



## ShopRite members ratify historic new contract

### Workers at Genesis HealthCare ratify first agreement

**W**orkers at Genesis HealthCare, an assisted living facility in Millville, voted to ratify their first union contract on Jan. 9, giving them a voice on the job and secured wages and benefits.

These members of Local 152 voted unanimously to accept their three-year agreement.

**Please see page 8**

### Big win after months of bargaining

**M**ore than 2,000 Local 152 members working in retail positions at 15 ShopRite stores in Southern New Jersey recently stood united to ratify an unprecedented new union contract.

After months of hard bargaining between the 24-person negotiating committee and three ShopRite owner groups (Bottino's Supermarkets, Saker ShopRites and Village Super Market), the committee produced an agreement that significantly improves the lives of our members.

### Wage increases

Wages were a big issue of contention during negotiations, and the union committee stood its ground to obtain larger, market-comparable increases to help address wage compression that many employers are contending with across the state.

All full-time and part-time clerks will receive yearly increases based on years of service. This wage structure rewards seniority and is intended to soften compression through the life of the agreement. This concept also incentivizes workers to grow with their employer by providing larger wage

**Please see page 3**

## STAY CONNECTED!

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### UFCW Local 152 Unity

Official Publication of  
United Food and Commercial  
Workers Local 152

#### EDITOR

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## Giving back to the community

Every holiday season, with generous help from the Village ShopRite store in Somers Point, N.J., Local 152 purchases and distributes food "baskets" of dinner essentials to help members in need. Also, in partnership with The Arc of Burlington County, the union provides teddy bear gifts to Arc members at its annual holiday party.



### Contract success!

Dietz & Watson

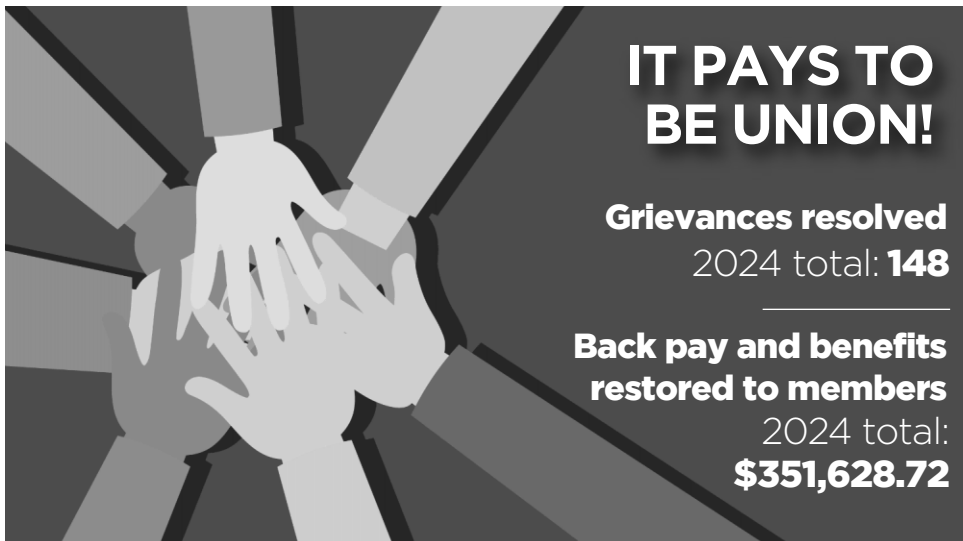
## IT PAYS TO BE UNION!

### Grievances resolved

2024 total: **148**

### Back pay and benefits restored to members

2024 total:  
**\$351,628.72**





# ShopRite contract success

Continued from front page

increases as they hit anniversary milestones.

All department managers and classified positions received additional increases on top of the yearly across-the-board wage increases. Additionally, night crew employees receive additional increases throughout the contract.

HABA Managers and CGO Coordinators finally became classified positions and are entitled to additional premiums like other classified positions.

## Health care protections and more

The committee protected health care by securing yearly maintenance-of-benefit increases by the employer into the union health & welfare fund.

