

dialogue



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THE RISE AND FALL OF A&P

A look back at the successes and failures of one of the nation's first grocery store chains and how the company's bankruptcy solidifies the importance and difference of being in a Union.

dialogue

NOVEMBER 2015

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U.S. CITIZENSHIP WORKSHOP

Local 1776 partnered with the UFCW International Civil Rights Department to host a UFCW Union Citizen Action Network (UCAN) workshop designed to help members complete U.S. citizenship applications. The workshop provided the proper documents, legal counsel, and other assistance necessary to get the process to citizenship started. Local 1776 members were trained on how to assist fellow members and their families steer through the citizenship application process. They were also trained to assist with the completion of applications for those individuals eligible for temporary relief under President Obama's Executive Actions from November 2014. These programs are currently on hold as they are reviewed in the Federal Courts. Thanks to those members who spent time helping others on their journey to citizenship – a great example of what our Union is all about!



Local 1776 President Wendell Young with Cargill Steward Bernardo Guzman. Bernardo was trained on how to apply for citizenship in February and then helped fellow co-workers complete their applications.



Cargill Stewards Francisco Taylor and Rachel Solis at the UCAN workshop.



(From left) Cargill Stewards Jorge Moncayo and Carlos Martinez with Local 1776 President Wendell Young.



Union Representative Linda Bello (standing) assisted members throughout the UCAN workshop.

Report from the PRESIDENT



Wendell W. Young, IV

In 1936, after more than 75 years of operating warehouse grocery stores, the Atlantic and Pacific Tea Company (A&P) opened its first "supermarket." The 28,000 square-foot store in Pennsylvania was one of the first of its kind, allowing for customers to choose their groceries without the assistance of a clerk. By 1958, A&P's sales skyrocketed, and the company operated more than 4,000 stores on the East

Coast. During this time A&P dominated the grocery industry and set the standard for how to operate a successful grocery chain. As the market became increasingly competitive and oversaturated in the late 1970s and early 1980s, A&P's fortunes began to reverse. In 1981, we witnessed the first shut down of the company. Under the leadership of Wendell Young, III, a historic labor agreement was reached, creating the SuperFresh banner which would save A&P. Although this was seen as a great success, it came with a lot of tough decisions including layoffs and demotions. Nonetheless, the SuperFresh banner provided a chance for a restart and that very agreement helped sustain the company from the 1980s until now.

Three months ago, A&P filed for Chapter 11 bankruptcy, marking the company's second bankruptcy in four years. It is with a heavy heart I must report A&P will no longer exist as we know it in a few weeks' time. The unsettling news about A&P's bankruptcy filing affects the entire company, nearly 300 total stores and 27,000 UFCW members. Local 1776's A&P membership totals more than 1,100 employees in 18 stores across Pennsylvania. Today, you likely know A&P under the supermarket banners of SuperFresh, Pathmark and Food Basics.

Under Chapter 11 bankruptcy, the company obtains the right to ask the courts for authority to sell assets and reject otherwise binding contracts, including the Union's Collective Bargaining Agreement (CBA). The terrible reality is that based on bankruptcy laws, most other debt claims take priority over the loyal employees' best interest.

Upon hearing the news of the bankruptcy filing, we wasted no time hiring a team of experienced lawyers to defend the members whose livelihoods were on the line. By the same token, we were quick to caution our A&P membership what the bankruptcy meant for their future. We held numerous meetings and conference calls to encourage members to do what they could to prepare for the coming months. While there was much that remained unclear, we understood it did no service to our membership to hide the fact their employment could dramatically change at any given moment.

Of the 18 stores under Local 1776 Representation, five were set to close almost immediately, nine were under tentative purchase agreements with Acme Markets and four were not yet sold or set to immediately close.

It was not long after A&P filed for Chapter 11 that they sought emergency, interim relief to modify its Union contracts with the UFCW under Section 1113(e) of the bankruptcy code. Section 1113(e) does not require any particular negotiating process, authorizes hearings on a very quick basis, and allows the court to permit immediate changes to a CBA. A&P argued bumping and severance provisions in our labor contract would adversely affect their chances to complete the purchase agreements with other companies and sell remaining

assets. In turn, they filed to terminate our bumping provisions and limit employees' severance to only 25 percent of what is written in their contract.

Our Local immediately filed objections to the company's motion. On August 17, in front of Bankruptcy Judge Robert Drain, SuperFresh member Bob Paczewski testified on the service he and his coworkers have provided

this company for decades. I too testified on behalf of Local 1776 and provided evidence that A&P overstated the inability to complete bumping which would save hundreds of members' jobs. The fact is, thanks to protective contract language negotiated in



Super Fresh member Ed Zamaro speaks with Wendell Young after one of the many A&P membership meetings at the Local's Union hall.

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the 1980s, our contract includes great flexibility that allows members the option to bump based on seniority into stores that are not set to close.

Judge Drain appreciated our testimony and commended the work and service of our A&P membership. The court found our arguments convincing and ruled that seniority could be preserved through bumping as long as the overall labor costs for a store did not increase. If labor costs were to increase, it was possible buyers could drop their bids for new stores and disrupt the selling process.

Mapping out the bumping process was no easy task and agreeing to take the brunt of the work was a major undertaking. We had staff work around the clock to decipher the transfer process and relay the information to members in less than a weeks' time. Four retired Union staffers came out of retirement to assist in the process. Since each person's situation and seniority was different, we had to present each individual member with their transfer option. We did our best to keep members within a certain mile radius of their current worksite and the terms of their employment as close to their current terms as possible. Still, for some, accepting their bump into a store that was not set to close meant taking a cut in pay and benefits.



