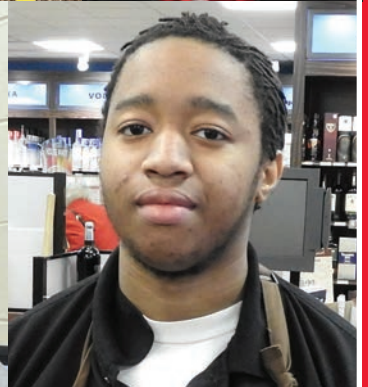




# dialogue



VOL. 37 NO. 4  
MARCH 2016





# dialogue

**MARCH 2016**

United Food and Commercial Workers  
Local 1776  
3031-A Walton Rd., Suite 201  
Plymouth Meeting, PA 19462  
Visit us on the web: [www.ufcw1776.org](http://www.ufcw1776.org)

President  
**Wendell W. Young, IV**

Secretary-Treasurer  
**Michele Kessler**

Recorder  
**Barbara Johnson**

**Main Office:**  
3031-A Walton Rd., Suite 201  
Plymouth Meeting, PA 19462  
610-940-1776 (toll-free: 1-866-329-1776)

**Northeast PA Office:**  
2007 Highway 315  
Pittston, PA 18640  
570-655-6886 (toll-free 1-800-635-6994)

**Central PA Office:**  
3161 Chambersburg Rd.  
Biglerville, PA 17307  
717-334-0064 (toll-free 1- 800-332-9421)

**Harrisburg Office**  
150 S. 43rd St., Suite 214  
Harrisburg, PA 17111  
717-558-3510 (toll-free: 1-800-332-9421)

**Communications Office:**  
Tara Innamorato, Director  
610-940-1826 (toll-free: 1-866-329-1776, x-826)

**UFCW Local 1776 and  
Participating Employers  
Health & Welfare Fund:**  
3031-B Walton Rd.  
Plymouth Meeting, PA 19462-2344  
610-941-9400 (toll-free:1-800-458-8618)

**UFCW Local 1776 and Participating  
Employers Pension Fund:**  
3031-B Walton Rd.  
Plymouth Meeting, PA 19462-2344  
610-941-9400 (toll-free:1-800-458-8618)

**UFCW Union and Participating  
Food Industry Employers  
Tri-State Pension Fund:**  
3031-B Walton Rd.  
Plymouth Meeting, PA 19462-2344



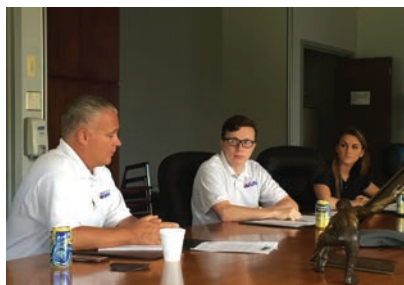
Printed on recycled paper.

## 2016 SUMMER INTERNSHIP

### APPLY FOR OUR 2016 SUMMER INTERNSHIP!

UFCW Local 1776's Young Members Summer Internship Program is an eight week paid educational internship designed to reach out to younger Local 1776 members in an effort to engage, involve, and develop skills in the program's participants that may one day shape future activists, who are committed to uniting workers, students, and communities to bring about social justice in the workplace and in our communities.

After the orientation and training, interns will be placed in a few key areas of the Local such as the Organizing/Field Services Department, Legislative Department and Representational activities.



**This year's internship program will run from June 13, 2016 through August 5, 2016. Application deadline is April 1, 2016.**

In selecting participants, we look for pro-union people who are committed to principles of social and economic justice. Participants must be people oriented, energetic, flexible, and willing to work long hours on a sometimes unpredictable schedule. Applicants must be 18 to 30 years old. A college degree is NOT required.

Apply online at [www.ufcw1776.org/intern](http://www.ufcw1776.org/intern). If you have any questions, please contact your Union Representative, or Director of Field Operations Len Purnell at 610-940-1822 or [lpurnell@ufcw1776.org](mailto:lpurnell@ufcw1776.org)