All workers will now receive one-for-one credit in calculating their vacation benefit level. This change eliminates a longstanding practice and increased vacation accruals for many current members. It also provides an incentive for our longtime part-time members to bid on full-time openings.

Finally, formal language was added to the contract to address pandemics and other dangerous emergencies. This language gives the union an open door to have discussions with ShopRite in the event of these occurrences to discuss safety issues, hazard pay and more.

## All hands on deck

After months of slow negotiations, a change in strategy was warranted to move the needle. Local 152's communications department supported an interactive digital campaign to update members as progress was made at the bargaining table. All hands were on deck as super-servicing teams were assembled to increase union presence in each store. Members proudly donned red "Contract Now" buttons to show their solidarity, not only to each other, but to customers and the employers. UFCW National Bargaining Director Bryan Wynn participated in negotiations, sending a message that the International Union was prepared to support Local 152 by any means necessary. A tentative agreement was eventually reached and ultimately ratified overwhelmingly on Dec. 10, 2024.

The negotiating committee was led by President Daniel Ross, Jr., and included rank-and-file Shop Stewards BettySue Bisbal (Bayville), Theresa Capelli (Upper Deerfield), Karen Drammissi (Manahawkin), Ray Fix (Bayville), Tara Gobbo (Lanoka Harbor), Jodie Hampton Veach (Millville), Diane Haug (Lanoka Harbor), Robin Hetherington (Rio Grande), Jean Kelly (Waretown), Ruth LoMauro (Waretown), Carl Mullins (Marmora), John Puesi



(Somers Point), Tara Reed (Absecon), Christine Scherm (Manahawkin), Chuck Vitullo (English Creek), Pauline Waddell (Hammonton), Tom Wallace (Landis) and Samantha Zenobi (Galloway).

Also playing key roles were Secretary-Treasurer Daniel Konczyk, Executive Assistant to the President Danette Montes-Palmore, Executive Vice President Lisa Sanders, Union Representatives Kelli Wehmann and Greg Torian and Legal Counsel Mark Belland and Tom Karpousis.

Local 152 is proud to represent these hardworking members who play pivotal roles in serving the communities of Atlantic, Cape May, Cumberland and Ocean Counties.

**Make your voice heard  
at the next General Membership  
Meeting in June! Stay tuned  
for more details.**

## Aftermath of a failed deal

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

**U**nder sworn testimony during a federal trial in Portland, Ore. in September, Albertsons CEO Vivek Sankaran said he would have to consider job cuts, closures and abandoning some markets if his company's merger with Kroger failed.

You know where this story is headed, with "round 1" layoffs recently announced by the chain both at headquarters and its divisions.

We're told that several hundred associates will be laid off in Boise and as many as two dozen more could lose their jobs in each of Albertsons' 14 operating divisions nationally.

At the divisional level at the company's Mid-Atlantic division based in Malvern, Pa., several sources said that the numbers of administrative jobs impacted was in the "low 20 range." We're told that about half of those positions are in the merchandising/procurement arena, while the others will affect store operations, including the consolidation of one operating district and the elimination of several operations specialists supervising activities in Acme and Safeway stores that feature a Starbucks. That job will now be handled by the division's deli specialists.

I'm not predicting that Albertsons will go scorched-earth with its future "efficiency" decision making. But the prospect of further job cuts, store closings and (as Sankaran indicated) abandoning some markets seem like outcomes that are much more likely than only two months ago.

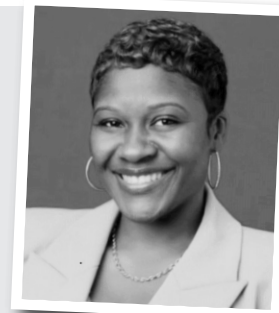
Because, beyond the short-term sales and earnings results, if Albertsons doesn't significantly upgrade its "holy trinity" of huge challenges – enhancing store conditions, lowering everyday prices and improving associate morale, particularly in the stores – the company will feel the isolation of being the last retailer off the island.

As for Sankaran himself, I can't see the former PepsiCo executive being part of the long-term solution.