Bob Paczewski: *"In the very beginning, I was very nervous about what would happen to us. But then I got involved and saw for myself how the Union took quick action. I witnessed how hard our Local fought for bumping rights, which I 100 percent credit Wendell and the staff for. I feel relieved now and thank everyone involved for their time and effort; it really helped a lot of people. They did an outstanding job."*

Shirley Thompson: *"I think the UFCW has done a fantastic job throughout this. They went above and beyond. They did more than what I could have expected."*





Wendell Young speaks to A&P members at one of several meetings held at the Local's Union hall.

Throughout the bumping process we faced many challenges. As we neared the end of planning transfers, we received word the Federal Trade Commission (FTC) did not release six of the nine Local 1776 Represented stores Acme Markets planned to purchase. If the FTC did not approve Acme's purchase of these stores, the transfers would have been useless and hundreds more A&P jobs would be lost. We quickly called upon the elected officials we have supported and built relationships with over the years; the ones we were confident would take swift action and reach out to the FTC on behalf of the members who were fighting for their livelihoods. Less than two weeks later, the FTC released all the stores in jeopardy with credit to the following legislators who wrote letters and made phone calls to the FTC on behalf of our members: U.S. Sen. Bob Casey, U.S. Rep. Bob Brady, U.S. Rep. Chaka Fattah, U.S. Rep. Brendan Boyle, Sen. Vincent Hughes, Sen. Larry Farnese, Sen. Anthony Williams, Sen. Art Haywood, Sen. Tina Tartaglione, Sen. Shirley Kitchen, Sen. John Sabatina, Rep. Cherelle Parker and Philadelphia Council President Darrell Clarke. The Gladwin SuperFresh presented its own unique challenges. The property's lease had been missing for some time, but with help and support from retired Local staff and the property's landlords, Acme was able to secure the lease and the property.

Many may wonder why go through all the trouble of mapping out the transfer and bumping of up to 1,000 members. "Why not let the fate of the store determine what happens to the employees that work there?" I say, these bumping provisions are what being a member of a Union is all about. In the early 1980s when A&P reemerged as SuperFresh in the Philadelphia area market, our primary objective was to do everything in our power to protect our members' jobs. Today, we still believe it is our duty to fight to protect the rule of seniority. For hundreds of our A&P members, they have made a modest, family-sustaining career from the decades of service provided to this company and their communities. There is no good reason to sit back and allow the fate of a particular store's location determine whether a dedicated employee keeps their job. If you have built your family and livelihood from your job at an A&P store, you should be given the opportunity to salvage as much of what is left as possible.

The purpose of the bumping process was not to make a decision for a member to relocate, but rather to present members with the option of whether or not to keep a job with A&P and potential buyers of the store. For our most senior members, not yet ready to retire, the closing of these stores comes with great uncertainty for their future. Your job is worth a lot more than a few weeks of severance pay. Under Acme Market's purchase agreement, up to 500 A&P jobs would be saved.

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Star Foster: *“Every single person affected by the bankruptcy has their own unique story. I thought I didn’t have a job, and it took a little for me to realize the enormity of that. Once I thought the rug was ripped right from under me, the Union came to help. What they did was the right thing – protecting the jobs of the people who put all those years in. I must have called two dozen times during these last few weeks. I thank the staff and people who kept answering the phone and at no time made me feel like I was asking too many or unimportant questions. Everyone was so responsive throughout this process.”*



Bob Martin: *“After 44 years, me and my wife were kicked out of our closing store. A month ago we didn’t have a job, but now we do. Wendell doesn’t know me from Adam and he helped me get my job back. And I know it’s not just me, it’s a lot of people. I can’t say anything more about Wendell and his staff other than they were the best. I want to help others in this situation and if in some way I can, I will.”*

And while the terms of employment likely will be different for many, the promise of a job is a comfort these members in particular know firsthand not to take for granted.

I commend Judge Drain on doing everything within the constraints of the law to rule in favor of the bumping process. Additionally, when A&P sought to eliminate most of the severance terms, Judge Drain ruled to preserve most of them after hearing testimony and objections from Local 1776 and other UFCW Locals. The Court found that a combination of health and welfare payments for Union workers, coupled with 52 percent of severance, was equivalent to the amounts being paid currently to bankruptcy professionals and overruled any arguments by lenders and trade creditors to the contrary.

Now that Acme has secured the nine stores they bid on all remaining A&P stores are up for auction, which means some may get bought by a different company and open under a non-union banner. I have been adamant from the very beginning that we would do everything in our power, as the Union that represents these workers, to save as many jobs as possible at the best possible terms for all.

This situation is strikingly similar to the constant threat of privatization of the Pennsylvania Wine and Spirits Stores. In the same respect, we changed the course of action, took the lead in the fight rather than the easy way, presented alternatives and now have thousands of saved jobs to show for it.

As we say goodbye to one of the nation’s first ever grocery store chains, I would like to applaud the A&P employees who served their communities for decades, under many different management teams and even more times of uncertainty. You, the members, are the faces of the communities you serve. It is my hope A&P members will go on just as proudly and loyally as they have in the past. I too will continue to honor the work you have done for so many years and represent you in the same fashion.

* For up-to-date information on the sales process and fate of the A&P stores, visit www.ufcw1776.org





JEFF BROWN ON CHOOSING TO BE UNION

Jane Von Bergen of *The Philadelphia Inquirer* recently highlighted Jeff Brown, CEO of Brown's Super Stores and owner of 11 ShopRites across the Philadelphia region, nine of which are represented by Local 1776. When asked about choosing to make his stores union, Brown said, "...One side of unions not really advertised is that the employees are sort of guaranteed a certain level of compensation, because they are going to have someone experienced to negotiate for them. I think if you are going to work in this business, you have a better job if you are working in a unionized store."

