



Members of the CRS Facility Services negotiating committee.

Members make gains in new contracts

In January, Local 152 members at CRS Facility Services in Philadelphia unanimously ratified a strong new contract.

Local 152 represents about 25 workers at the Philadelphia Mills Mall in northeast Philadelphia, where the members perform janitorial services and grounds maintenance for more than 200 stores and surrounding areas.

The newly-ratified contract includes a wage increase each year for the lifetime of the contract, a contract ratification bonus and enhanced bereavement leave.

Pants are now included as part of the uniform allotment provided by the employer and enhancements were made to the seniority rights for job protection

Please see page 9



LOCAL 152

MEMBERS AT WORK!

SEE PAGE 6



STAY CONNECTED!

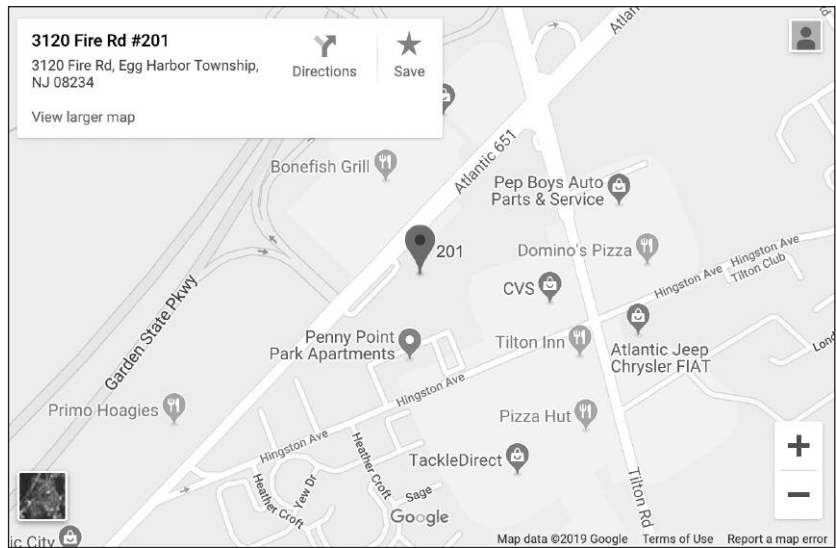


NEW TEXT MESSAGE FROM

UFCW LOCAL 152!
a VOICE for working America

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Text "152" to the phone number
698-329 to subscribe to
UFCW Local 152 updates!



Local 152 has moved!

As of Feb. 11, the offices of Local 152 are located at a new location in Egg Harbor Township, New Jersey. The new address is:

UFCW Local 152
3120 Fire Road, Suite #201
Egg Harbor Township, NJ 08234

Please note that although our physical address has changed, our phone numbers, phone extensions and fax numbers remain the same. Please update your contact information accordingly.

If you have any questions, feel free to call the Union Office at (888) 564-6152. We look forward to serving you from this new location!



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EDITOR

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UNION HEADQUARTERS

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100% Union

IT PAYS TO BE UNION!

Grievances filed or resolved:

2018 total

248

Back pay and benefits restored to members:

2018 total

\$132,429.84

Food processing members receive safety training

With the help of the New Jersey AFL-CIO, UFCW Local 152 conducted a workplace safety training at Puratos and Barry Callebaut, both of which employ hundreds of food processing members.

The training, which included development of OSHA compliance procedures, was made possible by grants from the Department of Labor. Its purpose is to reduce accidents and missed days from work by identifying problems and being properly trained. The goal is to help establish the safest environment possible for members at their workplaces.

In addition to this training for food processing workers, the union has trained safety committees on the supermarket side to assist members at ShopRite, Murphy's Markets and other union retailers.

If you feel your workplace could benefit from safety training, please contact your union representative.



Apply for the Irv R. String Scholarship

Applications are due by March 29, 2019.

The Scholarship Fund will award \$2,000 cash grants to eligible members or dependents of members who will be attending college full time this fall. Determination of winners will be made based on school records, SAT scores, personal activities and need.

Selection will be made on the recommendation of an outside independent committee.

Applications will NOT be accepted if not postmarked by March 29, 2019.

To apply, call (888) 564-6152.

Amazon and Costco make moves

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

Amazon plans to open new Whole Foods stores in markets where there is no current Whole Foods presence and include mini-warehouses in those units for pickup and delivery of Amazon orders.