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

## REGIONAL DIRECTOR SPOTLIGHT

By **Fallon Ager**  
UFCW Region 1 Director,  
International Vice President



## Many ways to stay engaged with our union

**T**he recent ratification involving more than 2,000 Local 152 members who work in retail positions at 15 ShopRite stores in southern New Jersey is a great example of the power of staying engaged with our union.

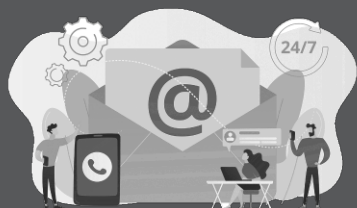
This new contract, which strengthens wages and benefits, was ratified after months of hard bargaining between the union's negotiating committee and the employers.

You don't need to be involved in negotiations to be an active part of our union. Local 152 members can continue to push for better working conditions, fair wages, and labor protections by staying active in union activities. Your ongoing involvement with our union strengthens our ability to welcome more workers to our union family and negotiate the better contracts you have earned and deserve.

Whether it's participating in membership meetings and events or training to be a union steward, being an active member of our union not only amplifies workers' voices but also helps to build a sense of community and solidarity. Through active participation, Local 152 members can learn more about their rights, share experiences, and support one another both in and outside of the workplace.

By staying engaged with our union, we can build a better and stronger UFCW.

## Keep your union up to date!



To continue to receive important news and updates from Local 152, visit [ufcwlocal152.org](http://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.

Scan this QR code with your smartphone to update your information right now:



# Ways to save money and find new opportunities

**O**ur dollars don't stretch nearly as far as they used to.

With no immediate relief from inflation in sight, everyone is looking for ways to save money. But the solutions aren't just about spending less, they're about spending smarter and looking at household expenses and lifestyle choices in a different way.

We can begin by reviewing our finances with an eye for getting creative, trying new things and cutting out unnecessary expenditures.

Here are some tips for dealing with rising costs:

## Rethink transportation

For many of us, there's almost no thought required about how we'll be getting to work: We're driving a car. It's what we know and what we're used to. But times like these provide an opportunity to consider the benefits of other modes of transportation.

Carpooling to work means only one person needs to worry about car maintenance, gas prices, alertness and the other factors of a daily commute. If you're used to always driving your own car, consider that using a carpool or public transportation grants you a period of relaxation or entertainment during the trip before arriving at work.

## Food costs

When it comes to grocery shopping, always shop where you work or at a grocery store where Local 152 represents the employees. If you make one of these stores your go-to destination for food rather than switching between several retailers, you'll be able to take advantage of any loyalty programs or coupons it

offers. Ask a fellow union member behind the counter if they have any tips for maximizing value at the store.

Buy in bulk when items are on sale and prepare large batches of food at home to freeze or refrigerate. Having home-cooked options ready to grab means it's less likely you'll order takeout or zip out to a restaurant.

## Help each other out

As each of us looks for ways to save money, we know our friends and neighbors are doing the same. Use this opportunity to make someone's day. Bring over dinner to a neighbor from that large batch of food you made or offer to pick up a co-worker on your way to work.

Looking out for one another is a rewarding experience, regardless of the state of the economy.



## Secretary-Treasurer's Report

By Dan Konczyk

A large black silhouette of a crowd of people with their hands raised in the air, holding flags, set against a dark background.

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](mailto:organizing@ufcwlocal152.org).**



# Local 152 enhances health benefits with a life-changing new feature for members

The Fertility and Family Building benefit provided by Local 152 and Progyny arrives in 2025

**L**ocal 152 members will finally have access to a potentially life-changing benefit in 2025.

Members who participate in the Local 152 Health and Welfare Fund, Tri-State Health & Welfare Fund as well as the UFCW Health & Welfare Fund will soon have access to a fertility and family building solution leveraging the latest technologies.

This is just another way Local 152 is working hard to make health benefit improvements and continuing to provide great value to our members. This new benefit will be managed by the Fund's new fertility service provider, Progyny.