**\*Learn more about scholarship opportunities for UFCW members and their dependents on page 15.**

**Local 1776 members on the cover:** Top row from left: Jesus Romero JBS; Rebecca McCluskey, Hanover Foods; Stephanie Rudd, PLCB #5121; Dennis Peiffer, Acme #7762; Second row from left: Nancy Mack, PSECU; Jake Gaspari, Acme #7788; Taliah Claxton, LaSalle Fresh Grocer; Joshua Johnson, LaSalle Fresh Grocer; Third row from left: Carlos Douglas, Acme #7727; Dot McHale, Acme #7762; Fourth row from left: Mounina Dicko, LaSalle Fresh Grocer; Bernardo Guzman, Cargill; Tamarra Clark, LaSalle Fresh Grocer; Henry Reid, PLCB #5121; Fifth row from left: Maribel Ford, Cedarbrook Nursing Home; Brittany Rivera, Collins ShopRite #402; Archie Brown, Meriwether Godsey; Kerrie Zacniewski, Acme #7762

# Report from the **PRESIDENT**



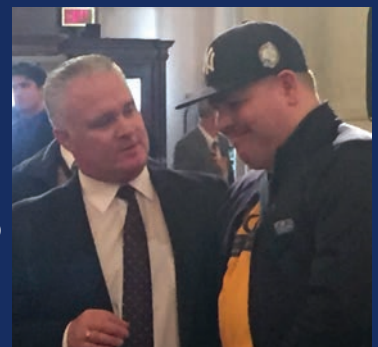
Wendell W. Young, IV

With 2016 well underway, I hope the New Year has been good to you and your families thus far. Looking back, 2015 proved to be a challenging year, testing the patience and persistence of our Union family. The A&P bankruptcy, the unsettled Pennsylvania budget, close calls with liquor privatization, difficult contract negotiations and the continued fight against anti-worker

legislation were just some of the many challenges we juggled. Still, I am not surprised we took each task head on and worked as a team to find a solution.

A quick recap of 2015:

- Hundreds of A&P jobs were saved in the wake of the company's bankruptcy, with many of our members transferring to Acme Markets stores. I am extremely proud of the way our members handled themselves when faced with very difficult decisions like whether or not to retire, move to a new career, bump or transfer. While we wish we could have placed every single worker affected, it was admirable to see some members were selfless and thought of others when making their personal decisions. Despite those tough choices, we got through the bankruptcy with a great deal of solidarity.
- Our Wine and Spirits Shops members continued their fight against privatization, surviving yet another year of a Republican-controlled legislature pushing for liquor privatization. (Every year we stave off liquor privatization, we save 3,500 UFCW family-sustaining jobs!)
- More than 6,500 Local 1776 members voted to approve more than 20 different contracts last year. We are in the midst of negotiating dozens more contracts for this year, some of which have been ongoing and very challenging. This is especially true of the contract with our PA Wine and Spirits Stores that is set to expire at the end of the Fiscal Year on June 30 as we are still in the budget gridlock. (See box with specific contract and negotiation information.)
- Dozens of Shop Stewards were trained on how to apply for U.S. citizenship. They used their training to assist many Local 1776 members become citizens! (See more on page 9.)
- We welcomed 80 new members at CTI Foods to our Union membership.
- Hundreds of Shop Stewards participated in dozens of trainings, new member orientations and education workshops, including a Local-wide conference for all Local 1776 Represented worksite Stewards. Our Stewards often spend a lot of their own time preparing for and assisting members with their grievances.
- Rite Aid, our largest and oldest Represented employer, is being acquired by Walgreens, a mostly non-union company. As we near the end of the acquisition, our job is just beginning as we work with a new employer. There are many unknown factors when dealing with a new company, but having been through this before, we promise to do everything in our power to make this transition as smooth as possible for our members. That includes keeping our Union contract in full-effect to protect the hard work our members have put into their jobs.
- In March, a fire at Schott North America-Duryea caused tens of millions of dollars in structural damage. While our members were out of work due to the fire, we were pleased the company still paid the wages of their employees. Today, the Duryea plant is mostly back to normal with departments and equipment slowly being put back into permanent locations. Prior to the fire, the company was transitioning their business model, resulting in permanent layoffs. While we negotiated different packages to aid laid-off members, the layoff period and fire was a trying one for our Shop members.
- In October, SunRe Cheese caught fire due to an electrical issue. To date, we are still unsure if SunRe plans to reopen their plant, forcing most of our members to find work



President Young with Hanover Chief Steward, Carlos Roman at a rally for fair funding in Harrisburg.



UFCW Local 1776 Executive Board was proud to endorse pro-working candidate Dwight Evans (right) for U.S. Congress.

elsewhere. We set up a rapid response program to answer members' questions and help them apply for unemployment. Still, we are saddened to not yet know the fate of SunRe Cheese and the members who we proudly represent.

2015 was filled with both

accomplishments

and difficult times. Accomplishing all we did would not have been possible without your full participation and support. I am happy so many of you take pride in being a part of a diverse Union that is actively working toward a more united, knowledgeable front, even through the hard times.