Jeff Brown also received recognition in *The Philadelphia Inquirer* and on PBS for building quality, affordable supermarkets in

underserved Philadelphia communities. Often referred to as "food deserts," low-income neighborhoods lacking grocery stores leave residents without access to quality, nutritious food. To help remedy the situation, some of Brown's ShopRites have onsite nutritionists who teach customers how to eat healthy on a budget, free credit unions, health and social services. But many say the most important boost these stores bring their communities are the hundreds of good paying, union jobs.

To read more about Jeff Brown and his conscious choice to have unionized employees, visit www.philly.com/jobbing and www.pbs.org/newshour and search Jeff Brown.

"I think if you are going to work in this business, you have a better job if you are working in a unionized store."

GOVERNOR WOLF VETOES PRIVATIZATION: SAVES 3,500 UFCW JOBS

On July 2, 2015, Governor Wolf took action on behalf of 3,500 UFCW members and vetoed legislation that would have eliminated their livelihoods. As members of Local 1776, you have seen and heard about the fight against liquor privatization for more than four consecutive years. There is no better proof as to how solidarity and continued activism yields results in our favor. We applaud Governor Tom Wolf's veto of the reckless legislation to dismantle the PLCB!

On why he vetoed the legislation, Gov. Wolf said:

“This legislation falls short of a responsible means to reform our state liquor system and to maximize revenues to benefit our citizens. It makes bad business sense for the Commonwealth and consumers to sell off an asset, especially before maximizing its value. During consideration of this legislation, it became abundantly clear that this plan would result in higher prices for consumers. In the most recent case of another state that pursued the outright privatization of liquor sales, consumers saw higher prices and less selection.

“Modernization of our state liquor system would provide additional revenues to the Commonwealth and save important, family-sustaining jobs. We can support and bolster consumer convenience without selling an asset and risking higher prices and less selection for consumers. I am open to options for expanding the availability of wine and beer in more locations, including supermarkets. I have also put other compromises on the table, including variable pricing, direct shipment of wine and expanding state store hours.”

1776 President Wendell W. Young, IV's message to the Local membership on Gov. Wolf's veto:

“Thankfully, Governor Wolf understands and values the service UFCW members provide as employees of the Wine and Spirits Stores. The last four years have been long, draining and filled with uncertainty. It truly is remarkable we have made it this far in spite of predictions we would have been long gone by now. There is no doubt your phone calls, letters and presence in the Capitol are why we have been successful. I would like to congratulate you for your continued solidarity and activism on fighting this scheme. You, the members, are the force behind our success and I admire your resilience. I am very proud to represent you.”

Privatization would only increase our structural budget deficit by eliminating valuable revenue the PLCB generates each and every year for the taxpayers of Pennsylvania. The PLCB last year contributed more than \$565 million to the state treasury. A study by Public Financial Management, Inc. (PFM), commissioned by former Gov. Tom Corbett, found that privatization would result in at least \$1.4 billion in transition costs over five years. PFM also found that the state would have to identify \$408 million in new revenue annually to make privatization fiscally neutral. It's time to focus on modernizing this asset and moving our Commonwealth forward.



THE PA BUDGET IMPASSE CONTINUES

PA legislators have yet to pass a budget nearly four months after the deadline. The differences between the GOP and Governor Wolf's Budget proposals are clear:

GOP BUDGET:

Rather than restoring some of the \$1 billion in cuts to public education during the Corbett administration, the GOP approved a budget that would have added a mere \$8 million in new basic education funding. Instead of imposing a statewide tax on the Marcellus shale drillers, the GOP decided to give these huge corporations a free ride. The GOP budget does not reduce any property taxes, shortchanges our colleges and universities and fails to close a single corporate tax loophole.

GOVERNOR WOLF'S BUDGET WOULD:

- Provide tax forgiveness to benefit 426,000 households. This means a family of four earning \$36,000 or less and a family of six earning \$55,400 or less would pay NO state income tax;
- Provide sufficient funding and recurring state revenue to restore basic and higher education cuts. This includes a \$400 million increase in basic education funding and more funding for state-related universities;
- Provide funding to eliminate school district property taxes for more than 330,000 seniors and disabled citizens by increasing the personal income tax only half a percentage point (3.07 percent to 3.57 percent);
- Increase much needed revenues by enacting a long overdue, fair extraction tax on the gas and oil companies.

On June 30, 2015, Gov. Wolf vetoed the GOP budget in its entirety, and rightfully so. Pennsylvania taxpayers deserve more. Now it is up to our elected lawmakers to get to work and come to a consensus on a budget that ends this stalemate. Call your State legislators and tell them to work together on passing a progressive budget that betters our state and moves Pennsylvania forward.

GOOD NEWS!

Registering to vote just got easier! Pennsylvania residents can register to vote online at register.votesPA.com. On the first day of its launch, 1,310 applications were submitted through the site. There is no excuse not to register! Take advantage of how easy it is and do not wait any longer to make your voice heard.

Check out our Local Executive Board's Endorsed candidates on page 23.



PART 3: (Re) INTRODUCING UFCW LOCAL 1776 STAFF...

As a continuation of our ongoing series, we are proud to highlight seven more key parts of the Local 1776 team. Read their bios to learn more about who represents you and your fellow members every day!



WENDELL W. YOUNG, IV, PRESIDENT

A Northeast Philadelphia native, Wendell attended Our Lady of Calvary Grade School and Archbishop Ryan High School. In 1977, Wendell became a member of the Teamsters Union, working for a Supermarket in North Philadelphia. When the store closed, he got a job at Acme Markets where he was elected his worksite's Shop Steward at 18 years old. As a young adult, Wendell spent three months living on a kibbutz—a farm-like communal setting in Israel. There he worked and lived side-by-side with native people, learning and taking part in their shared customs. In 1983, he began his career with the Local as a Field Representative and Organizer. Later, as the Union's Lead Negotiator, Wendell was responsible for all collective bargaining activities and spearheaded a number of initiatives to establish affordable child care and education benefits for our members.

