



Report from the **PRESIDENT**

FOR SUCCESS IN 2014, STRENGTH IN NUMBERS IS VITAL



Wendell W. Young, IV

This past year has taught us a lot about strength in numbers. It threw many battles our way, some that continue. Each challenge is different, but their solutions lie in the strength of our collective membership. We have proved to be and continue to be stronger together.

The latest round in the fight against privatizing 3,500 UFCW jobs was undoubtedly the toughest one to date. Governor Corbett and his allies were relentless in their drive to destroy a system that generates more than \$600 million a year for taxpayers – money that benefits every one of us.

But together, we exceeded the privateers' expectations of what we are

capable of achieving. We stood strong and consistent in our message. You, our members, were on the frontlines, debunking the ugly, misleading lies the privateers spread about the Pennsylvania Liquor Control Board and the Wine & Spirits Stores in the halls of the Capitol and in the news media.

I've said it before, and I'll say it again: this fight is not over. Governor Corbett, House Majority Leader Mike Turzai and their private sector cronies will be back for another shot at our members' jobs. This fight will continue until we elect a governor and legislators who truly understand how dismantling this system will eliminate thousands of jobs, small businesses and millions in state revenue. The only way to keep up our momentum is by staying strong in our message and our support for improving our PA Wine & Spirits Stores.

The fight against privatization isn't the only ongoing battle our members face. Acme members have been on

(continued on page 3)

United Food and Commercial Workers
Local 1776
3031-A Walton Rd., Suite 201
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Visit us on the web: www.ufcw1776.org

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NEW JBS WORKERS WIN BIG WITH LOCAL 1776

By Leonard Purnell, Director of Field Operations



Three years ago, UFCW Local 1776 and the UFCW International's Food Processing and Packinghouse Division worked together to successfully organize and bargain a first contract for nearly 1,000 JBS workers who work at the company's beef plant facility in Souderton, PA. Since that big organizing victory, Local 1776 began to receive interest earlier this year from another group of JBS

workers who also were interested in forming a union at their workplace. These workers are in the employer's rendering and meat byproduct processing facility less than a mile down the road from our Local 1776 represented beef plant. After several months of meetings, home visits, phone calls and plant gate leaflets, I am very pleased to report that on Monday, November 18, 2013 the workers at the JBS Rendering Shop voted by a two to one margin to have UFCW Local 1776 represent them for the purposes of collective bargaining. The 180-person unit (which consists of about 80 truck drivers and about 100 rendering employees) voted 86 "yes," 43 "no," 22 challenges and one void.

With costly increases in their company-sponsored healthcare plans on the line, this was an important win for the workers. They realized how badly they needed a union to fight for them. These 180 workers will join 27,000 JBS workers across the country as they fight at the bargaining table for more affordable healthcare.

Our thanks goes to UFCW Locals 23, 204, 1994, 1208, the UFCW Region 2 office and the UFCW International Food Processing and Packinghouse Division for their assistance during the last week leading up to the November 18th vote. Their hard work and enthusiasm helped to create the necessary momentum for our latest organizing victory.

On behalf of the 23,000 members, officers and staff of UFCW Local 1776, congratulations to the workers at JBS Rendering as they were able to take a big step towards gaining a real voice in their workplace. **STRONGER TOGETHER!**



1776 JBS workers show their support for JBS employees in Minnesota and Colorado who are fighting for good, affordable healthcare from their employer by wearing UFCW gold stickers on their hard hats on the job.



UFCW Local 1776 members met with Pennsylvania Treasurer and 2014 gubernatorial candidate Rob McCord at the working families' dinner project. (From left) Grace Burchill, PEBTF; Bonnie Coons, PEBTF; Peg Rhodes, Local 1776 Representative; McCord; Bill Owens, retiree of PA's Wine & Spirits Stores and Jeff Beaver, PSECU.

(continued from cover)

contract extension since February 2012 and some haven't received a raise in the last seven years. Since SuperValu completed the sale of Acme Markets to Cerberus Capital Management L.P., we resumed contract negotiation meetings with Acme executives. As we went to print, we held meetings with Acme members to review the company's latest proposal. We conducted a survey where the Acme membership voiced overwhelming opposition to the company's latest proposal because it provides no wage increases and benefit cuts that would be steep with the defunding of the health plan. Acme members can view the proposal and give feedback by creating an account with www.ufcw1776.org. Our negotiating committee remains willing to listen to and consider any proposals put forth by the company. Our goal is to give Acme members what is long overdue and well deserved. As always, we will keep you informed as we work toward a contract of which our members can be proud.

(continued on page 4)



President Young spoke with Doylestown Acme member Michael Holden after one of the Acme membership meetings.



Acme members at a meeting at the 1776 Walton Road Campus.

(continued from page 3)

We worked hard in 2013 fighting for our current members, but we never stop fighting for workers who are not represented on the job. In November we welcomed 200 members who overwhelmingly voted to join Local 1776 from the JBS beef Rendering Shop in Souderton, PA. Again, we proved our message trumps corporate attempts to silence workers on the job. These JBS employees perform their duties in difficult working conditions and are up against an employer looking to cut their healthcare benefits while raising their out-of-pocket costs. We are excited and ready to represent these workers and address their concerns to make their jobs and the lives of their families better.



President Young with 1776 PAC member Matt Procknow, new dairy manager at the Roxborough Superfresh.

As we head into a new year, it's never too early to begin thinking about the 2014 election, especially the gubernatorial race. When deciding endorsements, the Executive Board looks to statements and actions made by candidates on issues of direct interest to the Local's members. After much consideration, the UFCW Local 1776 Executive Board has chosen to endorse Rob McCord in the 2014 Pennsylvania Governor's Race. As State Treasurer, Rob has worked to serve working families in various ways that include improving pension security and creating easier access to quality education. Rob's made it clear he supports the jobs of the 3,500 UFCW members who work in our publicly-owned Wine & Spirits Stores. It's true that every Democratic candidate is better than Tom Corbett, but Rob's campaign to invest in working families is what we believe is best for our membership.

I look forward to 2014 and working with the members of Local 1776 to protect the jobs, wages and benefits you've worked hard to earn. You can count on the commitment of our Executive Board and your 1776 staff to do so. On behalf of my fellow officers and staff here at Local 1776, I wish you and your families a happy and healthy New Year.



Local 1776 showed their support for Rob McCord, PA Treasurer and Democratic Candidate for Governor, at a rally and forum at Temple University's Performing Arts Center.



President Young at a Local 1776 fundraiser for PA State Senator and UFCW member Tina Tartaglione with Vice Chairman of the Brick Layers & Allied Craftworkers Local 1 Don Anderson and Representative for the Brick Layers & Allied Craftworkers Local 1 Thomas Pinto.

TWO NEW WINE & SPIRITS STORES OPEN THEIR DOORS

Two new PA Wine & Spirits Stores opened their doors in Philadelphia only two weeks apart late this summer. One of the new stores is located at 43rd and Chestnut Streets and the other is at 2550 Grant Avenue.