Despite our incredible strides, we find our State in a bigger fight, as the front and center in the conservative attack on working families. When Tom Corbett was elected Pennsylvania Governor, he was one of the most politically conservative governors in the nation. Corbett made it his personal mission to destroy Union families' livelihoods. He and his allies were stunned to see how we, the working people of Pennsylvania, were able to come together and hold our ground against the big money in politics. We were successful in fighting back. Even with Corbett out of the Governor's office, his staunch supporters are still looking to make that same anti-worker agenda a reality.

In order to do so, some legislators are pushing for the elimination of your collective bargaining rights and contributions to worker-friendly legislators. They disguise their scheme with terms like "paycheck protection" and "right to work." To be clear, the only paychecks these legislators are protecting are their own—because without this legislation, it is their campaigns and political careers at risk. By denying us the right to organize and align ourselves with who we choose, they win by default.

This disguise that Union members need to be "protected" from contributing to their allies, the legislators who have supported and voted in our best interest time and time again, is absolute nonsense. Even when we are up against the billionaire donors whose money we will never be able to match, we still have experienced success by standing together. Hence why they are forced to try and cripple us in hopes of shutting us down and silencing our voices completely.

These attacks on working people go far beyond paycheck deception legislation. Every time a legislator denies public school funding, holds

innocent, hard-working people accountable for our growing pension problem, votes against a higher minimum wage, fails to hold billionaire drillers for their fair share in taxes, they are turning their backs on working people – Union member or not. Often times we hold the wrong people accountable for the decline in the middle class. You'll hear the middle class blaming their counterparts: the teachers, nurses and first responders for having a Union, good benefits and a pension. Make no mistake; the pinning of working people against one another is strategic and very much done on purpose. Instead of pointing the finger at your neighbor, we should focus our energy on holding our government and big business accountable. No more letting the drillers and their political friends off the hook while the middle class is left paying the price. We should expect and demand a transparent system that is just and dependable.

Today, even with Tom Wolf in the Governor's office, we are not in the position to slow down. We cannot blame Governor Tom Wolf for looking to compromise with the Republican-controlled legislature just to get something (anything, really) done. There is a reason Pennsylvanians voted to make history and elect Governor Wolf. Now the Republican-controlled legislature must respect our choice for change and follow-through on the plans we had hoped for in Pennsylvania.

Another obstacle we face is with the rising cost of health care, not due to Obamacare, but rather the consolidation of hospital, doctor systems and new and more expensive therapies and medications. For members who receive their benefits through the Local 1776 and Participating Employers Health and Welfare Fund, you may have experienced changes and transitions to our Funds. New medicines and advanced technologies are rapidly raising the costs of medicine. For example, some 12 week medications could cost the Fund upwards of \$80,000. These costs are unsustainable and we must seriously evaluate how we can save money while preserving good benefit programs. Some solutions have proved to help our Fund and members; however, we have a long way to go.



We are being proactive in finding solutions to the issues with our Health and Welfare Fund. We recruited a group of Stewards to help us navigate new benefit packages and express any members' concerns.

(continued on page 5)



This is a serious undertaking that takes time, consideration and a lot of input. While all the solutions will not come over night, we will work as long and as hard as possible to find plan designs that preserve good, quality benefits for members and their families rather than just cut and shift costs.

All in all, we must not give up on what we have fought so hard protecting for so long. We are in an incredible position as a Local Union. We have the advantage of a membership rich in so much diversity, as our Dialogue cover points out. Our variety in age, gender, orientation, race, ethnicity and industry make us strong in ways big-money can't buy. It is through the solidarity and activism of the more than 20,000 of you that we are able to accomplish big things that have long-lasting effects not only for our membership, but working families as a whole.

The year ahead will be nothing short of challenging. But if 2015 taught us anything about our strength as a Union, I am fully confident we will come out stronger.



President Young (far right) represented our Union at an event supporting PA State House candidate Tonyelle Cook Artis.