Wendell was elected President of UFCW Local 1776 and took office in January 2005. Wendell oversees all the happenings of the Local and its 21,000 members. Wendell actively serves as: Chairman for the UFCW 1776 and Participating Employers Health and Pension Funds; Vice President of the UFCW International Union; Vice President and Executive Council member for the Pennsylvania and Philadelphia AFL-CIO; Board member for Keystone Progress and Board member and Trustee Committee Chair of the International Foundation of Employee Benefit Plans. Wendell was an elector for the Commonwealth of Pennsylvania in the 2008 Presidential election.

Some of Wendell's recent awards and recognition include: The City of Hope Tri-State Labor and Management Council 2009 Spirit of Life Award; The Philadelphia Public Record's 2014 Public Servant of the Year; The UFCW Minority Coalition's "Wendell Young, III" award for his work toward equality; The Philadelphia Inquirer's 2015 "Jobbing" section for his strong leadership; The 2015 Peggy Browning Fund award for his work toward social justice.

Wendell has been published countless times in media outlets across the state and country speaking up for 1776 members that work in PA's Wine and Spirits Stores and in support of legislation that works to better the lives of our members. He has been a featured guest on PCN, WFMZ and interviewed on NBC, ABC, CBS and Fox News TV and radio stations covering a wide array of issues that affect our members' jobs and quality of life.

Wendell is a graduate of Saint Joseph's University's Comey Institute of Industrial Relations, where he has served as an Advisory Board member and taught courses in labor economics and collective bargaining. He is involved actively with fundraising activities for the Leukemia and Lymphoma Society, the ALS Association and other charitable causes.

MARCY FONSECA: EDUCATION AND TRAINING COORDINATOR

Marcy experienced the benefits of being a union member firsthand with both her parents serving as Acme Markets Shop Stewards. In the summer of 2006, Marcy participated in the Local 1776 Young Members' Internship Program. After graduating Cabrini College with a degree in history and political science, she joined staff in 2007 and worked in the Local's Field Services Department. She then serviced members who work in Acme Markets, PA's Wine and Spirits Stores, Collins Family ShopRite, several nursing home facilities and the Local 1776 and Participating Employers Health and Welfare Fund.

Marcy now serves as the Local's Education and Training Coordinator, creating training programs for our Local's Shop Stewards and educating the membership on a variety of topics. She currently serves on the Local 1776 Executive Board, the 1776 Credit Union Supervisory Committee and is a member of the Delaware County AFL-CIO. She continues to further her education by taking health and safety courses with the International UFCW and is a 2009 graduate of Cornell University's Union Leadership Program.





MIKE MCFARLANE: SERVICING REPRESENTATIVE

Mike saw the benefits of being a union member from his father serving as an Acme Markets Shop Steward and later 1776 Representative. Upon graduating from Cabrini College in 2009 with bachelor’s degrees in both criminology and sociology, Mike took part in the Local’s Young Members’ Internship Program. He later joined staff as a Representative in the Field Services Department in April of 2010. Since his time on staff, Mike has been a part of numerous organizing victories including the JBS Beef Plant in 2010 and the JBS Rendering facility in 2013. Mike serves as Sergeant at Arms on the Local 1776 Executive Board and as Secretary-Treasurer of the AFL-CIO Young Organized Philadelphia.

LEONARD PURNELL: DIRECTOR OF FIELD OPERATIONS

Leonard was a Local 1776 intern in 1992 before joining staff shortly thereafter. He has held several positions on staff including Organizer, Servicing Representative, Field Services Representative, and Strategic Programs Coordinator. Over the years, Leonard has helped lead a number of successful external, internal, and community organizing campaigns that not only have helped grow Local 1776, but he has also fought to protect working peoples’ right to have their voices heard in the workplace despite today’s very anti-worker environment.

Leonard is a member of the Local 1776 Executive Board, a trustee on the UFCW Local 1776 and Participating Employees Legal Trust Fund, a board member of the UFCW Minority Coalition, and currently serves on the Executive Council of the PA AFL-CIO. Leonard graduated magna cum laude and the class salutatorian from Lincoln University with a bachelor’s degree in communications and english. He is also a graduate of the Advanced Labor Union Leadership Program at Cornell University. Leonard was named UFCW Region 2 Local Union Organizer of the Year in 2007 and again in 2015.



MICHELE KESSLER: SECRETARY-TREASURER

Michele joined the organizing staff of UFCW Local 72 in Northeast Pennsylvania in 1986 after completing her graduate studies in industrial and labor relations at Indiana University of Pennsylvania. She attended Bloomsburg University for her undergraduate degree where she worked in the cafeteria and later helped organize those members into our Union. She was Director of Organizing when Local 72 merged with Local 1776 in 1998.

Michele was named Director of Local 1776’s Northeast Division in 2003. The following year she was elected Recorder and assumed responsibility for the Central Division. Michele was elected Local 1776 Secretary-Treasurer in 2006. She is also on the UFCW National Packinghouse and Food Processing Committee and Chairs the Cargill Committee.

Michele currently serves as a member of the Executive Committee of the Northeast PA Area Labor Federation of the AFL-CIO, as well as a Vice-President on the PA AFL-CIO Executive Board. She also serves as the Chairperson for UFCW OUTreach – the International Union’s LGBT constituency group dedicated to building mutual support between our union and the Lesbian, Gay, Bisexual and Transgender (LGBT) community and their allies. Recently, Michele was elected Co-President of the newly formed Pride at Work Chapter for Pennsylvania. Michele is the Chairperson of the UFCW Health & Welfare Fund of Northeastern PA and the UFCW Pension Fund of NEPA. She is also very active in the International Foundation of Employee Benefits (IFEBP).