The Grant Avenue location is a Premium Collection store with more than 10,000 square feet. The store doubles the size of the two stores it replaced at 1619 Grant Avenue and 2417 Welsh Road. The site features a new layout equipped with a tasting bar, spacious counters and cards showcasing “staff picks” on display.

Both stores have Sunday hours and make up the more than 600 Wine & Spirit Stores statewide.



The inside of Grant Avenue's newest Wine & Spirits Store is more than 10,000 square feet.



(From left) Local 1776 President Wendell W. Young, IV met with Political Action Committee member and Wine & Spirits Store clerk Cedric Smith, store manager Karen Knowles and 1776 Union Representative Al Hasara at the new store on 43rd and Chestnut Street in Philadelphia.

CITTERIO PRODUCT NAMED ONE OF 125 BEST FOODS FOR MEN



Citterio employees proudly show off the products they make including the award-winning Citterio Fresco® Prosciutto. (From left) Chief steward Bob Malloy, Michael Scavnicky, Ed Gomez, Michael Yatsko and Michael Palmer.

Citterio Fresco® Prosciutto was recognized by *Men's Health Magazine* as part of its 125 Best Foods for Men Feature in the November 2013 issue.

Citterio Fresco® Prosciutto was selected based on an analysis by *Men's Health Magazine* of more than 1,000 supermarket foods and award points. The All Natural product was selected in the "Protein" category as the "Best Cured Meat" for being low in calories, high in protein and fiber and excellent in taste!

Congratulations to the 1776 Citterio members who make Citterio's award-winning product!



State Representative Neal Goodman (D-123) spoke at a Shop PA press conference on ways to grow more good jobs in Pennsylvania. Rep. Goodman is proposing legislation to establish a marketing strategy similar to the AFL-CIO "buy union, buy PA" promotion to help consumers easily identify PA made products.



Local 1776-made products on display at the Shop PA press conference.

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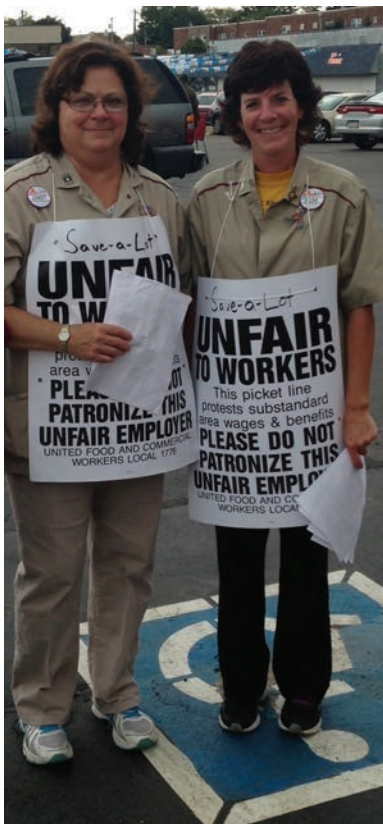
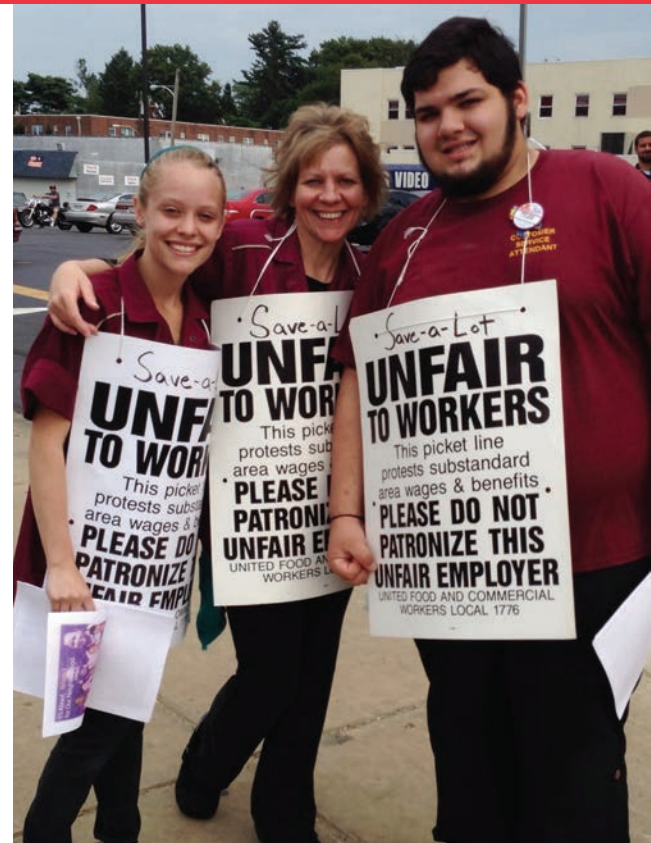
ZALLIE'S SHOPRITE EMPLOYEES BAND TOGETHER IN PICKET LINE

Local 1776 employees of Zallie's ShopRite at Frankford and Knorr Street in Philadelphia came together to stand up for good wages and a voice on the job by taking part in a picket line over the course of four weeks.

The picket line started on August 19th outside of a non-union Save-A-Lot built on the street adjacent to the Zallie's ShopRite. Employees from ShopRite came out in big numbers to encourage potential Save-A-Lot customers to think twice about shopping non-union. ShopRite members voiced concerns about what a non-union store means for the community and how it takes away family-sustaining, good paying wages and benefit jobs in the area.

ShopRite employees took part in the picket line before and after their shifts and during their breaks. Their dedication to the line and the cause was visible to many in the community. Their first-hand experience and personal connection to the message were credited for turning away many Save-A-Lot customers from shopping at the store.

Zallie's ShopRite employee Kim Gentner was especially active in encouraging coworkers to take part in the picket line. A ShopRite employee and 1776 member of more than 15 years, Gentner participated in the line day in and day out, inspiring others to get involved.



Zallie's employee Kim Gentner (right) was influential in rallying her coworkers to participate in the picket line. Here she is with coworker and 1776 member Janet Carroll on line.



Zallie's ShopRite members were out on the picket line for four weeks urging the public to shop union.

LOCAL 1776 PLAYS LEADING ROLE IN UFCW 7TH REGULAR CONVENTION

Local 1776 played a significant role at the United Food and Commercial Workers International 7th Regular Convention as representatives from hundreds of locals all across the U.S. and Canada gathered in Chicago, IL.

Leading the Local

Local 1776 President Wendell W. Young, IV was a strong voice on a range of issues.

He spoke about the necessity for a continued and well-funded international union to aid locals across the country, shared ideas and examples on how to strengthen UFCW's membership, stressed the importance of organizing for workers to have a voice on the job, and voiced support for the work of the newly formed OUTreach coalition by nominating its first Executive Board.

Young was reelected as a UFCW International Vice President during the convention and also was recognized for leading the continued fight against the privatization of Pennsylvania's Wine & Spirits Stores.