## CONTRACT SCHEDULE

### Ratified in 2015:

West Pittston DPW	Sermac	Hanover Foods – Hanover
Giant Eagle	Empire Kosher Poultry –	Sun Re Cheese
PSECU	Truck Drivers	Healthcare Strategies
Tops Markets	Citterio	Shelly RXDN
Empire Kosher	Cowhey ShopRite	PEBTF
PLCB	Wise Snacks	Schott North America-Duryea
Global Spectrum –	Geno Morena	UFCW Community Federal
Liacouras Center	Hanover Centre Hall	Credit Union

### Expires in 2016/Currently in negotiations

Dreshertown Shop N' Bag	Chartwells (Pocono Mountain School District)
UFCW 1776 Federal Credit Union	Spectrum Arena Limited Partnership (Wachovia Complex)
Village Supermarkets, ShopRite of Stroudsburg, Front-end	Citizens Bank Park (Global Spectrum)
Village Supermarkets, ShopRite of Stroudsburg, Meat-unit	Plumbers & Pipefitters JATC
Meriwether-Godsey, Inc. (Germantown Academy)	ShopRite of Hatfield
Empire Kosher Poultry - Truck Drivers	Cargill
Township of Plains DPW	Global Spectrum (PPL Park)
Berks Heim Nursing Home	Birchwood Nursing Home
Hershey Chocolate USA	Healthcare Service/Birchwood HKG
Knouse Foods	Timber Ridge Health Care Center
Fresh Grocers, both LaSalle and Progress Plaza	Blythe Township
Plumbers & Pipefitters - Clerical	Borough of West Pittston
Pa. Employee Benefit Trust Fund	Cedarbrook Nursing Home
PLCB	Schott North America-Duryea
DW Richards & Sons	CTI Foods

## PART 4: (Re) INTRODUCING UFCW LOCAL 1776 STAFF...

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

### CATHY PANINSKI, SERVICING REPRESENTATIVE



**C**athy worked at the Local 1776 Represented plant Citterio USA and served as a Shop Steward for three of her five years with the plant. Cathy was a member of the 2007 class of the Local's Young Members' Internship Program and joined Local 1776 staff the following year. Cathy services 1776 members who work at PA's Wine and Spirits Stores, Wise Foods, Hershey, Tops Supermarkets, SunRe Cheese and ShopRites in New York and Stroudsburg. She is a graduate from Keystone College with a degree in Fine Arts. Cathy is a delegate to the Scranton Labor Council and is a graduate of the Cornell Labor Leadership program.

### EDDIE MORENO, SERVICING REPRESENTATIVE

**P**rior to joining Local staff in 2011, Eddie worked for Hanover Foods for five years and served as a Union Shop Steward. He is currently a Bilingual Representative servicing Local 1776 members in Citterio, Hanover Foods plants in Hanover and Centre Hall PA, Knouse Foods plants in Orttanna, Peach Glen, and Chambersburg PA and PA Wine and Spirits Stores.

Eddie attended the National Labor College, completed courses from Penn State University's Union Leadership Academy and attends trainings on workplace safety and interpreting for safe workplaces. Eddie is currently furthering his education by attending the Pennsylvania AFL-CIO Penn State University Labor Leadership Institute.



### JOHN WERKHEISER, NEGOTIATOR



**J**ohn first became a member of the Retail Clerks Local 1361 in 1975 when he worked for Laneco, a Lehigh Valley based grocery chain. After 12 years with Laneco, John joined Local 1776 staff in 1987. He joined the Local's Collective Bargaining department in 2007 and currently serves as a Negotiator based out of the Local's Pittston office.

John serves as a Trustee on the UFCW Northeast Health and Welfare Fund and is the Executive Vice President of the Lehigh Valley Labor Council. He also has served as a board member of the Pennsylvania Labor History Society for more than 15 years.

### JOSE ORTIZ, SERVICING REPRESENTATIVE

**J**ose first became involved with Local 1776 when he played a lead role in organizing his worksite JBS Souderton in 2010. In 2012, Jose helped organize the JBS plant in Plainwell, Michigan. In May 2013, he served as the Local's JBS Grievance Coordinator and became a full-time Union Representative in September 2014. Jose participates in Penn State and Pennsylvania AFL-CIO Labor Courses.



### ERICA GEORGE, FIELD SERVICES REPRESENTATIVE



**B**efore Erica joined staff, she worked as a clerk in a Local 1776 represented ShopRite in Philadelphia. Not long after she became a member, Erica assisted the Local during President Obama's reelection campaign. She was a member of the Young Members' Internship Program in the summer of 2013 and worked part time helping combat liquor privatization in Pennsylvania. In 2014, Erica was selected as a member for the UFCW gold internship program in Chicago. Soon after she completed the program, she joined Local 1776 staff. Erica was the lead in the CTI Foods organizing campaign.



# LOCAL 1776 SERVING YOUR COMMUNITY

## THANKSGIVING TURKEY DROP



Local 1776 Representative Tony Zollo (left) drove a truck full of 360 Empire Kosher Poultry turkeys for less fortunate families to the on-site drop-off.