CHRIS SNYDER: LEAD SERVICING REPRESENTATIVE

Before joining staff in 2008, Chris worked as the coordinator of the Northeast Pennsylvania Area Labor Federation/PA AFL-CIO. Chris is a Lead Representative and services members in some of the Local's manufacturing plants (Schott North America), drivers (D.W. Richards Sons, Inc.), food service (Chartwells/Pocono Mountain School District and Aramark/Bloomsburg University) and public sector (Borough of Dunmore, Borough of West Pittston, City of Pittston, Blythe Township Water Authority & Plains Township) worksites. Chris serves on the Local's Executive Board, the Luzerne-Schuylkill Workforce Investment Board and belongs to the Lehigh Valley Central Labor Council. He is a 2005 graduate of Washington & Jefferson College.



MARK JACOBS: DIRECTOR OF NEGOTIATIONS

Since joining staff in 1996, Mark held a number of positions at the Local including Education Representative, Servicing Representative and Lead Servicing Representative. He currently serves as the Local's Director of Negotiations based out of the Local's Walton Road campus.

Mark serves as a Trustee on the UFCW Retirement and Savings Fund and the UFCW Local 1776 and Participating Employers Health and Welfare Fund. He is Treasurer of the UFCW Local 1776 Federal Credit Union and serves on the Local's Executive Board. Mark received a bachelor's degree in management from West Chester University and an MBA from Saint Joseph's University. He is also a graduate of the Comey Institute of Industrial Relations.



A bittersweet goodbye to two longtime Tops Friendly Markets members Stan Sobiech (left) and Mike Novak. When presented with retirement gifts from the Local, 1776 Secretary-Treasurer Michele Kessler had some kind words for the gentlemen on behalf of President Young and the entire Local staff, saying:

"Thank you for your long-time dedicated membership in the UFCW at your store. We have been through some very difficult times together and I have admired both of you for the commitment to your co-workers, to our Union and to the success of your workplace. Because of you both, our four remaining Tops-BiLo-Acme stores are still operating and with a better Union contract. Heartfelt appreciation and thanks to both of you. Best wishes in your retirement and life ahead!"





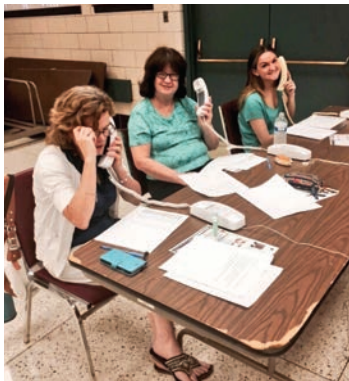
Local 1776 President Young stopped by Patricia's worksite to wish her well and thank her for her service.

Congratulations to Patricia Burchall on her retirement! Patricia retired as a shift supervisor from the Chesterbrook Rite Aid after 36 years of service at 84 years old! Best of luck!

Congratulations to Patricia Brahler on retiring after 38 years with Acme Markets! Patti was an excellent Shop Steward, always leading by example. She was active in countless political campaigns -- making phone calls and canvassing for candidates who support her job and the jobs of other working people. She joined our lobby days in Harrisburg to urge legislators against liquor privatization and support Governor Wolf's budget. Patti cares about her fellow brothers and sisters at the Local and goes out of her way to show her support for their jobs!



1776 Union Representative Al Hasara with Patti on her last day at Acme.



Congratulations to Joe Gillard on his retirement from the Germantown Avenue Wine and Spirits Store. Joe had great things to say about his more than 20 years as a Union member. "Being a member of Local 1776 gave me the opportunity to put my son through college, own properties and more. It wasn't always easy, but I know with the Union it was possible." Even as he neared retirement, Joe spent time in Harrisburg lobbying for the modernization of PA's Wine and Spirits Stores. He said, "I didn't get this far alone. I know it is necessary to help the people that still work here. They deserve the same opportunities I had, if not better ones. I want to see everyone go far."

On how he plans to spend his retirement, Joe said, "There are so many beautiful places to see right here where we live. I want to travel across the country!"

Joe's coworkers spoke highly of him, saying he was always on time and eager to help customers.



Joe poses for a picture with his coworker Carolyn on his last day on the job.

Congratulations to Joe Tomalonis on his retirement from the Blythe Township Water Authority after more than 14 years of service! Joe worked as a water operator for the township located in Schuylkill County. His Union Representative Chris Snyder stopped by his worksite to congratulate and wish him well. All the best in retirement, Joe!





MEMBERS' STORIES SURE TO INSPIRE



ANTHONY JACKSON ON PBS NEWSHOUR

Anthony Jackson has had his share of personal struggles. After being incarcerated for much of his young adult life, Anthony was determined to get back on his feet and start over. But at 35 years old with no job experience, he quickly learned that getting his first job was not going to be easy. After being turned down at different fast food restaurants, Anthony tried his luck at a Brown's ShopRite in Philadelphia. He says the rest is history. Five years later, Anthony serves as the store's frozen foods manager and credits his faith, wife and store owner Jeff Brown for helping to turn his life around. Anthony said Jeff Brown looked out for him in a way no one had, motivating him to do better. "Once I got this job, it was the turning point in my life. Brown gave me the chance to earn a decent living and motivates me to do better." We wish you continued success, Anthony!



BOB CHERMAK ON FOX 29 NEWS

Bob Chermak of Colligas Family ShopRite has a knack for putting smiles on the faces of his South Philadelphia customers. Bob shops for the store's online customers in the Shop from Home department, but still makes it a point to interact with customers in the store. You can find Bob weaving in and out of the aisles singing his favorite tunes, doing impressions and even dancing with customers. Even through personal hardships, Bob vows to try and stay positive every day and does so by making other people smile. "Why not have a little laughter, a little joke or song, whatever it takes." Bob reminds us that being enthusiastic on the job really does go a long way!