"Sadly, I recall members who shared with me through the years that they simply didn't think they could afford to have children after an infertility diagnosis," Local 152 President Daniel Ross, Jr. said. "This new benefit will provide a pathway for members in need as they deal with the emotional turmoil that comes with infertility and planning a family without having the financial means to do so."

## Your Progyny benefit includes:

- 2 Smart Cycles per family per lifetime for fertility treatment coverage
- Progyny Rx fertility medication coverage
- Donor tissue coverage for egg and sperm tissue purchase
- Personalized support and digital tools



**Scan the  
QR code  
to get  
started!**

President Ross speaks from experience. He and his wife of 20 years, Elizabeth, conceived both of their daughters — Julia, age 13, and Skylar, age 10 — through IVF.

"We were in our mid-20s, newly married, and we finally felt ready to start our family. Family planning seemed simple enough as most of our friends were having children at the same time. Little did we know that we would eventually be diagnosed with both male and female factor infertility," Ross said, emphasizing the importance of removing the social stigma and assumption of infertility being seen as a "woman's only issue."

## A challenging journey

After facing repeated disappointments for months, the newlyweds were now faced with an economic burden that they were not financially prepared to deal with as most union health plans have traditionally excluded IVF benefit coverage.

"By the end of our IVF journey, we took out a home equity loan, spent years of income tax return refunds and depleted all of our available savings," Ross said. "Our total out of pocket cost reached close to six figures. We literally threw caution to the wind as we were young and desperate to start and have our family."



‘No one should have to go into the financial debt we did if they wish to experience the very challenging but life-enriching experience of having a family.’

“Knowing what I know now, I believe we spent unnecessary time and money on treatment procedures that could have been streamlined or avoided altogether if we had had an infertility service manager available to us,” he said.

“Unfortunately, this is a common story for many families who have been challenged with an infertility diagnosis.”

Vivid memories of their long six-year battle to have a family prompted Ross, who was also elected Chairman of the Local 152 Health & Welfare Fund after taking office as President, to explore the feasibility of adding IVF benefits for his members.

“Securing this benefit was very important to me, personally,” he said. “It will be a huge help for members in need during an extremely vulnerable period of their lives.”

“No one should have to go into the financial debt we did just because they want to experience the often challenging but life-enriching experience of having a family.”

## Top quality care for members

While IVF doesn't provide a guaranteed outcome, Progyny has designed this benefit to give you the best chance of fulfilling your dreams of family. Progyny is an industry leader in the reproductive health space consistently delivering happier and more supported members, healthier pregnancies and babies, and containing costs for union benefit funds. Progyny currently provides benefits to more than 750,000 union members throughout the country, many of whom are represented by the UFCW.

Eligible Fund participants will soon receive Progyny benefit specific materials in the mail.



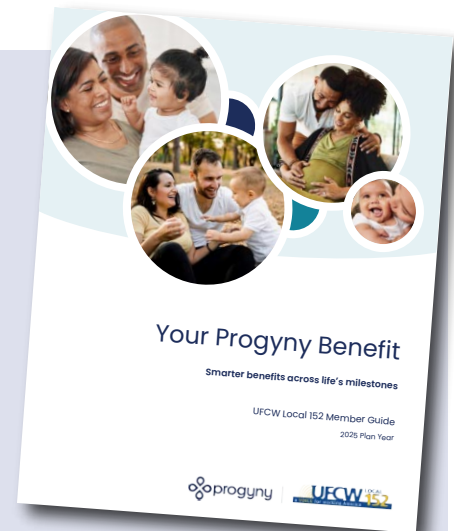
President Ross, left, with his wife Elizabeth and their daughters Julia, 13, and Skylar, 10.

**Inset:** Ross with his daughters at the 2024 Philadelphia Labor Day parade.

With Progyny, you can access comprehensive coverage through the Progyny Smart Cycle, which covers all the individual services, tests, and treatments you may need. Members can connect with top fertility specialists across the U.S., and lean on their dedicated Patient Care Advocate for unlimited support.