Local 1776 **Empire Kosher Poultry** members — that's more than 7,000 pounds of turkey! Wendell surprised the station by adding \$1,500 to our Local's monetary donation for a total of \$4,000! Special thanks to Empire Kosher for their extremely generous donation to the cause!

For the second year in a row, we sponsored 102.9 WMGK's Turkey Drop. The FM classic-rock radio station partners with City Team Philadelphia to collect more than 10,500 turkeys to feed less fortunate families in Philadelphia before Thanksgiving. On November 24, 2015, President Wendell Young presented WMGK with 360 extra-large kosher turkeys processed and packaged by Local



President Young surprised radio host John DeBella and his crew with an added \$1,500 donation to the cause — making our contribution \$4,000!

## CHILDREN'S HOSPITAL TOY DROP

One week before Christmas, we donated an entire bin full of brand new toys to Children's Hospital of Philadelphia. We hope our donation on behalf of all our members brought some joy to the young patients and their families this holiday season.



## NHS FOOD DRIVE

In November, Local 1776 Representative Erica George organized a food drive to benefit the "Northwestern Human Service Parents and Children Together" (NHS P.A.C.T) organization. NHS P.A.C.T is a safe haven for victims of domestic violence, emotional, physical and sexual abuse. NHS P.A.C.T is able to serve their community throughout the year thanks to donations like ours. Donate through the organization's website: [give.nhsonline.org](http://give.nhsonline.org)



Local 1776 Representative Erica George's (pictured above) food drive provided full holiday meals for a dozen families in NHS P.A.C.T

The NHS P.A.C.T organization was thrilled to receive our food drive donations just in time for the holiday season.



# MEMBERS OF THE MONTH

We partnered with FM radio station 102.9 WMGK to highlight a Local 1776 member every month who has gone above and beyond serving customers and their communities.

YOU determine our Member of the Month! It only takes a minute to nominate who you think we should recognize. Visit [www.wmgk.com](http://www.wmgk.com) and search "union" or text Union to MGKMGK (645645) followed by the first and last name of your nominee.

**So far our winners include...**



*Local 1776 President Wendell W. Young, IV in studio recording the announcement for our winners!*



*Regina Williams-Phillips*

Our first winner was Regina Williams-Phillips, a Shop Steward at Brown's Cheltenham ShopRite. Regina goes above and beyond the routine duties of a Steward, helping her coworkers through personal hardships and getting them the resources and assistance they deserve. Regina embodies what our Union is about: service that exceeds expectations both on and off the shop floor.

Our second winner was Jim Dawson, a 17-year member at the Aramingo Avenue ShopRite. Jim often spends his break addressing the questions of his fellow members, making his coworkers feel heard and appreciated. James is an exceptional member who gives 100 percent on the job and protects the rights of fellow workers.



*Jim Dawson*



*Rob Peters*

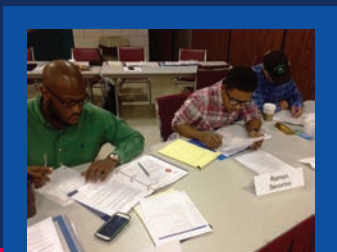
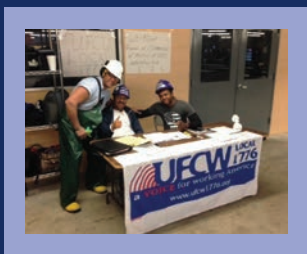
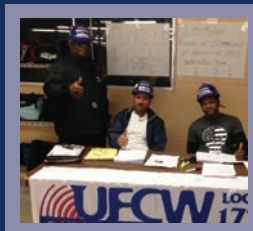
Our third winner was Rob Peters, a Wine Specialist and the Union Shop Steward at the Ardmore Wine and Spirits Store. Rob raises the bar in customer service and his product knowledge motivates fellow members to learn more and provide the best possible service on the job. Known as the area's wine-guru, Rob also has played an active role in the fight against liquor privatization in PA, lobbying in Harrisburg, providing testimony and interviews on the issue. Rob's work and expertise reflects the pride he takes in his duties.

Listen to the station and visit [www.ufcw1776.org](http://www.ufcw1776.org) to check if your nominee is chosen!