We love seeing and hearing positive stories about Local 1776 members. If you or someone you know has a story to share, send us an email at info@ucfw1776.org.

STEWARDS IN TRAINING

As the frontline leaders of our Union in your workplaces, Stewards are continuously faced with challenging and complex issues. When Stewards are well versed on their contract and other topics that relate to their work environment, they are more likely to be able to assist members. That is why we are in the process of re-vamping our Stewards program to include more in-depth training and education.

Our hope is the new educational program will help Stewards feel confident in addressing and resolving issues in your workplaces. Since Stewards have varying needs and problems that are unique to their work environment, we are busy dedicating time and resources for interactive training sessions tailored to each worksite or industry. Our new trainings are well underway and already making a difference in how Stewards respond to issues in the workplace. Thanks to our Stewards who have already participated in some of our new trainings. We look forward to continuing these trainings throughout the Local!



1776 REPRESENTED WORKSITES: CREDIT UNIONS

UFCW Local 1776 represents more than 400 members who work as tellers and loan officers at financial institutions across Pennsylvania.

The Pennsylvania State Employees Credit Union (PSECU) is our largest represented credit union with more than 370 members in six different branch locations in Harrisburg, State College, Indiana and Clarion.

The UFCW Local 1776 Credit Union is located at the Union's Walton Road campus in Plymouth Meeting. The Local 1776 Credit Union has serviced members for more than 50 years! The Local 1776 Credit Union recently updated their debit cards with "Real-time" technology. Now, your account balances will be updated immediately after each purchase, making keeping track of your balances easier and more efficient.

UFCW Community Credit Union (UFCW CCU), formerly known as the UFCW Federal Credit Union, has four branches in Hanover Township, Pittston, Kingston and Wyoming. In April, the 22 UFCW CCU members ratified a new Collective Bargaining Agreement that maintains quality healthcare, equitable wage increases and provides updated non-discrimination language to include gender expression. Special thanks to members Jenna Averill, Deborah Politz and Marlene Makos for their service on the bargaining committee.



(From left): Steward Christa Folsom, 1776 Representative Peg Rhodes, Steward Ron Alleman, Steward Nancy Mack and Steward Michelle Montgomery of the PSECU Harrisburg branch.



Steward for the PSECU State College branch, Amber Furgison



PSECU member for 28 years, Linda Zicarelli



UFCW Community Credit Union Steward for the Pittston branch, Thelma McClure



(From left): Nilda Jimenez, Tina Wellington and LaToya Culbreath of the 1776 Credit Union.



(Back row from left): Linda Young and Donna Burd with Sara Kulakowski and Eric Hadfner of the PSECU State College branch.

For more information on how to become a member of a Local 1776 represented credit union:

- PSECU: www.psecu.com.
- UFCW Local 1776 Credit Union: www.1776creditunion.org.
- UFCW Community Credit Union: www.ufcwpa.org.

MEMBER SYLVIA HOVINGTON: WHY UNIONS MATTER

The UFCW International recently interviewed outstanding members across all UFCW affiliated Locals – more than 1,000 Local Unions in the U.S. and Canada – for a Labor Day inspired feature on why unions matter in the workplace. We are proud our very own Sylvia Hovington was featured and had the opportunity to share her experience as a Local 1776 member!

READ SYLVIA'S STORY AS TOLD TO THE UFCW:

By: Mia Perry of UFCW International

Sylvia Hovington knows first-hand just how important unions are.

Sylvia is a member of UFCW Local 1776 and works for the Pennsylvania Liquor Control Board (PLCB). The Local represents 3,500 members working retail at PA Wine and Spirits Stores and in the warehouses that deliver to licensees such as bars, restaurants, and sporting facilities.

Coming from a “labor family”, Silvia started working for the PLCB in her twenties, seeking a job that would support its employees and had advancement opportunities. “Make sure you join the union!” Silvia’s aunt told her. And of course she did; she’s now been a member for 28 years. Sylvia’s daughter is also carrying on the family tradition—her UFCW job enables her to work for the PLCB as she finishes up college.

But in 2013, the job Sylvia loves and the security it provided for her family came under threat. For years, Republicans in the state House of Representatives have been trying to privatize the sale of liquor in PA, meaning 3,500 good union jobs would be lost and sent to retailers like Walmart, which pay low wages and treat their workers poorly, Sylvia notes. In 2013, Republican Governor Tom Corbett, who claimed he would stop at nothing to pass a privatization bill, helped push a bill through the State House.

For the first time in her career Sylvia was scared for her job. “How was I going to feed my family?” she thought. Her husband also had a good job but they needed more than one salary to pay their mortgage, car payments, her daughter’s tuition, and support the rest of her family. “It’s a very scary thing when your livelihood is about to be snatched away from you. It doesn’t just affect the worker but their whole family.”

But Sylvia and her fellow Local 1776 members “were not going down without a fight.”

As a Shop Steward, Sylvia was used to keeping her fellow members updated and educating young members about what being part of a union family means. Now, she would be doing that across the state.

In order to stop the privatization bill from passing in the Senate, Local 1776 and members like Sylvia went into overdrive to save their jobs. They held lobby days in Harrisburg, went from store to store talking to Wine and Spirits workers, and sent letters to their Representatives telling them not to support this bill that would hurt the families of more than 3,500 workers and be bad for the state budget.

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LOCAL 1776 SPONSORS WMGK'S VETERANS RADIOTHON

WMGK 102.9 FM hosted their annual Veterans Radiothon in June to support the Veteran's Multiservice Center (VMC) in Philadelphia. The VMC's mission is to provide services, programs, opportunity and advancement to Veterans of the U.S. military and their families. Each year they serve 2,500 individual veterans, provide more than 172,000 meals to homeless veterans, place more than 300 veterans in jobs, and place more than 500 veterans in housing.