Amazon's relatively light presence in the world of bricks and mortar clearly provides an advantage for other retailers that offer such services (even more so if they're also using Instacart, Shipt or Peapod).

However, you can bet that their advantage won't last too long, because by adding more Whole Foods stores, developing more Amazon Go units or making another big physical store acquisition, many of us feel that Amazon will fully occupy that space, too, in a few years.

Costco coming to Cherry Hill?

Costco continued its record sales and earnings pace, posting a 10.3 percent sales increase in its first quarter ended Nov. 25. Comp store revenue (excluding fuel) jumped an impressive 8.3 percent, in-store traffic increased 5.2 percent and its e-commerce sales rose 26.6 percent.

Profits were also strong: a 19.8 percent gain to \$767 million. Costco CFO Richard Galanti said that despite the strong numbers, other club operators and some supermarkets were affecting the Issaquah, Wash.-based merchant's "fresh" margins.

He added he expects Costco to open 20 to 23 net new clubs (and four relocations) next year. That likely includes a new store in Harrison, N.Y. (where Wegmans is also building a new unit) and possibly Cherry Hill, N.J. (which also may open in 2020).

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



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- ✓ Finance
- ✓ General Studies
- ✓ Hospitality: Food and Beverage Operations
- ✓ Hospitality: Hotel and Event Management
- ✓ Human Resources
- ✓ Information Systems
- ✓ Labor Studies
- ✓ Marketing
- ✓ Paralegal
- ✓ Programming and Development

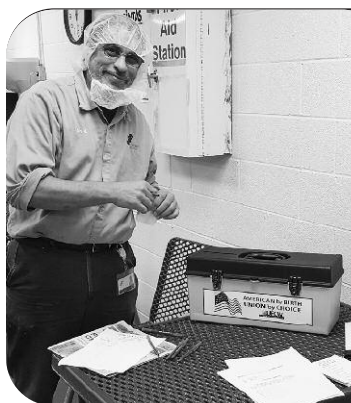
To learn more about the UFCW Free College Benefit, visit:
UFCW.org/College or call 888-590-9009

UFCW.org

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 \$500! For additional information, call or text Local 152 Director of Organizing Chad Brooks at (609) 670-8605.

Protect your job: Don't work 'off the clock'

Would you work for someone who doesn't want to pay you? Most of us would answer "no," but if you work "off the clock," that is exactly what you're doing.

An employee who works without expecting payment, even if it's just for a few minutes, is engaging in "free timing" — a practice that is unethical and illegal.

Unfortunately, it happens every day in workplaces across America. All too often, it happens in our stores.

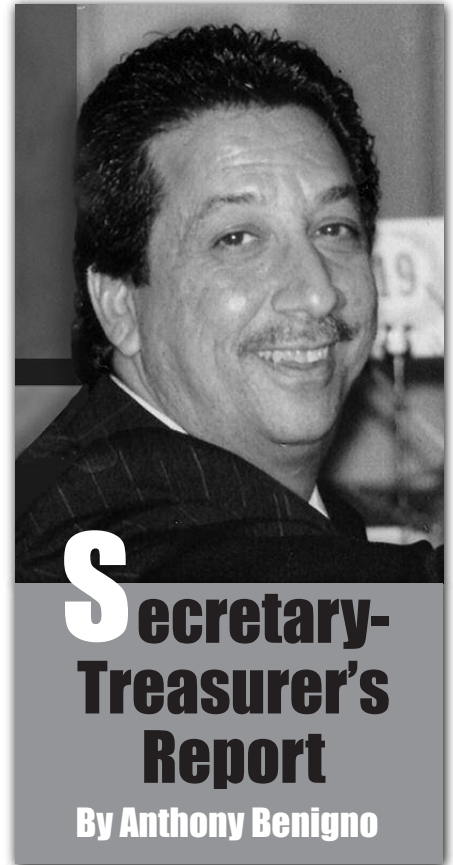
Our members who do this risk suspension and termination for working off the clock.

You are ultimately responsible for your own actions. Don't let something you know you shouldn't be doing jeopardize your good job.

Your union representatives know it can be difficult to get all of your work completed during your regular shift, but that is no excuse for free-timing. If you are working at the best of your ability, then you are doing your job. If you need more time to finish your work, you deserve to be paid for it.