# JBS CELEBRATES DIVERSITY THROUGH BECOMING CITIZEN WORKSHOPS

Local 1776 JBS Stewards and members from the Souderton Beef and Rendering facilities attended United Citizen's Action Network (UCAN) Trainings to learn how to help fellow members and their families become U.S. citizens. UCAN workshops help members practice speaking with co-workers about becoming citizens and teach them how to assist with DACA applications. Trainings have taken place throughout the Local's region to help make the workshops as accessible and convenient as possible. The Local's Walton Road office in Plymouth Meeting, IBEW Local 375's office in Allentown, the Hazleton One Community Center, Mount Olives Church of God in Philadelphia and Make the Road PA in Reading were some of the previous locations for trainings. Special thanks to UFCW International Executive Vice President Esther Lopez and her experienced team for conducting the Walton Road training.



In December, JBS held a multicultural celebration, where Stewards and members celebrated the diversity within their workplace. Local 1776 distributed information about the UCAN Workshops at the event. The overwhelming positive response has inspired us to schedule five more workshops in the first few months of the year! Our Cargill members also take part in UCAN workshops. In the spring, we will put on workshops for Empire Kosher and Knouse Foods members. For more information on how to participate, visit [www.ufcw1776.org](http://www.ufcw1776.org).



# LOCAL-WIDE STEWARDS' SEMINAR

In late October, we invited all our Local Stewards to a seminar at the Walton Road office. The seminar was jam-packed with training and useful information relevant to all Local 1776 worksite Stewards. Stewards broke into smaller groups for breakout sessions that covered everything from collective bargaining challenges, the Affordable Care Act, 'Right to Work' legislation, organizing efforts and more. Guest speakers included U.S. Senate candidate Katie McGinty and newly elected PA Supreme Court Judge Kevin Dougherty. Special thanks to the more than 240 Stewards who participated! Check out what some of our Stewards had to say about the day-long training:

## **Coreen Thomas, Activity Aide and Chief Shop Steward at Berks Heim**



*"The conference was very informative. It's always nice to meet other Shop Stewards because they walk in your shoes. Meeting elected officials in person makes it easier to push other people to get out and vote. We have new Stewards at*

*Berks Heim who have never been to Walton Road and they enjoyed the visit. It was a great day."*



## **Chuck Donnelly, Shop Steward at the Roxborough ShopRite**



*"I was really impressed to see the diversity of occupations my Local represents. I was blown away to hear some of the stories of my fellow Stewards. It is incredible that no matter what your occupation is we have so many common issues when it*

*comes to doing our job. I felt a sense of pride when the guest speakers said that we are the backbone of the Union and I was thrilled to hear how much a difference we can make on a daily basis...President Wendell Young did as he always does when he speaks to the Stewards and the members alike: he puts everything on the table, good and bad, and is not afraid to be real with us. I'm proud to be a member of Local 1776."*



# EMPIRE KOSHER AND JBS JOINT LABOR MANAGEMENT SAFETY TRAININGS

Being a member of a Union helps ensure safe working environments. Our JBS and Empire Kosher members prioritize and practice plant safety every day. In October, JBS Stewards took part in a three day joint Labor-Management Safety Training at our JBS USA Souderton Plant. Empire Kosher Stewards attended a similar training at their worksite in December. At both trainings, the UFCW Occupational Safety and Health Department provided extensive training on how to identify hazards and OSHA Rights among other things, to help further the work and knowledge of both Labor and Management members of the Safety Committees.

UFCW safety efforts are everywhere! Training has also been conducted at other JBS Plants in partnership with our International Union in Worthington, MN; Cactus, TX and Hyrum, UT.



## YOUR WORKPLACE LEADERS

Training our Stewards to be workplace leaders is an on-going effort that benefits all our Local members. Knowledgeable, well-versed and confident Stewards are better able to answer your questions in the workplace and steer you in the right direction if you experience a conflict on the job.



*Hershey Stewards Training*



*Chartwells Pocono Mountain School District Stewards Training*



*PSECU and PEBTF Stewards Training*



*PSECU and PEBTF Stewards Training*



*Aramark Bloomsburg University Stewards Training*



*Cargill Stewards Training*

# CALLING ALL RECENT AND SOON-TO-BE RETIREES!

Stay involved with our Union even after you retire and join our retirees club! We invite you to join fellow retired members for gatherings throughout the calendar year. Enjoy a catered lunch, good conversation and the occasional guest speaker at our meetings. At least once a year, we plan a bus trip for members of the retirees club. This October, members will enjoy dinner and a show. Members of our retirees club have access to Health Advocate. We cover the cost of this valuable benefit for our retirees club members and their families. Health Advocate helps you navigate the healthcare world, assisting with things like clinical issues, claims, benefits and paperwork. They help you locate providers, understand treatments, facilitate transferring medical records and much more. Learn more about Health Advocate on their website at: [www.healthadvocate.com](http://www.healthadvocate.com)

Special thanks to all the members and leaders of the retirees club for their continued service to our Local Union.