For the second year, we were proud to sponsor the Radiothon with a \$3,000 donation to the VMC. In an on-air interview with radio host John DeBella, President Young spoke about the importance of giving back to veterans who selflessly serve our country. "It's not enough to say you hire veterans. The jobs we hire veterans for should have good wages and benefit



Local 1776 Representatives and Interns presented a \$3,000 check to the VMC on behalf of the Local at this year's Radiothon.



packages. Most importantly, veterans should feel they have a voice on the job," Young said. We are proud to get behind a great cause, especially given the fact so many of our members are veterans themselves.

Our Local plans to sponsor WMGK's Turkey Drop in 2015! The radio station's Turkey Drop is an annual event that collects thousands of turkeys for families in need around the Thanksgiving holiday. WMGK teams up with City Team Philadelphia to deliver more than 10,000 turkeys to families in the city. Last year, in addition to our monetary donation of \$3,500 we donated two dozen Empire Kosher turkeys to the cause – feeding less fortunate families while supporting the work of our Local 1776 members!

CONGRATULATIONS TO PAC WINNER IRENE OF AMMONS SHOPRITE!

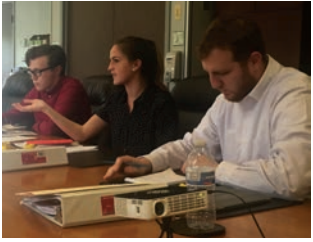
Congratulations Irene, front end associate at Ammons Shoprite, on winning our latest Political Action Committee (PAC) raffle! Our PAC program is designed to build power for working families by supporting pro-labor candidates for office. We need strong, fully-funded PACs to protect our job security, wages and benefits. Irene, and all the members who contribute to PAC, will help us support candidates who share our commitment to worker rights, affordable health care, safe working environments and organizing rights. Contributing to PAC helps level the political playing field, giving workers the opportunity to make their voices heard amongst big-money political contributors.

Learn more about PAC, sign up and redeem your points for 1776 clothing and other gear at www.ufcw1776.org/PAC



Irene (left) with her Union Representative Eric Thomas, who presented her with her prize — a brand new 50 inch TV! Irene said Eric is, "not just a Union Representative. He is more like a great friend." Enjoy Irene!

SUMMER INTERN CLASS OF 2015



This year's summer intern class spent eight weeks immersed in the Local's operations, getting a taste of everything the staff does on behalf of our growing and changing membership. The six young interns observed and worked with many of the Local's different departments. Some of their duties included:

- Assisting the Field Services Department on organizing campaign activities;
- Attending meetings with President Wendell Young covering various topics concerning our membership;
- Lobbying in Harrisburg in support of legislation that benefits working people;
- Shadowing grievance meetings, worksite visits and speaking to members with Union Representatives;
- Attending rallies to show solidarity with other labor organizations and their causes.

The interns toured two of the many unique worksites our Local represents: Knouse Foods and Empire Kosher Poultry. There they got to experience and appreciate the hard work of 1776 members first hand. In addition to their daily responsibilities, the interns worked hard on a project centered on how to involve more young members in our Union. Their research and findings will serve to improve our communications with the thousands of young people we represent.

We were happy to have had these six interns as members of our team and appreciate all their hard work this summer!

SUMMER INTERNS WITH PRESIDENT YOUNG



SOCIAL EVENTS

Our social events have proved to be a success among our Local 1776 members! We kicked off the social committee calendar in April with a bowling night at Thunderbird Lanes in Northeast Philadelphia. In July, 70 members and their guests took on 10 miles of scenic rapids in a whitewater rafting adventure at Jim Thorpe. In late August, more than 200 people comprised of members and their families, came to Knoebels Amusements Resorts for a full day of fun. Thanks to everyone who has participated in our events so far!



MORE EVENTS ON THE WAY!

Practice your aim at our block shoot event on Sunday, November 1 at Jeddo Stars in Freeland, Pennsylvania. Participants will shoot at paper targets for a chance to win cash prizes and quality, select cuts of meat. Barbeque and beer will be provided!

Celebrate the holiday season with your Union family at our holiday party on Saturday, December 5! Bring the family for lunch and photos with Santa, arts and crafts and more to get you in the spirit! More details to come.





Eric Young (left) and Jim McEldrew.

WHITE HOUSE EXPANDING PROTECTIONS FOR WORKERS

President Obama and the Department of Labor have proposed revisions to a number of regulations on employers this summer to benefit the working class here in the United States. These changes will help millions of individuals across the country when they are implemented. Although not all of them will affect each Local 1776 member, they are part of a broader dialogue going on in this country that we hope you support.

One change is the revision of the overtime exemption. Currently, federal law requires certain employers to pay an hourly overtime rate of time and a half on the employee's regular wages. The government's change will remove five million administrative and professional positions from the exemption and require employers to instead pay them overtime wages on top of their regular salary or hourly rate.

Additionally, the Department of Labor has issued additional guidance on the question of which workers may be classified as an independent contractor and which are employees. Employers have been

classifying individuals as contractors in order to avoid paying benefits to them and taxes to the federal government. In light of these guidelines, more workers are expected to be reclassified as employees and paid the benefits they are owed.

At the same time the Department of Labor is making these changes, the living wage movement is gaining more traction among states and municipalities here in the United States. For example, Pennsylvania Senator Tina Tartaglione has proposed an increase in the minimum wage here in Pennsylvania. Other cities, such as Seattle and Los Angeles, have agreed to raise wages over time to \$15 an hour.

These topics have all been making headlines in the news this year and are at the forefront of topics in employment law. If you have questions about these changes or need legal representation involving family law, medical malpractice, injury accident or another legal matter, please call our office at (215) 367-5151 to speak to Eric, Brandon or another attorney at McEldrew Young.