Here are 10 reasons why you should never work off the clock:

1. It's a violation of company policy.
2. You can't get paid for time that is not recorded.
3. It's a violation of state laws that say all time worked for an employer must be documented and paid for properly.
4. When you work off the clock, you deprive another employee a chance to work those hours.
5. If the work can't be done in the allotted time, management is probably getting away with inefficient practices that ultimately hurt the employer's bottom line. Let them know when this happens or they'll continue to under-schedule.
6. Working off the clock adds to the company's liability if you are injured.
7. You're only kidding yourself if you think management will reward you for free-timing.
8. Any manager asking someone to work off the clock is guilty of a violation of the collective bargaining agreement and must be reported to the union immediately.
9. You applied for this job because you needed the money. Free-timing defeats your purpose for being there.
10. If you are caught working off the clock, you can be suspended and terminated immediately.



10. If you are caught working off the clock, you can be suspended and terminated immediately.

If you have any questions about free-timing, don't hesitate to contact your union representative immediately.



 **COLLEGE IS COVERED.**
UFCW members and their families can earn a degree for free.
Enroll now at UFCW.org/College




LOCAL 152

Members at Work





Local 152 gives back for the holidays

The union sponsored a successful food drive for canned and non-perishable foods. Members collected and distributed more than 2,400 items for local food pantries. Thank you for your support!



Local 152, in partnership with Village ShopRite of Somers Point, donated holiday **food baskets** to members chosen by shop stewards and to faith-based organizations.



A **Teddy Bear Drive** hosted by the Local 152 Women's Network benefitted the ARC organization for people with intellectual and developmental disabilities. Santa Claus distributes the bears at the annual Holiday Dance to great joy.

Manufacturing industry update



UFCW pork processing workers fight to maintain safe line speeds

The UFCW International organized a lobby day in Washington, D.C., for members who work in pork processing plants to highlight the dangers of increasing hog slaughter line speeds.

Members from several locals across the country traveled to the nation's capital to raise awareness about how the U.S. Department of Agriculture's (USDA) proposal to end line

speed limits puts both workers and consumers at risk.

The members, who work at Quality Pork Processors in Minnesota, Smithfield in North Carolina and at Swift & Co., Farmland Foods and Tyson Fresh Meats in Iowa and Indiana, along with staff from the International, met with Mackenzie Gross, deputy director of the National Economic Council; Loren Sweatt, deputy undersecretary of the Occupational Safety and Health Administration; and Carmen Rottenberg, administrator for the USDA's Food Safety and Inspection Service. At the meetings, the workers spoke about the dangers faster line speeds pose to workers and consumers in an already dangerous industry.

"I'm proud to be here with my union family to talk to the USDA about their decision to take limits off of line speeds," said Sherry Louk, a member of UFCW Local 1149 who works at Tyson Fresh Meats. "They need to know that this will force workers to work too fast and will lead to injuries and illnesses."

"We already have a hard time with regular speeds and I've been hurt before," said Elizabeth Bell, a member of UFCW Local 1208 who works at Smithfield. "I'm not afraid to speak out about this issue because my union is here backing me up."

Health care industry update

Wage increases and more in new contract for Spring Oak Assisted Living members

In October, Local 152 members at Spring Oak Assisted Living in Vineland, N.J., unanimously ratified a new contract.

With the new contract, these members will receive across-the-board wage increases every year for the lifetime of the contract. The minimum starting rate for new hires was raised, which bumped current member wages.

Long-term members also will see a longevity pay increase to reward them for their years of service.

The night shift differential also was substantially raised and paid time off increased for both full-time and part-time members.

Local 152 represents about 40 certified nursing assistants (CNAs), certified medical assistant (CMAs), dietary aides, housekeeping/laundry aides, activity coordinators and maintenance workers at Spring Oak Assisted Living's Vineland location.



The Spring Oak of Vineland Negotiation Committee: Member Ana Hoyos, Union Representative Edna Inge, Assistant Director of Collective Bargaining Dan Ross, Jr., and member Lucy Maldonado. (Director of Field Services Peggy Kelly not pictured.)

Members make gains in new contracts

Continued from front page

to the seniority rights for job protection in case of sickness.

The Negotiating Committee included Local 152 Assistant Director of Collective Bargaining Dan Ross, Jr., and Union Representative Jose Echevarria.

Melitta

In November, Local 152 members at Melitta USA, Inc. in Cherry Hill, N.J., ratified a new five-year contract with many new benefits, including an annual wage increase.