OUTreach

With Local 1776 Secretary-Treasurer Michele Kessler taking the lead, UFCW welcomed a new coalition for lesbian, gay, transgender, and bisexual members and allies. UFCW OUTreach is a constituency group dedicated to building mutual support for these and all members regardless of age, gender, creed, color, sexual orientation or gender identity. The group's purpose is to build a strong labor community that works together to organize for social and economic justice for all while ensuring equality for LGBT workers on their jobs and within their unions.

Kessler was elected as Chairperson of OUTreach. Her leadership was inspiring to many in attendance at the convention. Kessler's all-inclusive attitude encouraged members to get involved and embrace the differences of others. (Read more about OUTreach on page 12).



Young Members

Local 1776's Union Representative Chris Naylor was the youngest delegate of the convention, at 24 years old. A former Super Fresh employee, Naylor spoke on a resolution aimed at engaging more young people in the union. Naylor works in Local 1776's field services department and is responsible for research in the fight against privatizing PA's Wine & Spirits Stores.



Giving workers a voice

1776 Union Representative Jose Ortiz, a former shop steward at the JBS Souderton Plant, spoke at the convention on organizing and bringing a voice to JBS employees. Ortiz spoke in Spanish about his personal experience at JBS Souderton and his role in organizing the JBS plant in Michigan.



Local 1776 Director of Legislative and Political Action John Meyerson (who retired at the end of 2013) stopped by the OUTreach booth to show his support.



(Left) Local 1776 Executive Vice President Don McGrogan spoke about the importance of diversity in the Union.

WE'RE PROUD OF 1776 **UNION MADE** PRODUCTS!

Next time you're in your local union grocery store or looking to grab a bite to eat at your neighborhood restaurant, remember to support 1776 made products!

1776 members make everything from Hershey chocolates to Wise potato chips; Hanover frozen vegetables to Empire poultry products; Pocono Springs bottled water to JBS beef burgers served at Wendy's and Cargill beef at Applebees; Citterio Italian meats to Cove shoes protecting our military's feet, and much more!

Union-made products are made every day in 1776 plants across the state:

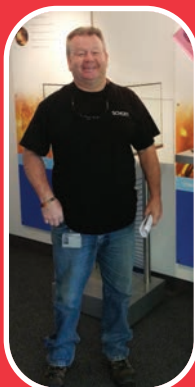
BC Natural Chicken/
Coleman Natural Foods
Cargill Meat Solutions, Inc.
Citterio Italian Meats, USA
Cove Shoe Company
Empire Kosher Poultry
Hanover Food Corporation

Hershey Chocolate USA
JBS USA, LLC
Knouse Foods
Pocono Springs
Schott Glass Technologies
Sun Re Cheese
Wise Foods

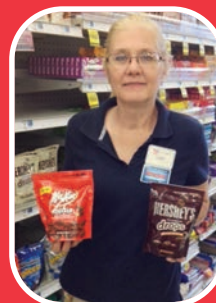
Always remember to pick up your union-made products at a union store near you!



*Du Nguyen,
JBS USA, LLC*



*Tommy McLean,
Schott Glass
North America*



*Lori Perrego,
Rite Aid*



*Vic Collymore,
Pocono Spring Water Co.*



*Juan Pacheco and
Tomas Osorio,
Empire Kosher Poultry*



*Hector Jiminez, Coleman
Foods-BC Natural
Chicken*



Sharon Hoke, Hanover Foods



*Jesus Romero,
JBS USA, LLC*



*Bill Lusk,
SunRe Cheese*



A 1776 union label is inside every Cove shoe

UFCW LOCAL 1776
dialogue

CALLING FOR COMPREHENSIVE IMMIGRATION REFORM!

By Chris Snyder, Lead Representative

More than 150 Local 1776 JBS Members signed an open letter to their Congressman Charlie Dent (R-Lehigh Valley), calling on him to support comprehensive immigration reform. Local 1776 Grievance Coordinator at JBS Jose Ortiz, Negotiator John Werkheiser, Secretary-Treasurer Michele Kessler and I met with Congressman Dent and presented him with the signed letter. Winning the sympathy of Congressman Dent is a goal of the AFL-CIO and UFCW on this important legislative issue.

Local 1776's Immigration Action Committee works to promote the importance of comprehensive immigration reform; especially as it relates to our members, families and workers across the country. Members of the Committee include Cargill Steward and Local 1776 Vice President Lourdes Castellano, BC Natural Chief Steward Hector Jiminez and Local 1776 JBS Grievance Coordinator Jose Ortiz.

Members interested in participating in the Immigration Action Committee should contact their Union Representative.



JBS Grievance Coordinator Jose Ortiz (right) presents Congressman Dent (R-Lehigh Valley) with a letter signed by more than 150 Local 1776 JBS members calling for the support of comprehensive immigration reform.



(From left) JBS Grievance Coordinator Jose Ortiz, Lehigh Valley resident Catherine Adhiambo, Lehigh Valley resident Vivian Ashanti, President of the Lehigh Valley Labor Council Greg Potter, Lehigh Valley resident Dorrie "Michelle" Agollan, 1776 Staff Representatives John Werkheiser and Chris Snyder visiting Congressman Dent's office.

RALLY AGAINST BIG MONEY IN POLITICS

Local 1776 Representative Eric Thomas united with representatives from a range of groups in a rally to push back on the power of big money in elections. The demonstration took place the same day the United States Supreme Court heard arguments in the *McCutcheon v. FEC* case — a case that could add more than \$1 billion in contributions from large donors over the next four election cycles.

In response to the hearing and organizations such as Citizens United that seek to control our political system by silencing parties that lack the big bucks, Thomas said, "The time has come to change the culture here in Pennsylvania and Washington DC. Citizens United is an assault to our country's democracy. Distorting the idea of freedom, Citizens United works only to serve big business and promote a corporatist agenda, not the average citizen."



OUTREACH: LOOKING FOR ALLIES & WORKING FOR LGBT EQUALITY



(From left) OUTreach Executive Board member Tracey Richardson from Local 770 in California, Local 1776 President Wendell W. Young, IV, UFCW Region 5 Director Al Vincent, and Secretary to President Young, Carol Deusebio, staffed the OUTreach booth at the UFCW International 7th Regular Convention.

By Michele Kessler, Secretary-Treasurer

Fighting discrimination, embracing diversity and encouraging inclusion in the workplace and elsewhere builds a stronger union. The UFCW has a proud history of seeking fairness and justice. It is with all these important motivations that the UFCW created a new constituency group called OUTreach for Lesbians, Gays, Bisexuals, Transgenders [LGBT] and their allies (and by ally we mean anyone who supports equality).

I'm proud to have been elected International Chair of OUTreach at the UFCW International Convention last summer. OUTreach's mission is to advocate for equality for our LGBT members and their families. OUTreach is made up of UFCW member volunteers from the United States and Canada.

