committee included Director of Collective Bargaining Dan Ross, Recorder/Assistant Director of Collective Bargaining Lisa Sanders, Union Representative Greg Torian, Shop Stewards Valerie Savage, Tyshika Hayes and Dave Johnson, and member Joe Drummond.

Local 152 represents about 90 members at Hanover Foods across a variety of positions, including production, sanitation, maintenance, shipping and receiving. The plant produces frozen waffles, grilled chicken and various vegetables.

Earn your GED for Free

Please visit [UFCW.ORG/GED](https://www.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](https://www.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!

Albert M. Acquesta	05/01/20	Acme Markets	Ashton D. Richards	07/01/20	Pathmark/Local 152
John A. Albano	04/01/20	Village ShopRite Landis	Thomas J. Richardson Sr.	06/01/20	Acme Markets
David B. Andrews	07/01/20	ShopRite Somers Point	Elizabeth Rittenhouse	07/01/20	Murphy's Markets
Robert M. Blyler	06/01/20	Pickwell-SHS Enterprises	Marisa Rosati	07/01/20	Acme Markets
Nanette M. Boney	04/01/20	Delaware Supermarkets	Pauline D. Ross	07/01/20	Acme Markets
James A. Breen III	06/01/20	Acme Markets	Lenora M. Sanderlin	07/01/20	Acme Markets
Mary Bushong	06/01/20	Acme Markets	John J. Scanlan Jr.	04/01/20	Drexeline Supermarket
Bret Camp	07/01/20	Acme Markets	Scarlata Salvatore	06/01/20	
Charles Christman	07/01/20	Acme Markets	Larry L. Schrader	07/01/20	Acme Markets
David Clarke	07/01/20	Acme Markets	Thomas H. Shafer	04/01/20	Laneco Inc. Food Lane
Douglas W. Cramer Jr.	06/01/20	Acme Markets	Patricia Souza	04/01/20	Acme Markets
Roberta L. Darcangelo	07/01/20	Zallie's Supermarkets	Marlena A. Squadrito	07/01/20	Acme Markets
Deborah J. Davidowicz	05/01/20	Medford Shop 'n' Bag	John Taman	07/01/20	Acme Markets
Cynthia D. Davis	07/01/20	Cherry Hill Supermarkets	Lynn B. Thomas	06/01/20	Acme Markets
Francis A. Destefano Jr.	06/01/20	Village ShopRite	Donna Urie	07/01/20	Acme Markets
Peter M. Dicanto	06/01/20	ShopRite Of Manahawkin	Karen M. Vansyckle	07/01/20	Hamilton Markets
Pearline A. Donaldson	05/01/20	Saker ShopRites	Mary E. Waterfield	05/01/20	Super Fresh
James R. Dowling	07/01/20	R & R Shop Rite, Inc.	Gerald Yunk	07/01/20	Supermarkets General
Barbara Elliott	06/01/20	Acme Markets	Dona Lee Zaleski	07/01/20	Gms Zallie Holdings, Inc
Janice M. Ellis	05/01/20	Acme Markets			
Christina R. Farrell	07/01/20	Collins Family Markets			
Ellie Fisher	07/24/20	Crothall			
Barbara A. Fleming	06/01/20	Village ShopRite			
Michael J. Franco	05/01/20	Zallie's Supermarkets			
Michael J. Gambogi	04/01/20	Zallie's Supermarkets			
Raul Garcia, Jr.	06/01/20	Acme Markets			
Virginia Mae Geissel	06/01/20	Acme Markets			
Faye V. Giacobbe	06/01/20	Acme Markets			
Kathryn M. Golden	06/01/20	Acme Markets			
Jeffrey Hajatian	04/01/20	George's Market			
Douglas J. Harmer	06/01/20	Acme Markets			
Joanne Iacona	06/01/20	Acme Markets			
Edna I. Inge	04/01/20	UFCW Local 152 staff			
Constance R. Jackson	04/01/20	Incollingo's Iga			
Teresa M. Kaczmarek	05/01/20	Acme Markets			
Loretta M. Kane	07/01/20	Middletown Supermarket			
Robert J. Kulik	04/01/20	Cheltenham Supermarkets			
William D. Maclean	05/01/20	ShopRite Manahawkin			
George S. Mariner	04/01/20	Holiday Markets			
Jacqueline R. Martin	05/01/20	Acme Markets			
Joann K. Martinelli	07/01/20	Murphy's Marketplace			
Robert L. Metzger Jr.	04/01/20	Acme Markets			
Joann Michalowski	04/01/20	Zallie's Supermarkets			
Joann L. Miller	05/01/20	Acme Markets			
Denise M. Murray	07/01/20	Zallie's Supermarkets			
Edward Navaline	05/01/20	Drexeline Supermarket			
Walter M. Niewinski	07/01/20	Colligas Family Market			
Vivian Ordner	06/01/20	Acme Markets			
Thomas J. Peeples	04/01/20	Holiday Markets			