The Negotiating Committee included Director of Collective Bargaining Larry Lucente and Union Representative Jerry Chudoff.

Melitta USA sells coffee filters, coffee and pour-over coffee brewing systems across North America. The Cherry Hill plant has been roasting coffee for more than 50 years. You can find their products under the Melitta brand name in union stores around the area.

Reed and Perrine

In January, members at Reed and Perrine in Tennent, N.J. ratified a new three-year contract.

Reed and Perrine members will receive many additional perks to their existing contract, including a wage increase each year for the lifetime of the contract, health care contributions by the company — including an increase in maintenance of benefits — and an increase in pension contributions.

The Negotiating Committee included Director of Collective Bargaining Larry Lucente and Collective Bargaining Representative Ron Whille.

Local 152 represents about 10 members at Reed and Perrine, which has been open since 1916 and offers products such as fertilizers, road salts and landscaping supplies. The members work as mixers, material handlers, truck drivers and warehouse workers.

STAY UP TO DATE! Text **local152** to **698329** 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.



Reed and Perrine member Christine Bradach voting on the 2019 contract.



Discounted ski resort tickets!

Local 152 has partnered with Jack Frost Big Boulder Ski Resort to offer members an exclusive discount on lift tickets.

As a UFCW Local 152 member, you can take advantage of skiing both mountains on one lift ticket, which in turn offers 36 slopes!

Follow these steps to purchase tickets:

1. Visit jfb.com/club-login
2. Click "LOGIN"
3. Enter the following log-in information:
Club Name: JB UFCW152
(NOTE: All capital letters and a space)
Password: You will need to contact your Union Representative or the Union office at (888) 564-6152.

Happy retirement!

Dianna Adams	10/01/2018	Cherry Hill ShopRite
Suzanne Anderson-Konschak	11/01/2018	Holiday Markets
Anne Antonini	12/01/2018	Food Fair/Pantry
Donna Book	10/01/2018	Acme Markets
Glenn Bubel	12/01/2018	Ball Park Brand
Staciann Bubel	12/01/2018	Ball Park Brand
Annette Burrell	01/01/2019	Pathmark Stores
Raymond Cromer	10/01/2018	Super Fresh
Phyllis Dagostino	10/01/2018	Village ShopRite
Christine Daly	11/01/2018	Supermarkets, General
Hai Van Doan	11/01/2018	Berks Packing Co.
Ruth Dooley	01/01/2019	Medford Inc.
Sheryl Driggins Gray	01/01/2019	Center City Food
Roberta Dunn	11/01/2018	Acme Markets
Beatrice Fisher	12/01/2018	Super Fresh
Donna Garofolo	10/01/2018	Acme Markets
Daniel Green Jr.	11/01/2018	Acme Markets
Diane Hart	11/01/2018	Acme Markets
John Hendrzak	10/01/2018	Village ShopRite
Judy Hill	12/01/2018	Oregon Shop 'n' Bag
Dennis Hoffa	12/01/2018	Berks Packing Co.
Jay Jamelkowski	01/01/2019	Acme Markets
Gail Jasionowski	10/01/2018	ShopRite Supermarkets
Ruth Dawn Jobs	11/01/2018	Holiday Markets
Rosemarie Joyce	10/01/2018	Acme Markets
Roberta Kelly	10/01/2018	A&P Tea Company
David Kennedy	11/01/2018	Acme Markets
Keith Kienle	12/01/2018	Suburbia Village
Jean Klinefelter	01/01/2019	Food Fair/Pantry
Garis Kormandy	12/01/2018	Super Fresh
Deborah Kosma	11/01/2018	Acme Markets
Gail Landis	11/01/2018	Acme Markets
David Ludlam	11/01/2018	Super Fresh
Bertha Lee Martin	10/01/2018	Colonial Beef Co.
Diane McClain	11/01/2018	Acme Markets
Thomas McGoldrick, Jr.	01/01/2019	Acme Markets
Thomas McHugh	10/01/2018	Pathmark Stores
Karen Miller	10/01/2018	Acme Markets
Patricia Morgan	11/01/2018	Acme Markets
John Mull	11/01/2018	Berks Packing Co.
Lorie Nagle	01/01/2019	Acme Markets
Ida Pearsall	11/01/2018	Acme Markets
Robert Pegg	12/01/2018	Acme Markets
Patricia Petrillo	10/01/2018	Super Fresh
Henry Elizabeth Phelps	11/01/2018	Pathmark Stores
Joan Pileggi	11/01/2018	Krutzkes Runnemed
Colleen Pivoroff	12/01/2018	Pathmark Stores