Read more about how the Progyny benefit can support you by scanning the QR code on the previous page.

**Check your mailbox for your Local 152 member guide with more details**



**Call Progyny at (833) 233-0953 to get started**  
Visit [progyny.com/benefits](https://progyny.com/benefits)



# First contract ratified at Genesis HealthCare

Continued from front page

Local 152 members at the facility provide elder care as Certified Nursing Assistants and Licensed Practical Nurses.

"These employees at Genesis HealthCare wanted their terms of employment guaranteed in writing," President Daniel Ross, Jr., said. "Together we were able to secure that with a strong first contract that includes much-needed wage increases."

Highlights of the agreement include provisions to eliminate at-will employment, establish a robust grievance and arbitration process to resolve disputes, and define holidays, vacations, sick pay and bereavement usage. Wage increases were secured for each year of the contract, with additional longevity increases available based on years of service.

"Longevity increases are useful in addressing wage compression, which can contribute to lower workplace morale in the industry," Ross said. "Our negotiating committee was successful in bargaining additional compensation based on length of service to incentivize retention and reward dedicated staff members."

Members at Genesis HealthCare voted in May 2024 to designate Local 152 as their collective bargaining representative. The parties were able to bargain a first contract in relatively short



Members of the Negotiating Committee, from left: Collective Bargaining Representative/VP Chad Brooks; Members Adelaida Figueroa, Kim Wing and Amber Martin; and Organizer Will Pitts.

order through professionalism maintained on both sides of the table and the determination of rank-and-file committee members.

"These workers should be proud of themselves for organizing and staying united through the bargaining process," Ross said. "They have now gained an effective voice on the job, and I welcome them to the Local 152 family."

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

## UFCW CHARITY FOUNDATION 2025 SCHOLARSHIP PROGRAM

In 2025 the UFCW Charity Foundation will award several SCHOLARSHIPS, up to \$8,000 each, to UFCW members or their unmarried dependents under the age of 20.

For more information, and to find out if you are eligible, please visit:  
[ufcwcharityfoundation.org/scholarship](https://ufcwcharityfoundation.org/scholarship)

The scholarship application will be available online from February 17, 2025 – May 11, 2025.



## Members at Work





**DON'T MISS THE DEADLINE!**

## **Apply for the 2025 Irv R. String Local 152 Scholarship!**

**Applications are due by Friday, March 21, 2025.**

The Irv R. String Local 152 Scholarship Fund is now accepting applications for 2025! This scholarship is open to all UFCW Local 152 members and their dependents who will attend college full-time in Fall 2025.

Every year, the scholarship committee selects winners based on school records, SAT scores, personal activities, and need. Each winner will be awarded \$5,000 paid directly to the school.

For an application or additional information, please contact (888) 564-6152. Applications will NOT be accepted if not postmarked by March 21, 2025.

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- Child care
- Electronics

#### **TicketsAtWork**

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- Movies
- Theme Parks

#### **Union Plus**

- Personal loans
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- Theme Parks

#### **Jersey Shore**

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- Casino Pier
- Fantasy Island

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- Clementon Park & Splash World
- Philadelphia Zoo

**...and more!**

Visit [ufcwlocal152.org](http://ufcwlocal152.org) for details



### **UFCW Discount College Program**

Affordable college options for UFCW Local 152 members and family!



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[instagram.com/ufcwlocal152/](https://instagram.com/ufcwlocal152/)**

# Happy retirement!

<b>Kathy Ackley</b>	01/01/25	Acme Markets
<b>Gabriel J. Aguilera</b>	01/01/25	Acme Markets
<b>Terrance Alston</b>	11/01/24	Medford Inc
<b>William Belpre</b>	12/01/24	Acme Markets
<b>Arlene L. Beltran</b>	12/01/24	Bottino's Supermarkets
<b>Michael Beyer</b>	12/01/24	Acme Markets
<b>MaryJane Bogushefsky</b>	12/20/24	Cape Regional Medical Center
<b>Stephanie Brooks</b>	12/15/24	Our Ladies Residence
<b>Jocelyn Brown</b>	11/01/24	Acme Markets
<b>Suzanne F. Carlino</b>	12/01/24	Bottino's Supermarkets
<b>Robert M. Cassella</b>	01/01/25	Pathmark Stores/Local 152
<b>David Clarke</b>	12/01/24	Acme Markets
<b>Stacy A. Cottrell</b>	11/01/24	Acme Markets
<b>Linda Crowe</b>	03/01/25	Kraft Foods
<b>Anthony R. Dadson</b>	12/01/24	Pathmark Stores/Local 152
<b>Cheryl A. Dawson</b>	11/01/24	Super Fresh
<b>Joseph A. Demarco</b>	01/01/25	Acme Markets
<b>Paul Ferenczi</b>	03/01/25	Kraft Foods
<b>Garry E. Fleisch</b>	01/01/25	Acme Markets
<b>Marlena Henderson</b>	01/01/25	Acme Markets
<b>Thomas P. Higgins</b>	12/01/24	Pathmark Stores/Local 152
<b>Sean B. Hodges</b>	01/01/25	Acme Markets
<b>Joseph D. Jakus</b>	11/01/24	George L Wells Meat Co.
<b>Denise M. Keller</b>	12/01/24	Acme Markets
<b>Gindy Keppler</b>	01/01/25	Cape Regional MC
<b>Margaret A. Kirk</b>	12/01/24	Brown's Superstores
<b>Jennifer M. Laddeck</b>	11/01/24	Acme Markets
<b>Peter Liguori</b>	12/01/24	Acme Markets
<b>James E. Lockhead</b>	12/01/24	Crispin Square Shop n Bag
<b>Kirk W. Ludman</b>	11/01/24	Medford Inc
<b>Stephen Luongo</b>	11/01/24	Super Fresh
<b>Monica R. Lynch</b>	01/01/25	Zallie's Supermarkets
<b>Paul Majka</b>	12/01/24	Acme Markets
<b>Joseph J. Malagrino</b>	12/01/24	Pathmark Stores/Local 152
<b>Faith A. Marsh</b>	01/01/25	Village ShopRite
<b>James C. McClune</b>	11/01/24	Kunzler Packing Co.
<b>Patricia McDowell</b>	01/01/25	Acme Markets
<b>Gale M. McNamara</b>	11/01/24	Supermarkets Cherry Hill
<b>Karen M. McShane</b>	12/01/24	Local 152 H&W Benefits
<b>Diane C. Milliken</b>	11/01/24	Drexeline Supermarket
<b>William B. Minchoff</b>	01/01/25	Kunzler Packing Co.



<b>Lori Ann Mitkus</b>	11/01/24	Acme Markets
<b>Peg Murray</b>	02/04/25	Cape Regional Medical Center
<b>Susan Napolitano</b>	01/01/25	Acme Markets
<b>Theresa M. Noel</b>	11/01/24	Acme Markets
<b>Joseph V. O'Malley</b>	11/01/24	Acme Markets
<b>Kathryn L. Payne</b>	01/01/25	Pathmark Stores/Local 152
<b>Lisa M. Pieper</b>	01/01/25	Acme Markets
<b>Loretta O. Priest</b>	12/01/24	Village ShopRite
<b>Janice Rogers</b>	01/01/25	Acme Markets
<b>Darren Schielzo</b>	11/01/24	General Supermarkets
<b>Joseph R. Slaughter</b>	01/01/25	Acme Markets
<b>Susann Staley</b>	11/01/24	Pathmark Stores/Local 152
<b>Steven M. Trombetta</b>	12/01/24	C.H. Talk Of The Town
<b>Mary L. Ulrich</b>	11/01/24	Supermarkets Cherry Hill
<b>William J. Walker, IV.</b>	11/01/24	Berks Packing Co.
<b>Vondra D. White</b>	12/01/24	Super Fresh
<b>Catherine C. Wiler</b>	12/01/24	Acme Markets
<b>Joann Yankauskas</b>	12/31/24	Jack's Foodtown