In memoriam

Ruth V. Agans	05/27/20	Acme Markets
William G. Barndt	06/17/20	Acme Markets
Richard H. Baumer	07/22/20	Acme Markets
Barbara A. Burke	05/02/20	Pathmark Stores/Local 152
Robert Carlin	07/29/20	A&P Tea Company
Bernard Gebolla	05/07/20	ShopRite Of Newark
Amanda Glanton	05/29/20	Acme Markets
Dorothy Conover	05/25/20	Supermarkets General
Paul H. Cooper	06/27/20	Glassboro Iga
Jack B. Cunrod	06/24/20	Acme Markets
Cecilia M. Dampf	05/23/20	Acme Markets
James H. Dandrea	07/16/20	Pathmark Stores/Local 152
David M. Denofa	05/11/20	Collins Family Markets
Barbara L. Diliberta	05/24/20	Acme Markets
Jeanette T. Dilorenzo	07/16/20	Acme Markets
Daniel P. Donovan	04/06/20	Acme Markets
James E. Frankenfield	04/27/20	Whitemarsh Shop 'n' Bag
Charles Friel	07/29/20	Pathmark Stores/Local 196
James J. Friel	04/10/20	ShopRite Of West Chester
Gloria F. Gallagher	04/17/20	Shorday's
John D. Gause	07/25/20	B.S. Pincus Co. (Yankee Maid)
Martin Goldberg	05/01/20	Lissack Store-Wynnewood Food
Frances Haines	04/16/20	West Deptford Shop 'n' Bag
Roger N. Harper	05/18/20	Pathmark Stores/Local 152
Larry E. Heckman	05/17/20	Acme Markets
Dolores Hefton	06/07/20	Super Fresh
William W. Hood	05/02/20	Acme Markets

Ruth C. Hosey	05/18/20	Super Fresh
Bobby Joe James	05/02/20	Lous Food Center
Wilhelmine Jensen	05/01/20	Donzie's (IGA)
Mack Jones	04/07/20	Butler Foods/Penn Packing
Cathy J. Kauffman	07/07/20	Kunzler Packing Co.
Albert Kavalkovich	07/07/20	Pickwell-SHS Enterprises
Mabel M. Kirk	04/16/20	A&P Tea Company
David M. Kirkpatrick Jr.	05/15/20	Acme Markets
Dorothy Klaczak	07/21/20	Kanes Supermarket
William F. Kohlenberg	04/23/20	Super Fresh
Brian A. Krause	05/26/20	Big V Supermarkets
Kathryn D. Loveland	05/16/20	Pathmark Stores/Local 198
Eugene J. Malinowski	04/19/20	Super Fresh
Joseph Mancino	06/19/20	Mt. Airy Shop 'n' Bag
James Marchese	05/13/20	ShopRite Of Manahawkin
Benjamin Marrero	05/30/20	B.S. Pincus Co. (Yankee Maid)
Joseph J. Massaro	07/26/20	Pathmark Stores/Local 152
John McGarry	05/24/20	Acme Markets
Mary Metro	05/31/20	Zallie's Supermarkets
John Miksiewicz	07/07/20	Butler Foods/Penn Packing
Amelia Mitchell	07/06/20	Supermarkets Of Cherry Hill
Robert Mitchell	06/07/20	Delaware Supermarkets
John H. Morris Jr.	04/24/20	Kanes Shop 'n' Bag
Leroy Nesmith	04/13/20	Kansas Beef Industries
Joseph E. Nuckols	04/06/20	A&P Tea Company
Albert Odom	06/05/20	Kansas Beef Industries
Frank J. Paradise	06/03/20	Ball Park Brands
Dale Pasker	04/04/20	Kunzler Packing Co.
Jo-Ann Persiano	04/16/20	Pathmark Stores/Local 152
Marian T. Pierce	04/25/20	Pickwell-SHS Enterprises
Glenn L. Reeve	05/26/20	Safeway Stores
Dorothy C. Regan	05/20/20	Super Fresh
Matthew Scarpato	04/15/20	Zallie's Supermarkets
Joseph J. Schuchler	05/14/20	Acme Markets
Sherian I. Slatten	05/05/20	Pathmark Stores/Local 152
Alfred E. Smith	07/04/20	Servetnick & Sons
Bridget Smith	05/14/20	Acme Markets
Elinor J. Stratton	04/23/20	Food Fair/Pantry Pride
James Swinton	05/12/20	Ball Park Brands
Robert P. Szargowicz	04/25/20	A&P Tea Company
Charles A. Tierno	07/16/20	Acme Markets
Derna C. Torri	05/13/20	Acme Markets
Joseph S. Turra	04/24/20	Super Fresh
Sara B. Walsh	05/28/20	Acme Markets
Daniel M. Whelan	05/30/20	Acme Markets
Frank Whibley	07/17/20	Medford, Inc.
George Wicker	04/11/20	Brown's Superstores
Victor W. Wisniewski	06/02/20	Pathmark Stores/Local 198
Rosemarie Yacovella	04/21/20	Super Fresh

New Telemedicine benefit

Local 152 is introducing a brand new Telemedicine Program for all members who use 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 health care 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.

KEEP CALM

&

**THANK A
UNION
WORKER!**

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It's time for CEOs to restore hazard pay

Throughout Local 152's jurisdiction, frontline workers are continuing to show up for our communities every single day despite the very real dangers they face.

With more than 5.5 million COVID-19 cases nationwide (at the time of this writing) and more people getting sick every day, grocery workers in our neighborhood supermarkets are among those with the most risk to contract the virus, sometimes interacting with thousands of customers a day.

Without the courage of these essential workers who continue to put themselves in harm's way, families in our communities would not have the food they need during this crisis.

Given the growing risks as cases continue to spread, it is time for the CEOs of every grocery chain in New Jersey, Pennsylvania, Maryland and Delaware to step up and guarantee hazard pay for all of these frontline workers.

Local 152 represents thousands of workers in grocery stores and many other essential businesses across four states. The members of our union know firsthand that the danger never went away. Yet many of the CEOs of our country's largest grocery chains ended hazard pay for these workers as if the pandemic was over and they are no longer at risk.

Confronting reality

In reality, workers continue to get sick and die from COVID-19. Nationwide, there have already been at least 100 grocery worker deaths and thousands more infected. Our members in grocery stores, nursing homes, processing plants and other essential businesses continue to live with the daily fear of not only becoming sick, but also putting their families in danger by bringing this deadly virus home.

It is stunning to see the CEOs of grocery chains and other employers raking in billions in profits during the pandemic and still cutting hazard pay for these brave frontline workers. These companies are treating grocery workers as expendable at a time when the danger of the virus is just as real as on Day One of the pandemic, and we continue to count on these essential workers to be able to put food on the table for our families.

Our families deserve better.

As COVID-19 cases continue to spread across the communities we serve and our members continue their essential service to our communities, it is time for CEOs to tell the truth about the real risks that exist in grocery stores and provide the strong



hazard pay these workers have earned for the danger they face every day.

The only way we will get through this is together, and that starts with companies doing the right thing by putting workers and families first.

A handwritten signature of Brian String in black ink.