Mary Quigley	11/01/2018	Acme Markets
Kathy Richards	01/01/2019	Super Fresh
Edward Richardson, Jr.	11/01/2018	Acme Markets
Gerald Riggio	11/01/2018	Cherry Hill ShopRite
Annette Rochow	12/01/2018	Acme Markets
Judy Roseboro	01/01/2019	Langhorne Shop 'n' Bag
Geraldine Rothermel	12/01/2018	Pathmark Stores
Deborah Rutigliano	11/01/2018	Grover Shop 'n' Bag
James Sanders, Jr.	01/01/2019	Colonial Beef Co
Stephen Santarlas	01/01/2019	Thrift Grocery
Linda Schairer	10/01/2018	Crystal Lake Shop 'n' Bag
Dorothy Shennard	01/01/2019	Acme Markets
Donald Singer	11/01/2018	Suburbia Village
Rosemary Snyder	11/01/2018	Starn's ShopRite
Louis Spanicciati	01/01/2019	Big V Supermarkets
Marie Stiteler	11/01/2018	Zallie ShopRite
Virginia Surplus	11/01/2018	Acme Markets
Jerry Surrency	12/01/2018	UFCW Local 152
Charles Thomas	11/01/2018	Village ShopRite
Grace Truett	01/01/2019	Bottino's ShopRite
Karen Werneking	11/01/2018	Cherry Hill ShopRite
Lauratta Wilson	10/01/2018	AMD Thriftway

In memoriam

Frank Alotta	01/05/2019	Laneco Inc.
Rocco Anselmo	01/25/2019	Holiday Markets
Guy Antonini	11/16/2018	Food Fair/Pantry Pride
Frank Aversa	12/23/2018	Acme Markets
Helen Barber	12/01/2018	Acme Markets
Susan Barry	01/06/2019	Super Fresh
Mark Buggy	12/14/2018	Acme Markets
Frank Carpino	12/15/2018	Butler Foods
Mildred Clark	01/05/2019	Acme Markets
Timothy Conroy	11/04/2018	Acme Markets
James Culbertson	12/20/2018	ShopRite Supermarkets
Dolores DiGiugno	12/04/2018	Acme Markets
William Dooley, Sr.	12/04/2018	Medford Inc.
Janet Doyle	11/22/2018	Ball Park Brand
Joseph Duckworth	11/08/2018	Acme Markets
Ruth Entwistle	12/03/2018	Super Fresh
Alfred Fiedler	12/04/2018	R&R ShopRite
Mary Field	12/26/2018	Acme Markets
Anthony Gabriella	01/15/2019	William Bryen
Alexander Gall	11/13/2018	Super Fresh
Catherine Gillan	11/08/2018	Acme Markets
Glyde Gilmore	11/22/2018	Food Fair/Pantry
Marvin Goldfield	10/14/2018	Brown's Superstores
Anna Good	11/13/2018	Pathmark Stores