## In memoriam

<b>Anthony Aloisio</b>	11/28/24	Acme Markets
<b>Joseph Anastasio</b>	12/19/24	Pathmark Stores/Local 196
<b>Ralph Andrews</b>	11/18/24	Super Fresh
<b>George W. Badey</b>	01/09/25	Zallie's Supermktcs-Berlin
<b>Bridget Barone</b>	11/21/24	Pathmark Stores/Local 152
<b>Joshway Beard</b>	11/28/24	Butler Foods/Penn Packing
<b>Michael Bielucki</b>	12/20/24	Acme Markets
<b>James F. Borgmann</b>	01/10/25	Super Fresh



<b>Debra Ann Brown</b>	11/14/24	Acme Markets	<b>Marie Penglase</b>	11/13/24	Acme Markets
<b>Halina T. Butera</b>	12/19/24	Saker ShopRite	<b>John J. Ramage</b>	01/20/25	Pathmark Stores/Local 196
<b>Pasquale Capozzoli</b>	11/20/24	Pathmark Stores/Local 196	<b>Thomas J. Reganato</b>	01/04/25	Acme Markets
<b>Robert Carr</b>	01/06/25	Holiday Markets	<b>Charles Rehr</b>	11/20/24	C&R Family Foods, Inc.
<b>Ernie Castaldo</b>	12/17/24	Acme Markets	<b>Lawrence K. Rose</b>	11/30/24	Butler Foods
<b>Lillian Davison</b>	11/11/24	Pathmark Stores/Local 152	<b>Daniel J. Ross, Sr.</b>	01/25/25	UFCW Local 152 Staff
<b>Carol Sue Dodds</b>	01/24/25	Super Fresh	<b>Cynthia J. Santella</b>	11/26/24	UFCW Local 152 Staff
<b>Joseph J. Durkin, Jr.</b>	01/17/25	Acme Markets	<b>Barbara Smith</b>	12/19/24	Acme Markets
<b>David Edgington</b>	01/07/25	Medford Inc	<b>Cheryle Stewart</b>	12/08/24	Acme Markets
<b>Eleanor D. Fecanin</b>	12/02/24	Acme Markets	<b>Liberata A. Sweeney</b>	12/20/24	Acme Markets
<b>Pedro Feliciano</b>	11/07/24	Acme Markets	<b>Joseph Tomassetti</b>	11/24/24	Super Fresh
<b>John C. Grace</b>	12/25/24	Acme Markets	<b>Robert F. Valenzano</b>	11/26/24	Murphy's By The Sea
<b>Joyanne Gray</b>	01/04/25	Acme Markets	<b>Frederick F. Vinson</b>	11/04/24	Laneco Inc. Food Lane
<b>Howard Hall</b>	12/11/24	Ball Park Brands	<b>Claire Wamsher</b>	11/26/24	Food Fair, Inc.
<b>Eva D. Harris</b>	11/26/24	Acme Markets	<b>James V. Welsh</b>	11/27/24	Bear Thriftway
<b>David Heim</b>	11/21/24	Zallie's Supermarkets	<b>Rupert A. Williams</b>	12/09/24	Pathmark/Local 152
<b>Robert Henderson</b>	10/20/24	Acme Markets	<b>Glenn Yerger</b>	12/27/24	Donzies Iga
<b>Harry E. Hiltz</b>	11/25/24	Food Fair/Pantry Pride	<b>Kathleen Zippilli</b>	01/10/25	Zallie's Supermarkets
<b>H. Richard Hoffman</b>	11/24/24	Super Fresh			
<b>Siegfried Honig</b>	12/10/24	Philadelphia Market/Leo Mall			
<b>Jakob Huber</b>	12/09/24	Dietz & Watson			
<b>Harris S. Kabler</b>	11/01/24	Pickwell-SHS Enterprises, Inc.			
<b>Donald Kay</b>	01/10/25	Brown's Superstores			
<b>Mary E. Kretzinger</b>	11/29/24	Dietz & Watson			
<b>John Krzywulak</b>	11/24/24	Penn Fruit			
<b>Sharon Ladzenski</b>	12/22/24	Pathmark Stores/Local 152			
<b>Larry L. Landis</b>	12/10/24	Acme Markets			
<b>Glenn Latschar</b>	01/07/25	Kunzler Packing Co.			
<b>William Lazarski</b>	11/20/24	Medford Inc			
<b>Michael E. Leen</b>	01/11/25	Acme Markets			
<b>Charles Lolio</b>	12/17/24	Acme Markets			
<b>Helga Lugo</b>	01/18/25	Acme Markets			
<b>Marlene Maguigan</b>	11/26/24	Pathmark Stores/Local 198			
<b>Ronald Marano</b>	12/13/24	Bottino's Supermarkets			
<b>Rafael Martinez</b>	01/07/25	Super Fresh			
<b>Anthony Martino</b>	01/19/25	Super Fresh			
<b>Janis M. Meliti</b>	12/24/24	Super Fresh			
<b>James Morrissey</b>	01/05/25	Acme Markets			
<b>John J. Nicholson</b>	12/12/24	Acme Markets			
<b>Helen Ruth O'Brien</b>	01/06/25	Acme Markets			
<b>Richard N. O'Donnel</b>	11/26/24	Super Fresh			