Join today! Fill out the form below and mail it back to:

UFCW Local 1776 Retirees Club  
3031 A Walton Road, Suite 201  
Plymouth Meeting, PA 19462

## Retirees Club

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

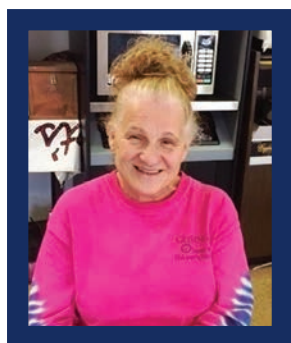
State: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone number: \_\_\_\_\_

\*Please enclose a check for \$10.00 per individual or \$15.00 per retired couple, for yearly dues and catered lunch at each meeting. Please make checks payable to: LOCAL 1776 RETIREES CLUB. We look forward to welcoming you!

## CONGRATULATIONS NELLIE!



Congratulations to Nellie who retired from Wise Foods just before the New Year. Nellie was a Wise employee for 42 years! She's looking forward to a break from a set schedule and time to travel in her retirement. We wish you the best Nellie and thank you for more than four decades of dedicated service!



Are you or a member you know close to retirement? We want to congratulate you! Let your Union Representative know if you plan to retire soon.



# COVE SHOE

## SHOES AND BOOTS HAND CRAFTED FROM START TO FINISH

In 1977, H.H. Brown acquired Cove Shoe Company in Martinsburg, PA to meet the soaring demand for Goodyear® welted footwear. Prior to that time, Cove Shoe Company primarily manufactured ladies dress shoes. More than 350 UFCW Local 1776 members hand craft every single shoe with the same superior construction and meticulous attention to detail as the original H.H. Brown boots made more than 125 years ago.

Today, Cove Shoe Company is one of the most highly respected footwear suppliers to the U. S. Military and to the Law Enforcement, Emergency Services, Homeland Security, and Mining industries. Brands manufactured at the Martinsburg facility include Carolina® work boots, Corcoran® military boots, Double-H Boots® western boots, Matterhorn® mining boots, as well as contracted custom work for many other companies.

Cove Shoe Company is proud to continue the craftsmanship of the shoe making industry with the continued support of the employees and communities in the local area. Without the hard work and true artisanship of the company's people (our members!), their success would not be possible.



# YOUR RIGHTS AS A UNION MEMBER

BY: MARCY FONSECA, LOCAL 1776 EDUCATION AND TRAINING COORDINATOR



There are countless benefits to being a Union member. From job security to the grievance procedure, having a Union contract

guarantees rights that are unique only to Union members. One of the rights members often forget is the right to Union representation during an investigatory interview. This is called your **Weingarten Rights**.

So what exactly is an investigatory interview? An investigatory interview is when your supervisor or management asks you questions to obtain information that may be used for disciplinary reasons. It doesn't matter whether your supervisor calls it an investigatory interview or not. As long as you have a reasonable belief a meeting may lead to discipline, you have the right to invoke your Weingarten Rights and request your Steward be present.

It is important to understand Weingarten Rights are **NOT** automatic. Your supervisor does **NOT** have to tell you about this right or ask you if you want a Steward to be present at a meeting. You must ask for Union representation! Once you ask for representation, your supervisor must stop the meeting and ask a Steward to join the meeting. You have a right to consult with the Steward both before and during the investigatory meeting. If your supervisor denies the request, they must end the interview immediately.

Handy tip: Cut this card out and read it word for word to your supervisor if you wish to use your Weingarten Rights:

If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my Union Representative, Officer or Steward be present at this meeting. Without representation, I choose not to participate.

## 1. Do I have a right to have a Steward present at any meeting with my supervisor?

No. Weingarten Rights only apply when you have a reasonable belief that the discussion or interview may lead to discipline.

## 2. Is the supervisor required to tell me about my right to Union Representation before an investigatory meeting?

No, you **MUST** ask for your Steward to attend the meeting.

## 3. What if I am called to the supervisor's office, but I'm not told what the meeting is about?

You have the right to know what the meeting is going to be about before you go into the meeting. Make sure you ask your supervisor.