Carolyn Graessel	12/29/2018	Laneco Inc.
Clarence Green	01/03/2019	George Wollman
Lucille Harris	10/03/2018	Super Fresh
Jeanne Hartranft	10/29/2018	Laneco Inc.
James Henry	10/10/2018	Pathmark Stores
Margaret Hession	12/13/2018	M&E
Helen Ingram	01/24/2019	A. Golin
Mychajlo Jaremijcuk	01/17/2019	Dietz & Watson
Kenneth Jenkins	01/03/2019	Acme Markets
Linda Jenkins	12/26/2018	Cherry Hill ShopRite
Herman Josovitz	12/21/2018	ShopRite Of Manahawkin
Kathleen Kane	01/15/2019	Super Fresh
William Klinefelter	12/21/2018	Food Fair/Pantry Pride
Richard Knoyer	01/22/2019	Village ShopRite
Walter Konschak	10/17/2018	Holiday Markets
Josef Laudanski	12/18/2018	ShopRite Supermarkets
Mary Mayer	12/01/2018	Feoli's Supermarkets
Elizabeth McElhinney	12/04/2018	Carson Packing
Kay Millar	10/10/2018	Acme Markets
James Mosley	01/02/2019	Butler Foods/PE
John Mosley	10/04/2018	Penn Packing
Marie Mulligan	11/24/2018	Colonia Beef
Anne O'Brien	12/21/2018	Great Scot
Elizabeth O'Connor	01/30/2019	Super Fresh
Irma O'Keefe	01/03/2019	Dietz & Watson
Mary Otto	11/24/2018	Acme Markets
Harold Pfaff	12/11/2018	Super Fresh
Anthony Pileggi	10/15/2018	Langhorne Shop 'n' Bag
Charlotte Pitts	12/16/2018	Freda Corp
Federico Ramirez	10/26/2018	Food Fair Inc.
Arlene Richardson	10/12/2018	Acme Markets
Allen Richburg	10/26/2018	Frontier Beef
Joan Rinehold	11/06/2018	Acme Markets
Harold Rosier	12/28/2018	Food Fair Inc.
Marie Schmeltzer	01/30/2019	Acme Markets
Margaret Schweikert	12/06/2018	Acme Markets
Martha Skowronek	11/28/2018	Acme Markets
Robert Sperow	10/13/2018	Pathmark Stores
Helen Stritmatter	11/11/2018	Acme Markets
Archie Surplus	10/03/2018	Acme Markets
Daniel Sweeney	12/16/2018	Food Fair/Pantry Pride
Abe Tanen	01/31/2019	B.S. Pincus Co.
Frank Toth	12/15/2018	Servetnick & So
James Towles	01/03/2019	Acme Markets
Gladys Weiler	01/11/2019	Kunzler Packing
Henry Williams	12/08/2018	Butler Foods
Roberta Wilmarth	01/04/2019	Acme Markets
Ervin Wohlschlegel	10/09/2018	Progressive Spm
Agnes Wojtko	01/15/2019	Philadelphia Markets
Olga Yerk	11/22/2018	Food Fair/Pantry Pride

Happy retirement!



Jay JalemKowski (center) and Diane McClain (right)



Lois Anderson



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The victorious 'Fight for \$15'

In late 2012, fast-food workers in New York started one of the most successful movements of the 21st century: "Fight for \$15."

The workers' calls a livable wage of \$15 an hour and the right to join a union soon spread across the country, and partly as a result 22 million low-wage workers have won \$68 billion in annual raises to date, according to the National Employment Law Project (NELP), a grassroots advocacy group.

NELP credits the Fight for \$15 movement for establishing an accepted benchmark for livable wages in the United States. According to its 2016 report, the \$68 billion raise was more than 14 times larger than the last federal minimum wage increase, enacted in 2007.

Earlier this year, New Jersey became the most recent state to join the movement when Gov. Phil Murphy signed legislation to raise the minimum wage to \$15 per hour for most workers by 2024. The incremental wage increases begin this year — the current minimum wage is \$8.85 per hour.

This is good news for all workers, not just those earning minimum wage. Whenever more workers can earn a fair wage, it strengthens the entire Labor Movement.

It's not all good news

Although it is much needed, the minimum wage increase may carry with it some consequences. Republican lawmakers and large employers have long fought against raising the minimum wage, and now that it

has become law, we must expect a reaction.

The most predictable reaction, unfortunately, is that employers might rush even faster to adopt automation and artificial intelligence in stores. If they can't keep wages low, they may seek to cut jobs altogether.

We're already feeling the effects of AI and other technologies. While self-checkout is already well-established, entire new stores are being built without checkers, deliveries are being tested using driverless cars and robots are being evaluated for replacing stockers at stores and warehouses.

A Stop & Shop is opening that will have no meat cutters or deli or seafood workers. All of those items that are usually presented fresh to the customer will instead arrive prepackaged from a centralized facility.

The question to ask when these technologies are implemented is: who benefits? Our union is not afraid of technologies that improve our lives, but when checkers are removed or other changes made that only frustrate customers and workers, is it just to improve the bottom line for employers?

We won't support unnecessary changes in stores that only serve to increase corporate profits by reducing labor costs.

One potential response from the Labor Movement may be to help draft legislation requiring employers to continue paying payroll taxes for jobs that are eliminated through automation.

It's not all doom and gloom, though.



New technologies also create tremendous opportunities for new jobs. In some stores where innovative new technology is implemented, the number of jobs actually increased.

We just have to be knowledgeable about these changes and ready to meet the challenges ahead.

A handwritten signature in black ink that reads "Brian String".