Contact us:

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MCELDREW YOUNG

IN MEMORY OF **FRANK ROSMINI**



It is with deep felt sadness we let our members know of the passing of Frank Rosmini. Frank was a wonderful husband, father, son and brother. He passed on May 30, 2015 after a long, courageous and difficult battle with Melanoma.

Frank was a long-time Acme Markets employee and member of UFCW Local 1776. He was the son of former Local 1776 Secretary-Treasurer Ronnie Rosmini, and showed a determination and desire to follow in his father's footsteps. He began his career as a Representative of our Union first as an Organizer, helping many workers achieve the right to join a Union and making their work lives better.

When he moved to Servicing, Frank worked tirelessly to enforce the rights guaranteed under members' contracts, and saved the jobs of countless members who were wrongfully terminated by their employers. He always fought for workers and their families.

Frank was a champion of working people, a bright and articulate man, a person of great humor and compassion. Frank will be missed by the officers, staff and members of UFCW Local 1776. His passing will leave a large and empty hole in all of our lives.

Our thoughts are with the Rosmini family as we mourn his loss.



Frank Rosmini (left) with retired Local 1776 Representative Matt McFarlane.



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After months of mobilizing workers and spreading their message, receiving support from other UFCW Locals and the International as well as other labor unions, Sylvia and fellow union members have come out victorious. This year, Democratic Governor Tom Wolf vetoed the privatization legislation.

"The reason why we still have our jobs is because we belong to a union," says Sylvia. "Unions keep the jobs flowing."

She wants the Republicans who have been trying to pass the privatization bill in her state and who have claimed that unions are unnecessary to know a few things.

"The UFCW has helped me so much. My Local offers daycare reimbursement that helped me work when my daughters were young. They make sure you get dental and medical. They make sure we are payed a good living wage. Without them, I might not have been able to take my maternity leave."

Without the protection and support of a union, says Sylvia, workers are not guaranteed these things. And that is why she is thankful this Labor Day that unions exist.

The fight for PLCB workers isn't over since they could face similar legislation again. But they know that whatever happens in the future, the union has their back.

ON NOV. 3, MAKE YOUR VOTE COUNT!

In Pennsylvania we are fortunate to elect the Justices to Pennsylvania's Supreme Court and the Judges that serve on our Superior Court and Commonwealth Court of Pennsylvania. While you may never be personally involved in a case, these individuals decide thousands of cases on issues that directly impact your life. That is why this Election is just as important as any other. We must vote for Justices and Judges that stand up for working families – it is the only way our Judicial System remains accountable to the people.

Share these Local 1776 Executive Board endorsements with your family and friends and get out the vote on November 3.

ELECT FOR SUPREME COURT

Judge Kevin Dougherty (D) Judge David Wecht (D) Judge Christine Donohue (D)

ELECT FOR SUPERIOR COURT

Alice Beck-Dubow (D)

ELECT FOR COMMONWEALTH COURT

Mike Wojcik (D)

CALENDAR OF EVENTS

General membership meetings are designed to keep you up-to-date on issues that affect the entire Local Union and working families as a whole. These meetings provide the opportunity to learn more about the many different worksites our Union represents and the diversity of our growing membership.

GENERAL MEMBERSHIP MEETINGS

Monday, November 2, 2015 – 1 p.m.

UFCW Local 1776
3031 – A Walton Road
Plymouth Meeting, PA 19462

AREA MEMBERSHIP MEETINGS

Area membership meetings are designed to keep you informed on company-specific issues relative to your area, hear reports from the Local's internal departments and answer any questions you may have.

NORTHEAST PA DIVISION AREA MEETINGS

Tuesday, November 10, 2015 – 6 p.m.

Troy Vets Club
1 Veterans Drive (off Prospect Street)
Troy, PA 16947

SOUTHEAST PA DIVISION AREA MEETINGS

Thursday, November 12, 2015 – 6 p.m.

Berks County Agricultural Center
1238 County Welfare Road
Leesport, PA 19533

Thursday, December 3, 2015 – 6 p.m.

UFCW Local 1776
3031 – A Walton Road
Plymouth Meeting, PA 19462



FOLLOW US ON INSTAGRAM!

We have expanded our social networking sites to include Instagram. Follow us for photos of members in action both on and off the job.

Want to be featured? Tag @UFCW_Local1776 in a photo and we may re-gram it for our followers to see!

Discover all the happenings at our Union: "Like" us on Facebook and "Follow" us on Twitter to keep up with us everywhere on the go!



CTI FOODS EMPLOYEES OVERWHELMINGLY VOTE YES TO BECOME 1776 MEMBERS!

By: Len Purnell, Local 1776 Director of Field Operations

On August 26, CTI Foods employees became the newest members of Local 1776 as they overwhelmingly voted “Yes” to have Local 1776 represent them for the purposes of collective bargaining. The official vote tally from this secret ballot election, run by the National Labor Relations Board, was 50 Yes to 19 No. CTI Foods is a beef processing facility located in King of Prussia, PA that currently employs approximately 80 people including regular and temporary employees. This CTI Foods facility’s largest clients include Burger King and most recently the Sonic fast food chain.

CTI Foods employees wanted UFCW Local 1776 representation to secure better wages, more affordable benefits, a safer work environment, respect, and a real voice in the workplace. During this campaign the employees alleged threats, illegal scare tactics, and intense pressure from management to vote No in the days leading up to the August 26 election. Local 1776 even filed unfair labor practices with the NLRB regarding the most serious allegations. However, in spite of management’s anti-union scare tactics, the majority of CTI Foods workers stood their ground and overwhelmingly voted to become part of the Local 1776 family. This latest organizing victory truly proves that workers are indeed stronger together! On behalf of the officers, staff, and entire membership of Local 1776, we welcome our newest UFCW brothers and sisters working at CTI Foods.