## 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.

## President's Report

### Continued from back page

will be less likely to try to exploit divisions and create a wedge between us. Solidarity is always important, but it is ever crucial heading into and during contract negotiations. If employers sense any degree of discord they will try to use it to their advantage — united we bargain, divided we beg!

The strength of collective bargaining is powerful and shouldn't be taken lightly. Millions of workers across our great country do not have this benefit that is so easily taken for granted. We should cherish our collective voices because our forefathers made great sacrifices to win our seats at the bargaining table. In the spirit of union solidarity, let's continue to work together so we can negotiate the best agreements possible with every employer in the industries we represent.



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## Strength at the bargaining table: Now and in the future

**T**he core values at UFCW Local 152 represent the promise that anything is possible when individuals stand united for a common purpose.

Our retail clerk members at ShopRite ratified a historic contract in December. The dedicated rank and file members of the ShopRite negotiating committee deserve the recognition for this achievement. They fought for larger wage increases and the preservation of employer paid health care.

Just as importantly, they stood strong and beat back several employer proposals that would have negatively impacted their contract. Many of the wins in negotiations are the items that never make it to the ratification vote.

Congratulations to the more than 2,000 members who stood united during the lengthy bargaining process. You've charted a path for future bargaining as your solidarity sent a message that will be remembered for years to come.

We've recently welcomed new members at Genesis' Millville Center into the Local 152 family. These CNAs and LPNs now have an effective voice on the job and a seat at the table with their employer. Hundreds of food processing workers at Dietz & Watson just ratified their new contract which greatly improved their working lives and

recognized their seniority. These dedicated members have helped build that brand into a recognized industry leader and they deserve every dollar and benefit they've won.

Local 152 will be ready to build on these successes in the future. Members across all of our industries should know it's never too early to start making a list of items they'd like to address in the next round of negotiations with their employers. We need to stay ahead of the game by understanding the crucial elements of our contracts and what we shouldn't let employers take away from us.

### **An extra effort**

Of course, our successes aren't limited to our members at ShopRite, Genesis or Dietz & Watson. In any issue of the *Unity*, you can read about the strong contracts we negotiate in the fields of health care, manufacturing and beyond, thanks to the united membership we have grown over the years. Your union continually looks for opportunities to grow our local as with greater numbers comes greater strength.

While a growing membership is vital to our strength at the bargaining table, it certainly doesn't guarantee it. That strength can only come from a membership that is engaged, active and willing to put forth a little extra effort for the cause. This means taking action like attending our quarterly



membership meetings, volunteering to be stewards or stepping up to participate in negotiating committees. I understand that everyone has busy lives, but taking a few extra steps when you can will not only help yourself but it pays dividends in our mission to help others.

This also means supporting your union at every opportunity you get. When these things happen, employers will take notice, and they will come to the bargaining table with a more constructive attitude. They

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