The idea of fighting for LGBT equality is not revolutionary. A strong majority of Americans support equality issues such as not being fired for being gay or transgender, and same sex marriage. While there is support, there is much work to be done to push states like Pennsylvania out of the dark ages. Luckily, neighboring states where some of our members live - New York, New Jersey, Delaware and Maryland - have progressed further in the LGBT rights arena.

It's difficult for many of our LGBT members to feel comfortable being "out" at work. I know from my own life's personal experiences. You worry about being treated badly and, even worse about being bullied by workplace bigots. You hide who you really are because you want only to be treated fairly. Keeping who you really are a secret is exhausting, depressing and very stressful. We hope that the creation of OUTreach will let our LGBT members know that their union has their back and we stand solid against any and all discrimination.

We have a great opportunity to make real change in the United States and Pennsylvania. A law - ENDA (Employment Non-Discrimination Act) - just passed the US Senate and is now waiting for action in the US House of Representatives. Last fall we worked with other groups in Pennsylvania, lobbying, emailing and calling undecided Senator Toomey to support ENDA (and he did - political action does work!) Legislation also has been introduced in Harrisburg to change state laws on marriage equality and end LGBT discrimination. **Shockingly, 29 states allow workers to be fired for being gay, and Pennsylvania is one of them!** Of course, union workplaces have "just cause" contract rights to protect our members.

We need you to get involved with OUTreach so we can impact the future. Send us your email address and become an "E-activist." Become a member at www.ufcwoutreach.org, and check out our Facebook page by searching UFCW OUTreach.

For more information contact me at mkessler@ufcw1776.org or 1-800-635-6994 extension 302, or contact our Local's coordinator, Charles Young, at cby10652@yahoo.com. Charles is a member of the OUTreach Executive Board, our Local 1776 Executive Board and is a steward at Acme Markets.

Whether you're LGBT or an ally: "Have Pride and we will Change the World."



UFCW Local 1776 OUTreach coordinator and Acme member Charles Young (center), with LGBT equality rights activists at an Equality Rally in Easton, PA.



The OUTreach Executive Board was elected at the UFCW International 7th Regular Convention with Michele Kessler (center in white jacket) elected as Chairperson.



Michele Kessler rallies the crowd at an LGBT equality rights demonstration in Easton, PA.

BROWN'S FOX STREET SHOPRITE **GRAND OPENING**

Fox Street ShopRite is the newest addition to the 11 ShopRites operated by Brown's Super Stores, Inc. Jeff Brown, owner and CEO of Brown's Super Stores, Inc. opened the doors to his newest union ShopRite on August 1, 2013.

The Fox Street ShopRite serves the Philadelphia communities of North Philadelphia, Southwest Germantown, East Falls and Allegheny West. It offers a variety in fresh products and services

including an in-store healthcare clinic, free nutrition and application assistance for public benefits, home delivery service, an in-store Chickie's and Pete's Express, and in-store fire grilled chicken – famous to the Fox Street ShopRite.

Most importantly, the Brown's Fox Street ShopRite is home to some of the newest UFCW Local 1776 members who proudly serve their community!



(From left) Vincent Segers, Chris Disalvatore and Sajjad Springer welcome new customers to the Fox Street ShopRite.



Deborah Samuel welcomes customers from behind the deli counter.

VILLAGE SHOPRITE EMPLOYEES RALLY FOR A FAIR CONTRACT IN STROUDSBURG, PA

Local 1776 Village ShopRite Members sought out customer support when they found themselves up against a company unwilling to actively participate at the bargaining table for almost two years. The ShopRite members were working under a contract extension since June 21, 2011 and their employer proposed a benefit package that would have decimated their current plan.

ShopRite employees conducted an informational picket outside their store in Stroudsburg, PA in an effort to build public support. Post cards were distributed to customers, many of whom proudly signed to support the members in their effort to have the company return to the bargaining table for a mutually acceptable and fair contract.

Many in the labor community, at the request of Local 1776 President Wendell W. Young, IV and Secretary-Treasurer Michele Kessler, also wrote letters in support of the members at Village ShopRite, including Teamsters Local 773, SEIU Healthcare Pennsylvania and the Lehigh Valley Central Labor Council.

Through these efforts and building customer support, a fair and mutually acceptable contract was reached and overwhelmingly ratified this summer. Congratulations to the workers who stood strong in their message and in solidarity with each other.

1776 IN DRIVE TO TAKE BACK VACANT LAND



Director of Legislative and Political Action John Meyerson testified in favor of the Land Bank Bill.

More than 40,000 vacant lots and buildings create blight in Philadelphia communities in which thousands of 1776 members live. To address this growing problem, Local 1776 joined the Campaign to Take Back Vacant Land coalition three years ago. The coalition, which consists of 45 labor, faith-based, and community groups from across Philadelphia, has urged Philadelphia City Council to pass legislation to create a City Land Bank. A Land Bank would allow vacant land to be acquired by the city and used to benefit neighborhoods.

Earlier this year, Councilwoman Maria Quinones Sanchez introduced Bill #130156 to create a City Land Bank to help benefit all Philadelphians. The bill would help create more affordable housing, more community services and lead to more family-sustaining jobs. On October 28, 2013, Local 1776's Director of Legislative and Political Action, John Meyerson, testified before City Council urging the passage of the Land Bank Bill. Meyerson testified the creation of a Land Bank with community input would allow good employers to acquire vacant land to be used to benefit the community. In turn, newly-created family-sustaining jobs would shut out bottom-feeder retailers such as Walmart, Bottom Dollar and Save-A-Lot.

On December 5, 2013 the amendments to Bill #130156 passed out of Council and Local 1776 Executive Vice President Don McGrogan was appointed to the initial Land Bank Board. One week later, the bill passed out of Council, and on January 13, 2014, Mayor Michael Nutter signed the bill.

Local 1776 looks forward to working with the Land Bank to improve communities across Philadelphia.

– Chris Naylor
Field Services and Researcher, UFCW Local 1776



(From left) PLCB member Michael Langan, PLCB member Katrina Christian and PLCB member Sylvia Hovington show their support for the creation of a Land Bank at a hearing before City Council on October 28.



Scan the code on your smart phone to watch John Meyerson's testimony.

CITIZENS BANK PARK EMPLOYEES HONORED FOR SERVICE

1776 members and Citizens Bank Park employees were honored for their service at an employee appreciation day barbecue last summer. Employee appreciation days are put on three times a year as a way for the company to thank the employees for their hard work. Employees are given awards and prizes donated by both the company and Local 1776.

– Melinda Robertson, UFCW Local 1776 Staff Representative, representing more than 200 members at Citizens Bank Park.



Day pressure washing crew Craig Tann (L) and night pressure washing crew Kali Lamar accepting their "How You Doin'?" employees of the month award for the month of June, 2013.

LOCAL 1776 OFFICERS ELECTED

In accordance with the Union's bylaws, nominations were held on Monday, July 1, 2013 for the election of Local 1776's officers and Executive Board.

The Challenge Team was nominated with no oppositions and elected by acclaim.

Wendell W. Young, IV was reelected as Local 1776 President; Michele Kessler as Secretary-Treasurer; and Barbara Johnson as Recorder.

Young was first elected President in 2004, taking office in January 2005. He began his career in 1977 as a Union member employed in the supermarket industry, was elected Shop Steward at age 18 and became a full-time Staff

Representative in 1983. Young worked as an organizer, lead contract negotiator, and led several initiatives to negotiate groundbreaking affordable child care and education benefits for the Local's members. He currently serves as a trustee overseeing Local 1776's health and pension benefit trust funds.

Young also serves as a UFCW International Vice President.

"I appreciate the confidence that the Local's members have expressed in our team. We'll continue to work hard to protect the jobs, security, wages and benefits our members have earned," Young said.

PRESIDENT		EXECUTIVE BOARD VICE PRESIDENTS													
 Wendell W. Young, IV Montgomery County		RETAIL FOOD					AT LARGE								
SEC. - TREAS.		 Jim Dawson, ShopRite Philadelphia	 Charles Young, Acme Bucks County	 Bellew Asta, Staff Delaware County	 Helen Theye, Rite Aid Bucks County	 Ed Chew, Staff Montgomery County	 Linda Bello, Staff Luzerne County	 Lourdes Castellano Luzerne County	 Lois Liddell, SuperFresh Philadelphia	 John Tynan, ShopRite Philadelphia	 Mark Jacobs, Staff Philadelphia	 Bob Marucci, Staff Camden County	 Rob McVeigh, Staff Delaware County	 Don McBrigan, Staff Philadelphia	 Bonnie Coats, PEBT Dauphin County
 Michele Kessler Luzerne County		NON-FOOD					 Marcy Fonseca, Staff Delaware County	 Chris Snyder, Staff Lehigh County	 Len Purnell, Staff Montgomery County	 Peg Rhodes, Staff Adams County	 Doris Wright Philadelphia				
RECORDER		 Michael Repsch, Schott Glass Lackawanna County	 Tommy McLean, Schott Glass Luzerne County	FOOD PROCESSING											
 Barbara Johnson Berks County		 Pat Zeleski, HSI Montgomery County	 Peggy Delaney, Empire Kosher Juniata County	SERGEANT AT ARMS											
							 Ken Karasek, Staff Luzerne County	 Mike McFarlane, Staff Philadelphia							

SHOP STEWARDS: THE 'FACE' OF THE MEMBERSHIP

By Rob McVeigh, Lead Representative

Shop stewards often are reminded they're the "front line" of information between the members and the leadership of the union. That's because to many union members, the shop steward is the "face" of the union. When a question arises or an incident occurs, it is often the shop steward who the members go to first for answers or help. Strong shop stewards must have a good working knowledge of their units' Collective Bargaining Agreement (contract), as well as be informed of all of the pressing matters that face the union, day-in and day-out.

In most of the Local 1776 contracts, language allows days for shop steward educational purposes. These meetings are designed to update stewards on hot-button issues that affect them and the members they represent. Often during these meetings, stewards are informed of how the Local plans to attack such issues, and are asked for their help and participation.

For example, two meetings for all Southeastern Pennsylvania retail food shop stewards were held recently to address pressing issues. One meeting was to inform all of the food stewards of the tenuous situation around one of the core industry bargaining units within Local 1776, A&P. During this meeting, Local 1776 President Wendell W. Young, IV described the financial situation of A&P, owner of Super Fresh, Pathmark and Food Basics. He also explained how different scenarios, such as A&P being purchased as a unit, or in pieces, could play out, and how that transaction might affect members who work for other retail food chains outside of A&P.

At another retail food steward meeting, Young spoke to the stewards on the reasons for moving the Local 1776 Health and Welfare Fund membership into the Keystone Point-of-Service medical benefit plan from Personal Choice in 2014. Also discussed in this meeting was how the Local was researching how the Affordable Care Act (Obamacare) could possibly help with regard to healthcare benefit costs.

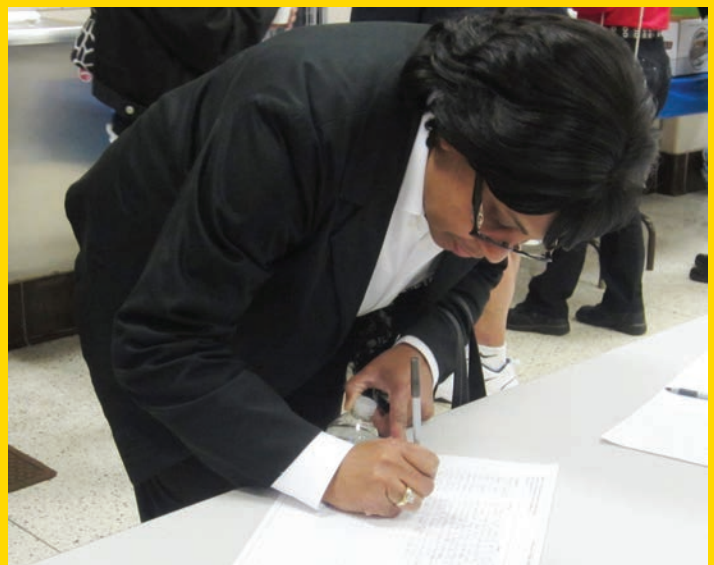
The upcoming year will bring with it more challenges, including the ongoing threat of privatization of the PA Wine & Spirits Stores, the continuing contract negotiations with Acme Markets and the ever-present possibility of a sale of all or parts of A&P. 1776 shop stewards will continue to be kept informed of these situations and the actions being taken by the Local to address them. If you have any questions, please don't hesitate to speak with your shop steward or full time Union Representative.



President Young speaks with Shop Steward Shelby Peachey after a meeting.



JBS Shop Stewards held an educational meeting at the Local 1776 Walton Road Campus.



Lorraine Crafton, Shop Steward at the Columbus Blvd. Super Fresh, signs in for a meeting.

THE AFFORDABLE CARE ACT: WHAT IT MEANS FOR YOUR BENEFITS

By Mark Jacobs, Negotiator

The Affordable Care Act (often referred to as Obamacare) gives everyone the resources and responsibility to purchase health coverage. The bill was created to ensure everyone would have access to quality, affordable healthcare through what are known as “Marketplaces” or “Exchanges,” an online shopping mall where you can browse and purchase health care plans from private companies.

As a result of the Affordable Care Act (ACA), some companies have dropped the coverage they had offered, forcing their employees to enter the Exchange to obtain healthcare, without knowing how employees would be affected. Thanks to your Union contract, the company that you work for cannot do this to you. Your benefits are negotiated and covered under your contract. However, the ACA does present us with an opportunity to utilize subsidies you may qualify for under the Exchange that would maintain a high level benefit package while reducing costs.

If you work for ShopRite or Shop-N-Bag, you have received an ACA survey from Local 1776 in the mail. These surveys are designed to collect the necessary information that will help us best negotiate your benefits in the future. We are urging you to take the time, whether with one of our trained staff or on your own, to fill out this important survey. You can complete the survey one of four ways:

- With a trained Union Representative at your worksite;
- On the web at www.ufcw1776.org by creating a secure username and password;
- By phone at 1-866-329-1776, ext: 823, 824 or 825;
- By mailing back the survey in the prepaid envelope you received.

Survey results are kept completely confidential. No individual results will be used or retained. The sole purpose of this survey is to see which subsidies you and your family qualify for under the ACA so that Local 1776 negotiators can come up with a bargaining strategy that would ensure you continue to receive high quality, affordable benefits. This survey is for 1776 ShopRite and Shop-N-Bag employees only; however, all 1776 members may be asked to participate in the future, so keep an eye out and thank you for your participation.



SUPER FRESH'S STEVE DICKEY RETIRES AFTER 47

Local 1776 Roxborough Super Fresh member Steve Dickey, retired after 47 ½ years of service. A longtime Political Action Committee contributor from Chalfont PA, Steve worked in the dairy department for most of his years with Super Fresh. Congratulations and a happy retirement to Steve!

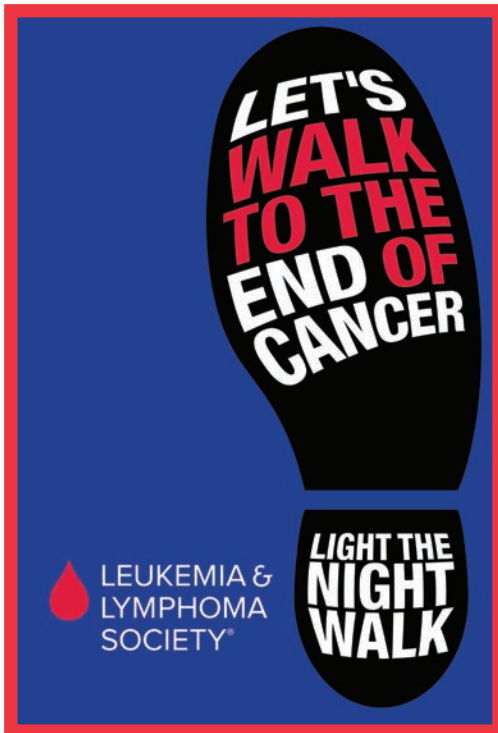


Local 1776 Union Representative Kevin Drew (L) and 1776 President Wendell W. Young, IV (R) present Steve Dickey with a UFCW jacket to make his retirement from the Roxborough Super Fresh.

LOCAL 1776 TAKES STEPS TOWARD **FINDING A CURE**



Local 1776 members and their families at the Philadelphia Light the Night walk on October 26th.



Local 1776 members again came out in full force at two Leukemia & Lymphoma Society Light the Night walks in October.

Light the Night is a series of fundraising walks designed to bring hope to people battling cancer and raise money toward finding a cure. This year, Local 1776 took part in both the Lehigh Valley and Philadelphia Chapter walks.

Local 1776 members and their families walked at both locations and helped raise a Local 1776 record high contribution of \$25,000 for the Leukemia and Lymphoma Society.

The top team contributor was Acme member and Local 1776 Executive Board member Charles Young, who raised more than \$750 for the team.

Thanks to all those who took part in a cause that touches many 1776 members' lives. We'll see you next year!



Local 1776 members and their families at the Lehigh Valley Light the Night walk on October 5th.

1776 MEMBERS TAKE IT TO THE GREEN

Local 1776 hosted its 11th Annual Members Golf Outing on June 3, 2013. 1776 members from a variety of companies came out to play a friendly competition in teams of three and four at Mainland Golf Course in Lansdale, PA.



Ed Cook (L) and Bob Schultz, both of Acme, get ready to hit the golf course.



Congratulations on a great game to the winners of the 11th Annual Local 1776 Members Golf Outing (from left) Juan Letterlough, Lonnie Grasty of Acme and former Acme member Glenn Leib.

EMPIRE CHICKEN NUGGET IS ONE FOR THE RECORD BOOKS

*The Huffington Post,
October 29, 2013*

Empire Kosher Poultry has a nugget for the record books. Weighing in at 51.1 pounds and measuring 3.25 feet long and two feet wide, 1776 members at Empire Kosher Poultry set the Guinness World Record for the world's largest chicken nugget.

To celebrate Empire Kosher Poultry's 75th anniversary and to launch the company's improved chicken nuggets, the company set out to break the record. The end result was larger than 720 regular-sized nuggets and took six people more than three hours to produce.



Weighing in at 51.1 pounds, Empire Kosher Poultry's chicken nugget was one for the record books!



(From left) Wendell W. Young IV, Tom Tosti, Host Tony Iannelli, Katrina Anderson and Simon Campbell on the set of Business Matters.

RIGHT TO WORK FOR LESS

Local 1776 President Wendell W. Young, IV appeared on WFMZ Channel 69's Business Matters to explain what "right to work" laws set out to do – rob us of our civil rights and job rights by destroying unions. Scan the code with your smart phone to watch Wendell team up with Tom Tosti of AFSCME District Council 88 in a debate on the issue against Katrina Anderson of the Commonwealth Foundation and Simon Campbell of the Pennsbury School District Board. Keep an eye out for coming information on House Bill 1507 *Paycheck Deception* – a bill set out to rob unions and the working families they represent of their resources and rights.



A DECADE OF CHARITY FOR NEPAL CHILDREN

Acme Markets employee Mike Cassidy has taught English to Ophthalmic assistants at the Lumbini Eye Institute in Nepal since 2002. Mike uses his vacation time to return to Nepal every year to volunteer his services.

“The wellbeing of the world’s children is a responsibility we all share. Our mission is to fulfill the basic human needs for the destitute blind and orphaned children of Nepal. For the past ten years, Local 1776 has helped me support local orphanages, schools and eye hospital programs to bring light, knowledge and hope to Nepalese children. Please help me to continue doing this work so that these forgotten children know the kindness that is deserved by all. Namaste.”

– Mike Cassidy

You can learn more about Mike Cassidy’s work and the hope it brings to Nepalese children by visiting Igg.me/at/nepalkids. There you can watch a video and make a contribution so that Mike can continue his acts of kindness.

WORKING GLOBALLY WITH EUROPE'S LABOR LEADERS

Labor leaders from Nordic countries recently traveled to the U.S. to learn about unions, how they operate and their role in the lives of working Americans. The visitors took a tour of JBS Souderton, a beef slaughter facility that employs more than 1,200 Local 1776 members on site. Their next stop was at the Local 1776 Walton Road Campus, where they were given a presentation by 1776 President Wendell W. Young, IV on the Local's history, diverse membership, political involvement and future plans.

The labor leaders shared concerns about the decrease in union membership across Europe and the continued need for representation in the workplace. Having an open dialogue with these leaders is constructive when looking for ideas on how best to communicate with members, how to negotiate with companies on behalf of members and work side-by-side for the benefit of working men and women across the globe.



President Young spoke with the leaders about the importance of being politically active as a union.

Stand UP

Leaders from Sweden, Norway and Denmark with 1776 leaders. Guests got to take home 1776 made products, including Hershey chocolate, Wise snacks and more.



BLACK FRIDAY EXPOSES WALMART'S 'RACE TO THE BOTTOM'

Last Black Friday, while many shoppers worried about scoring the next best deal for the holiday season, activists gathered at Walmart stores across the nation calling for better wages, benefits and respect for workers. Striking Walmart associates, community organizations and faith leaders were amongst the people taking part in about 1,500 protests in front of Walmart stores.

Protestors are outraged that with \$17 billion in profits, Walmart continues to pay most of their employees poverty wages. Walmart workers and their supporters are calling for an end to illegal retaliation against workers who speak out, for the company to publicly commit to paying its workers \$25,000 a year and more full-time jobs.

Local 1776 always has taken the lead on social issues, and with Walmart it's no different. The Local held six actions across Pennsylvania on Black Friday. More than 150 people showed their support for Walmart workers at stores in Philadelphia, Stroudsburg, Hanover and Allentown. These actions brought together people from different walks of life united for fairness for workers and demanding they get the respect they deserve.

People interested in getting involved can visit www.makingchangeatwalmart.org for information about activities locally and nationally.

Walmart workers have a voice through OUR Walmart. With thousands of members in hundreds of stores in more than 30 states, these courageous workers are speaking out for improvements in their jobs and their lives.

If you know any Walmart employees, encourage them to join the Organization United for Respect at Walmart (OUR Walmart) at www.forrespect.com.

– Anthony Concha
 Field Services Representative
 of UFCW Local 1776



1776 Field Services Representative Mike McFarlane, delivers the Aramingo Avenue Walmart store manager a petition signed by customers demanding Walmart workers receive better wages and respect on the job.



1776 Field Services Representative Erv Cofield gets signatures for a petition addressed to Walmart managers and executives demanding change at Walmart.

CURBING ROBBERIES AT RITE AIDS



Rite Aid Shop Stewards met with Rite Aid Executives at a Labor-Management meeting to discuss workplace safety.

Rite Aid Pharmacies across the country have been the growing target of violent robberies in recent months. A 1776 Rite Aid Pharmacy in Chester last September saw an attempted robbery turn into a homicide investigation as the store's manager was murdered just before closing time.

In response to workplace violence, Local 1776 held a Labor-Management meeting in October to address safety concerns of 1776 Rite Aid members. In attendance were Rite Aid Union Shop Stewards, 1776 Staff Representatives and Rite Aid Executives, including Senior Vice President of Loss Prevention Bob

Oberosler, Vice President of Labor Relations and General Counsel Traci Burch, and Human Resource Managers Cindy Whitman, Mark Firment, Leanna Clark and Jim Ivers.

Oberosler reported approximately \$5.5 million was spent in 2012 in response to robberies in Eastern Pennsylvania, and stated Rite Aid strives to be proactive in the use of new technologies to investigate and prevent future robberies.

Burch and Oberosler noted: "Thanks to our observant associates, customers, aggressive tactics, and excellent relationship with law enforcement,

more than half the perpetrators that rob or attempt to rob a Rite Aid store are apprehended and successfully prosecuted, compared to fewer than six percent of all felony crimes being closed with an arrest and successful prosecution."



1776 Rite Aid Shop Stewards were particularly helpful in voicing the concerns of their fellow coworkers and shared ideas with management on how to prevent future robberies from taking place. Stewards asked that signs be placed in stores communicating pharmacy robberies are a federal offense that carries a minimum of 20 years jail time. In addition to the suggestions made at the meeting, 1776 President Wendell W. Young,

IV proposed Rite Aid raise awareness among and foster relationships with community groups and leaders to make safety a community effort. Rite Aid management agreed to move forward with both suggestions.

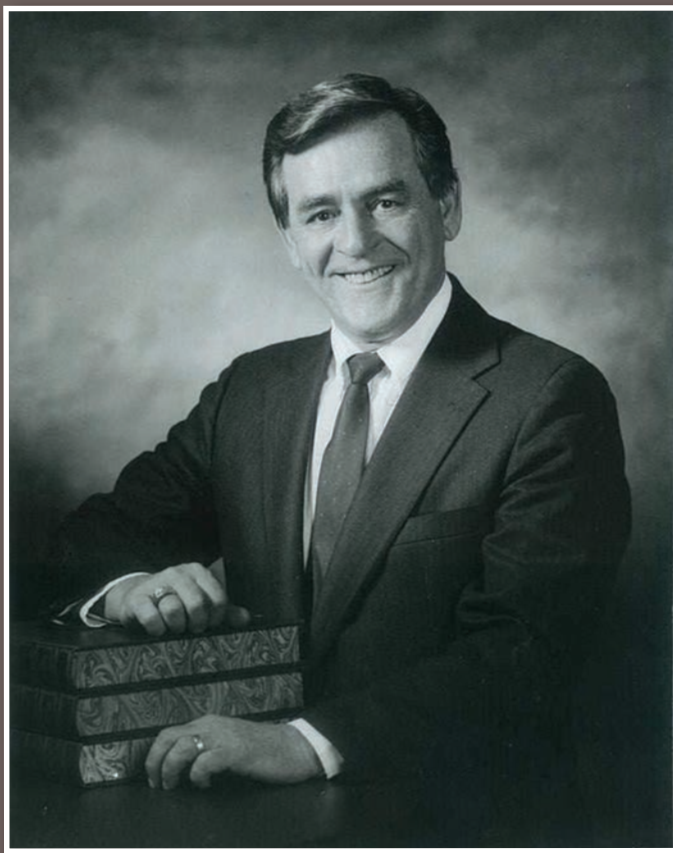
In addition to communication with management, Rite Aid Shop Stewards enthusiastically endorsed and signed a letter Local 1776 wrote to all Pennsylvania State Senators concerning House Bill 289 which was passed in both the House and Senate before we went to print. This bill will provide for tougher penalties for anyone convicted of robbing controlled substances from a pharmacy.

IN MEMORIAM JOE KELLY (1938 – 2013)

The Staff of UFCW Local 1776 was saddened to hear of the recent passing of the long-time Organizer and Representative of the Local, Joe Kelly. Joe died on November 24, 2013. He is remembered by a large and wonderful family, many friends and thousands of members, both past and present from Local 1776.

Joe worked for Local 1776 (and its predecessor Local 1357) for many years. Joe was a young man in his twenties when he came on staff and he continued representing working men and women until he retired in 1993.

Joe was absorbed and driven by his passion for justice to organize and represent workers, serving the Local in many rolls including Lead Union Representative and Director of Field Services. He brought hundreds of workers better wages, benefits and respect on the job by



protecting them under collective bargaining agreements for the first time in many of their lives. As a Representative of the Local, he made certain thousands of workers were protected under the guarantees in their contracts.

Joe gave of himself every day, and was particularly good with the new people that came to work for the Local. Throughout his years, he demonstrated how much he believed in the Labor Movement, how important it was for members to be active in the Movement, and spent much of his time mentoring those who came after him. Even in

the years after his retirement, Joe went on to work for the Teamsters Union, helping to make sure their elections were held properly.

Joe will be missed by all who knew him and of course by all who worked with him.







CALENDAR OF EVENTS

GENERAL MEMBERSHIP MEETINGS

Wednesday, March 19, 2014, 1 pm
UFCW Local 1776 Walton Campus
3031-A Walton Rd.
Plymouth Meeting, PA 19462

Monday, May 12, 2014, 1 pm
UFCW Local 1776 Pittston Office
2007 Highway 315
Pittston, PA 18640

Tuesday, September 16, 2014, 1 pm
UFCW Local 1776 Walton Campus
3031-A Walton Rd.
Plymouth Meeting, PA 19462

Wednesday, Nov. 19, 2014, 1 pm
UFCW Local 1776 Walton Campus
3031-A Walton Rd.
Plymouth Meeting, PA 19462

SOUTHEAST PA DIVISION AREA

Tuesday, January 7, 2014, 6 pm
UFCW Local 1776 Walton Campus
3031-A Walton Rd.
Plymouth Meeting, PA 19462

Thursday, February 6, 2014, 6pm
Plumbers' Hall, Local 690
2791 Southampton Rd.
Philadelphia, PA 19154

Thursday, March 13, 2014, 6 pm
Lehigh Valley Labor Council,
APWU Local 268
3360 Airport Rd., 2nd Floor
Allentown, PA 18109

Wednesday, April 16, 2014, 6 pm
Berks County Agricultural Center
1238 County Welfare Rd.
Leesport, PA 19533

Thursday, May 15, 2014, 6 pm
Seafarer's International Union
2604 South 4th St.
Philadelphia, PA 19148

Tuesday, June 10, 2014, 6 pm
UFCW Local 1776 Walton Campus
3031-A Walton Rd.
Plymouth Meeting, PA 19462

Thursday, September 18, 2014, 6 pm
Plumbers' Hall, Local 690
2791 Southampton Rd.
Philadelphia, PA 19154

Thursday, October 16, 2014, 6 pm
Lehigh Valley Labor Council
at: A.P.W.U. Local 268
3360 Airport Rd., 2nd Floor
Allentown, PA 18109

Thursday, November 13, 2014, 6 pm
Berks County Agricultural Center
1238 County Welfare Rd.
Leesport, PA 19533

Thursday, December 11, 2014, 6 pm
Seafarers International Union
2604 South 4th St.
Philadelphia, PA 19148





2014

NORTHEAST PA DIVISION AREA

Tuesday, February 4, 2014, 6pm
UFCW Local 1776 Pittston Office
2007 Highway 315
Pittston, PA 18640

Tuesday, February 11, 2014, 6pm
Hampton Inn
114 South 8th St.
Stroudsburg, PA 18360

Tuesday, March 11, 2014, 6pm
Days Inn of Liberty
25 Sullivan Ave.
Liberty, NY 12754

Tuesday, March 18, 2014, 6pm
Comfort Inn
58 State Rt. 93
W. Hazleton, PA 18201

Tuesday, April 15, 2014, 6pm
Microtel Inn & Suites
90 Dorsett Heights
Mansfield, PA 16933

Tuesday, September 2, 2014, 6pm
UFCW Local 1776 Pittston Office
2007 Highway 315
Pittston, PA 18640

Tuesday, September 9, 2014, 6pm
Comfort Inn
3189 Rt. 940
Mt. Pocono, PA 18344

Tuesday, October 7, 2014, 6pm
Best Western
16 Raceway Rd.
Monticello, NY 12701

Tuesday, October 28, 2014, 6pm
Comfort Inn
58 State Rt. 93
W. Hazleton, PA 18201

Tuesday, November 18, 2014, 6pm
Troy Vets Club
1 Veterans Dr. (Off Prospect St.)
Troy, PA 16947

CENTRAL PA DIVISION AREA

Monday, March 3, 2014, 6pm
AFSCME District Council 83
160 Patchway Rd.
Duncansville, PA 16635

Monday, April 7, 2014, 6pm
AFSCME Conference Center
150 South 43rd St.
Harrisburg, PA 17111

Monday, October 20, 2014, 6pm
AFSCME District Council 83
160 Patchway Rd.
Duncansville, PA 16635

Monday, November 10, 2014, 6pm
UFCW Local 1776 Biglerville Office
3161 Chambersburg Rd.
Biglerville, PA 17307



36 REASONS TO THANK A UNION

1. Weekends
2. All breaks at work, including lunch breaks
3. Paid vacation
4. FMLA
5. Sick leave
6. Social Security
7. Minimum wage
8. Civil Rights Act/Title VII (prohibits employer discrimination)
9. The 8-hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. The 40-hour work week
14. Worker's compensation
15. Unemployment insurance
16. Pensions
17. Workplace safety standards and regulations
18. Employer health care insurance
19. Collective bargaining rights for employees
20. Wrongful termination laws
21. Age Discrimination in Employment Act of 1967
22. Whistleblower protection laws
23. Employee Polygraph Protect Act (Prohibits employers from using lie detector tests on employees)
24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and evaluations (pay raises)
26. Sexual harassment laws
27. Americans With Disabilities Act (ADA)
28. Holiday pay
29. Employer dental, life, and vision insurance
30. Privacy rights
31. Pregnancy and parental leave
32. Military leave
33. The right to strike
34. Public education
35. Equal Pay Acts of 1963 & 2011 (Requires employers to pay men and women equally for the same amount of work)
36. Laws ending sweatshops in the United States
 - In addition to these 36 reasons to thank a union, we can thank one, too, for creating these Union Differences:
 - The median weekly earnings of union workers is \$943. For non-union workers, it's \$742 – or 21.3 percent less.
 - The median weekly earnings of union women workers is \$877. For non-union women, it's \$663 – or 24.4 percent less.
 - The median weekly earnings of African American union workers is \$784. For non-union African American workers, it's \$599 – or 23.6 percent less.
 - The median weekly earnings for Latino union workers is \$840. For non-union Latino workers, it's \$530 – or 40 percent less.
 - The median weekly earnings for Asian American union workers is \$977. For non-union Asian American workers, it's \$907 – or 7.1 percent less.
 - The median weekly wage for young union workers (age 16-24) is \$545. For non-union young workers, it's \$434 – or 22.2 percent less.
 - 85 percent of union workers have job-provided health insurance. Only 54 percent of non-union workers have it.
 - 77 percent of union workers are covered by guaranteed pension plans. Only 17 percent of non-union workers are.
 - 84 percent of union workers have paid sick leave. Only 62 percent of non-union workers do.

U.S. Department of Bureau of Labor Statistics,
National Compensation Survey, March 2012