## 4. What if I ask for a Steward, but my supervisor denies my request during an investigatory meeting?

If your supervisor denies your request and continues to ask questions, they have violated your rights and have committed an unfair labor practice. You have a legal right to refuse to answer their questions if they deny your request for a Steward. If this happens, contact your Steward and Union Representative immediately.

## 5. What if my supervisor asks me to write a written statement or memo? Do Weingarten Rights still apply?

Absolutely! You have a right to consult with a Steward before submitting anything in writing.

## 6. Do I have to ask for representation at the very beginning of the meeting?

No, you may invoke your Weingarten Rights anytime during the meeting.



# CALENDAR OF EVENTS

## GENERAL MEMBERSHIP MEETINGS

### **Wednesday, March 16, 2016, 1 PM**

UFCW Local 1776, Main Office  
3031 Walton Road  
Plymouth Meeting, PA 19462

### **Wednesday, May 18, 2016, 1 PM**

UFCW Local 1776, Pittston Office  
2007 Highway 315  
Pittston, PA 18640

### **Wednesday, September 21, 2016, 1 PM**

UFCW Local 1776, Main Office  
3031 Walton Road  
Plymouth Meeting, PA 19462

### **Wednesday, November 30, 2016, 1 PM**

UFCW Local 1776, Main Office  
3031 Walton Road  
Plymouth Meeting, PA 19462

## SOUTHEAST PA AREA MEMBERSHIP MEETINGS

### **Thursday, May 5, 2016, 6 PM**

Plumber's Hall  
2791 Southampton Road  
Philadelphia, PA 19154

### **Thursday, September 22, 2016, 6 PM**

Seafarer's Int. Union  
2604 South 4th Street  
Philadelphia, PA 19148

### **Thursday, November 3, 2016, 6 PM**

UFCW Local 1776, Main Office  
3031 Walton Road  
Plymouth Meeting, PA 19462

\*We're trying something new to make Area Meeting participation easier for our members. The following meetings will be conducted via conference call. Information on how to participate in the conference calls will be made available as the meeting nears. We hope these meeting alternatives will increase low meeting attendance and serve to answer your questions. Have suggestions on how to improve meeting participation? Contact your Union Representative or send an email to [info@ufcw1776.org](mailto:info@ufcw1776.org).

### **Harrisburg, PA Area**

Tuesday, April 12, 2016, 6 PM

### **Leesport, PA Area**

Wednesday, May 4, 2016, 6 PM

### **Troy, PA Area**

Wednesday, November 30, 2016, 6 PM

### **Allentown, PA Area**

Tuesday, December 6, 2016, 6 PM

## NORTHEAST PA AREA MEMBERSHIP MEETINGS

### **Wednesday, March 9, 2016, 6 PM**

Pizza Hut  
22 Sullivan Avenue  
Liberty, NY 12754

### **Tuesday, April 5, 2016, 6 PM**

UFCW Local 1776, Pittston Office  
2007 Highway 315  
Pittston, PA 18640

### **Tuesday, September 20, 2016, 6 PM**

Comfort Inn  
3189 Rt. 940  
Mt. Pocono, PA 18344

### **Wednesday, October 5, 2016, 6 PM**

Best Western  
16 Raceway Road  
Monticello, NY 12701

The UFCW International Union is now accepting applications for many new scholarships. Scholarships are available for active UFCW members and their unmarried children or dependents under 20 years of age. Learn more about what the requirements are and how to apply at [www.ufcw.org/scholarship](http://www.ufcw.org/scholarship). As always, check our Local's website [www.ufcw1776.org](http://www.ufcw1776.org) for information on scholarships and other useful resources for our members! Good luck!

UFCW Local 1776  
3031-A Walton Road  
Suite 201  
Plymouth Meeting, PA 19462

RETURN SERVICE REQUESTED

Non-Profit  
Organization  
U.S. Postage Paid  
Phila., PA  
Permit No. 3088



Local 1776's Social Committee held fun and family-friendly events throughout 2015! We're kicking off our 2016 social calendar with a movie night on Wednesday, April 20, 2016 at Local 1776's main office in Plymouth Meeting. All Local 1776 members, their family and friends are invited to a showing of "Pride" a 2014 blockbuster that chronicles the inspirational true story of U.K. gay activists who helped striking mineworkers in 1984. Pizza and drinks will be provided at this free event beginning at 6:30 PM! Register for "Pride" movie night, learn more about upcoming events and send us suggestions for future events at [www.ufcw1776.org/social-events](http://www.ufcw1776.org/social-events)

Pictured here are members and their families enjoying our lunch with Santa Holiday Party in December:

