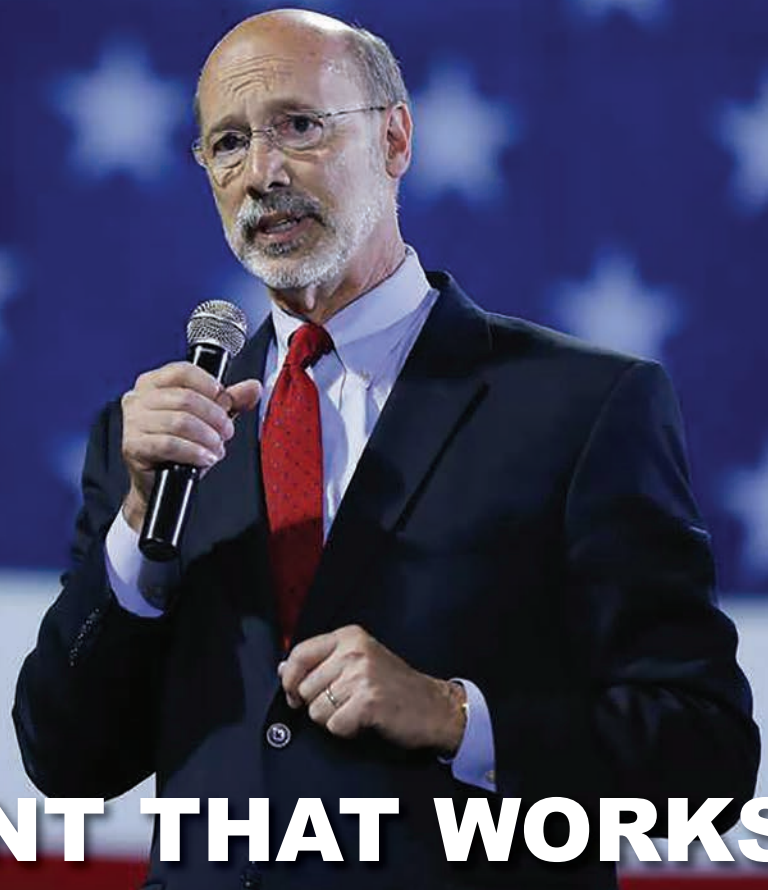


JOBS THAT PAY.

SCHOOLS THAT TEACH.



GOVERNMENT THAT WORKS.



dialogue

VOL. 37 NO. 2
MAY 2015

dialogue

MAY 2015

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

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PRESIDENT YOUNG FEATURED **LEADER** IN **PHILADELPHIA INQUIRER**

Local 1776 President Wendell W. Young, IV was a featured leader in the *Philadelphia Inquirer*! Labor reporter Jane Von Bergen highlighted Young in her weekly column about strong leaders. Young spoke about his start in the Union as a clerk at a supermarket in North Philadelphia and later Acme Markets before becoming a Union Representative for Local 1776. He describes spending time as a young boy at picket lines, bargaining sessions and demonstrations when his father was president of the Local. Read his full interview at www.philly.com/jobbing.



President Young at the Germantown Avenue Wine and Spirits Store during his interview for the Philadelphia Inquirer.

PRESIDENT YOUNG RECOGNIZED FOR HIS PROGRESSIVE LEADERSHIP



President Young being presented with the Peggy Browning Fund Award.

President Young was honored by the Peggy Browning Fund, a non-profit organization that promotes and encourages the work of young law students, in particular those students who advocate for workplace justice and the needs of workers.

Each year Local 1776 hosts Peggy Browning law students and provides them with resources to reach their individual goals, exposing them to real-life labor law in action. Young was honored as a true social justice champion who promotes the values of the Peggy Browning Fund. Congratulations, Wendell!

Report from the **PRESIDENT**



Wendell W. Young, IV

Pennsylvania made history on January 20, 2015 when Governor Tom Wolf was sworn into office – officially marking the first time an incumbent Governor would not serve a second term in Pennsylvania. There is no doubt the UFCW Local 1776 membership helped write this history. We saw first-hand how four years of former Governor Corbett hurt Pennsylvania's middle class.

Corbett's administration directly impacted the daily lives of thousands of Local 1776 members and their families. Teachers, public employees, citizens in need of quality, accessible healthcare, union members, parents and students were all affected. If

you were a working person in Pennsylvania, Corbett's agenda was to strip you of what you worked hard for while lowering the expectations and standards of our government. Four more years was simply unacceptable.

As a membership, we can rest a little easier knowing there is a Governor in office that has the best interest of the above mentioned in mind. The people of Pennsylvania are Gov. Wolf's top priority, not corporations, undisclosed donors and billion-dollar special interest groups.

We now have the chance to continue on a historic, progressive trend in Pennsylvania with Gov. Wolf's budget proposal. Gov. Wolf's budget includes investing in education at all levels, lowering property taxes, holding corporations accountable for their fair share in our economy and most importantly protecting the livelihoods of the middle class and our members.

(continued on page 4)



UFCW Local 1776 members gather in the Capitol Rotunda before sitting in on liquor privatization hearings in the PA House of Representatives.



President Young speaks with Wise member Scott Sittler after a contract ratification meeting.



Wine and Spirits Store #6717 members BJ Milliken and Brian Oak encourage their coworkers to call their legislators in favor of modernization. They know first-hand our calls and letters to legislators are why we have been successful in the fight against privatization thus far.



A special congratulations to a long-time brother of Local 1776, Mike Kepich, on his retirement. A Schott Glass employee and UFCW Local 1776 Executive Board member, Mike has been a great asset to our membership. Wendell gave Mike tokens of his appreciation at his last Executive Board meeting. Best of luck in your retirement, Mike!

(continued from page 3)

Gov. Wolf has visited with and mentioned Local 1776 members by name, praising the service you provide your communities and the pride you take in your jobs.

A businessperson himself, Gov. Wolf knows a lot about what makes a successful business. He credits and values his employees and shares his success with them. He understands the direct correlation with the treatment of the middle class and Pennsylvania's achievements. That is why he is adamant about rebuilding and reinvesting in working people.

Gov. Wolf's proposal is directly in line with what he campaigned on: Jobs that pay, schools that teach and government that works. His budget is ambitious, but feasible, as long as legislators on both sides of the aisle work together to prioritize the needs and wants of regular, working citizens of Pennsylvania. While it is easy to rely on Gov. Wolf to veto legislation that hurts working families, he cannot pass progressive legislation alone. We need to be on the offense of Gov. Wolf's budget to make sure it gets enacted. The Pennsylvania House and Senate are still held by Republican majority – even more so now than it was under the Corbett administration. That means it will be twice as hard for Gov. Wolf to turn our vision into reality. It is not enough to say what is best for Pennsylvania. We need to hold our legislators accountable for **acting** on legislation that lifts Pennsylvania.

I encourage you to take some time and calculate how Gov. Wolf's budget proposal would affect you and your family. I think you will be surprised and pleased with the savings that will be made available should Gov. Wolf's budget proposal be enacted. Instead of relying on hearsay and misguided hype, find the facts at www.governor.pa.gov and do the math. Then, use that information to let your legislator know they need to support the Governor's budget.

Electing Gov. Wolf means nothing if we do not see it through this progressive legislation gets passed. That means holding our legislators accountable for doing right by their constituents, following the blueprint Gov. Wolf has set forth and working together in bipartisan fashion to make Pennsylvania a better place for working people.



(From left) Pennsylvania's First Lady Frances Wolf, Acme members Mary Owens and Charles Young and PA Governor Tom Wolf at the Governor's mansion after his Inauguration.

(continued on page 5)

JOBS THAT PAY:

- Raising the minimum wage to \$10.10 an hour;
- Investments worth \$1.75 billion in job growth plans;
- Reducing corporate tax rate by 40 percent and closing the Delaware loophole to create a more efficient, competitive business model for Pennsylvania;
- Defending 3,500 well-paid, family-sustaining jobs by enacting PA Wine and Spirits Store modernization.

LIFTING THE MIDDLE CLASS:

- Lowering school district property taxes by more than 50 percent, thus reducing property taxes for millions of Pennsylvania families by an average of more than \$1,000;
- Cutting taxes for the average Pennsylvania family by about 13 percent;
- A rebate worth \$500 for renters who earn less than \$50,000 annually.

SCHOOLS THAT TEACH:

- Increase the state's share of funding for public education to 50 percent (for the first time in more than 40 years);
- A four-year commitment to increase funding for public education by \$2 billion to restore cuts under Corbett's administration;
- Higher education increases that include: \$15 million to community colleges; \$45.3 million to PA State System of Higher Education; \$80.9 million increase to State-related Universities.

GOVERNMENT THAT WORKS:

- Expand Medicaid in a consolidated system that ensures no loss of coverage while reaping millions in savings for PA;
- A five percent shale extraction tax (referred to as the Marcellus Shale tax).



President Young speaking about the latest in liquor privatization efforts with Germantown Avenue Wine and Spirits Store #5121 member Margaret Gliwa.



1776 MEMBERS TAKE PART IN IMMIGRATION WORKSHOP

Local 1776 hosted a series of immigration trainings over the course of three days at the Hazleton One Community Center in Hazleton, Pennsylvania. Local 1776 Cargill and JBS Stewards were trained on the eligibility for the Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) as well as the expanded Deferred Action for Childhood Arrivals (DACA); both programs were initiated by Executive Order of President Barack Obama on November 20, 2014. The Stewards also learned the requirements for and how to navigate through becoming a U.S. citizen.

"This is a really good experience. It helped me better understand how I can help others. This is very personal for me from my family experience from Haiti. I loved this training," said Guerdie Celas, Local 1776 JBS Steward.

"This is an excellent training and I love that I got to participate. This is very important so we can help more members and their families and this makes our union stronger," said Jorge Moncayo, Local 1776 Cargill Steward.

The sessions were a part of UFCW's Union Citizenship Action Network (UCAN) program. For more information on immigration and the process of becoming a U.S. citizen, visit the UFCW Immigration Guide site at www.ufcwimmigrationguide.org.



Frances "Smiley" Rullan, Cargill Steward, raises her hand to participate in the Immigration workshop.



JBS Stewards hold up the eligibility chart for President Obama's Immigration Reprieve.

LOCAL 1776 IN ACTION

AFL-CIO NEXT UP SUMMIT

Representing Local 1776 at the AFL-CIO's 2015 Next Up Summit were Anthony Concha, Erica George and Mike McFarlane. Thousands of workers from across the country met to discuss economic and social justice issues relevant to young people today. The three Union Representatives took part in workshop trainings that highlighted collective bargaining, Steward education and the relevance of the labor movement for younger generations. They participated in an action that supported union cab drivers in Chicago who are fighting for economic fairness and respect on the job.



Local 1776 Representatives Anthony Concha, Erica George and Mike McFarlane at the Next Up Young Workers Summit.

RAISE THE WAGE RALLY

Union Representatives Peg Rhodes and Eddie Moreno joined dozens of Pennsylvanians advocating for a raise in the minimum wage. Also on the side of the increasing the minimum wage were pro-worker legislators from across the state. PA Governor Tom Wolf is a strong advocate for raising the minimum wage to \$10.10 an hour and urges bipartisan support for the legislation that would lift the wages of more than 85,000 Pennsylvanians.



Local 1776 Representative Peg Rhodes, PA Lt. Governor Mike Stack and Local 1776 Representative Eddie Moreno at the Raise the Wage Rally.

PLCB MEMBER GIVES CROWD PLEASING SPEECH AT THE CAPITOL

Wine and Spirits Store member Katrina Christian took to the podium at a budget rally in the Capitol Rotunda and gave a rousing speech about the PLCB and her coworkers. She spoke about misguided priorities in the legislature and even got the crowd to chant "Say NO to privatization!" Excellent job, Katrina!



Watch PLCB member Katrina Christian's full speech on the Local's Facebook: www.facebook.com/ufcwlocal1776



STEWARDS GAIN KNOWLEDGE ON WORKPLACE LEADERSHIP

For Local 1776 Shop Stewards, knowledge is power and there is always something to learn, even for the most experienced Stewards. The Local is in the process of revamping our Steward Education and Training program so Stewards can get the most out of each training session. Pictured are some Steward trainings for JBS and Knouse Foods Stewards.



COVE SHOE OVERWHELMINGLY RATIFIES NEW THREE-YEAR CONTRACT

Congratulations to Cove Shoe members who recently ratified a new three-year agreement. The agreement includes wage increases and maintains quality, affordable health insurance. A very progressive step in the contract includes a nondiscrimination clause that protects members against unjust disciplinary action based on sexual orientation or gender identity in the workplace! Special thanks to the 1776 Cove Shoe negotiating committee on working hard to secure the best possible outcome for the members.



Acme member Charles Young and Local 1776 Political Coordinator Chris Naylor distributed information and answered questions about our Local's political and community involvement at the Progressive Summit.



Local 1776 Political Consultant John Meyerson presented to thousands of Progressive Summit participants.

PENNSYLVANIA PROGRESSIVE SUMMIT

Local 1776 took part in the 2015 Pennsylvania Progressive Summit – a weekend filled with discussion and plans of action on social, economic and worker issues. The Local provided information about Local 1776 Union-made products and 1776 Represented worksites to conference-goers to take with them. Many participants were pleased with how diverse the Local 1776 membership is!

RETIREMENT



Congratulations Carol Plotts, who retired after 21 years with SuperFresh as her store's Produce Manager. Here she is pictured at her retirement party thrown by her coworkers. Her Union Representative Pam Saunders stopped by the party to wish her well on behalf of the Local. The Local 1776 family wishes you the best.



Local 1776 Union Representatives stopped by retired member James Johns' home to see how retirement was treating him. James worked for Superfresh for 47 years and served as Assistant Store Manager since 1986. James said he turned down the opportunity to be a Supervisor

because he wanted to stay a member of Local 1776. "I know the job security that comes with being a member of the Union. If I needed them, I knew they would be there."

A year into retirement, we were happy to see James relaxing and watching horse races with his dog, Mika. James was just as excited to see his former Union Representative, Pam. He still keeps active with projects around the house and his three adult children. We wish you continued success and happiness, James!



Darryl Hill of Bala Cynwyd Acme Markets retired after 47 years as a night crew member. His Union Representative Anthony Concha visited him at the start of his final shift to wish him well and present him with tokens of appreciation for his service. Darryl was gracious and humble about the acknowledgement from the Local. When asked how he will spend his retirement, Darryl said with family and learning a new language. Best of luck, Darryl!



Congratulations to Rite Aid cashier Jane Condo of South Philadelphia on her retirement! Jane was a part-time clerk for 18 years. Jane's Union Representative Nancy Flanagan stopped by her store to wish her well and present her with a token of thanks. Jane said she plans on spending quality time with her grandchildren during her retirement. We wish you the best, Jane!



Congratulations to John Burns on his retirement from Acme Markets! John worked for Acme for 46 years and was a weekly contributor to the Local's Political Action Committee (PAC). John's coworkers threw him a retirement party where his Union Representative Al Hasara stopped by to visit. Al presented John with some Local 1776 gear as a thank you for his service. Best of luck, John!

1776 SUPPORTS YOUNG ACTIVIST'S COMMITMENT TO FEED THE HUNGRY

When Sophia Shapiro had big dreams for her bat mitzvah project, she enlisted the help of Local 1776 to help make it happen. Sophia committed to feed the hungry with fresh challah — Jewish braided bread eaten on Sabbath and holidays. The Cheltenham Brown's ShopRite graciously opened its bakery to Sophia and her friends to assist in preparing and packaging the bread.

The finished product was donated to the Jewish Relief Agency (JRA) in Northeast Philadelphia. Each loaf was placed in a box full of food which was then delivered to the less fortunate throughout the area.

We were honored to help make Sophia's project a reality and have a hand in feeding the hungry. Sophia is a great example of a young activist making our communities a better place.



Sophia (far left) and her friends at the Brown's Cheltenham ShopRite bakery before helping bake the challah. The store's Union Representative Rob McVeigh stopped by for support.



At the JRA in Northeast Philadelphia, Sophia placed the challah in volunteers' boxes for delivery to the less fortunate.



The Jewish Relief Agency has hundreds of volunteers deliver food each week to the less fortunate. To learn more about the JRA, the location closest to you and how to get involved, visit www.jewishrelief.org.

PART 2: (Re) INTRODUCING UFCW LOCAL 1776 STAFF...

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



ED CHEW, EXECUTIVE ASSISTANT TO THE PRESIDENT AND LEGAL DIRECTOR:

Ed joined Local 1776 staff in 1992. During his more than 20 years with the Local, he has held numerous positions including Organizer, Field Service Representative, Servicing Representative and the Director of Organizing and Field Services. Ed currently serves as the Local's Legal Director and as the Executive Assistant to the President.

Ed has served as a Trustee to a number of Health and Welfare Funds, including the UFCW Local 1776 Pension Fund, the Tri State Pension Fund, was the Chairperson of the Trustees of the former Central PA Health and Welfare Fund, and is Chairperson of the UFCW Local 1776 and Participating Employers Legal Fund. He is a Trustees Masters Graduate of the International Fund of Employee Benefit Plans and was on the faculty of the Comey Institute at St. Joseph's University. He is head of the Supervisory Committee for the UFCW Local 1776 Federal Credit Union, and has served as Chairperson of the election for other UFCW Locals within Region 2 of the UFCW. Ed also serves as Vice President on the Local 1776 Executive Board.

Ed attended the University of Pennsylvania, received a bachelor's degree from St. Joseph's University, and his law degree, JD, from Widener Law School. He also took part in graduate programs at Rutgers University and St. Joseph's University. Ed completed the ILR School at Cornell University in Ithaca, New York.

Ed was also a regular contributing host on the Talking Unions Radio Show, from 1995 to 2003, on WHAT 1340 AM, which was established by Wendell W. Young, III while he was President of UFCW Local 1776.

BELLEW ASFA, REPRESENTATIVE:

Born and raised in Ethiopia, Bellew came to the United States in 1990 as a Professional Exchange Program participant and joined Local 1776 staff the following year. Bellew worked in various departments at the Local prior to his current position as Researcher in the Legal Department.

Bellew serves on the Local's Executive Board and is on the board of the UFCW Local 1776 Federal Credit Union. He graduated with a bachelor's degree in law at Addis Ababa University in Ethiopia and later completed a master's degree in labor and industrial relations at Rutgers University. Bellew also worked as a course coordinator at the Comey Institute of Labor and Industrial Relations at St. Joseph's University.



MELINDA ROBERTSON, SERVICING REPRESENTATIVE:

Melinda worked as a bakery manager at Acme Markets for more than 30 years prior to joining 1776 staff in 2012. As a Shop Steward, Melinda served on the Local 1776 Executive Board and completed all of the Local's Shop Steward educational classes. She currently services members who work in Acme Markets, PA's Wine and Spirits Stores, Burlington Coat Factory, Citizens Bank Park and Temple University Liacouras Center among others.

Melinda completed college courses at a local community college and Manor College.



KEVIN DREW, SERVICING REPRESENTATIVE:

With a deep family history in labor, Kevin became a member of Local 1776 in 2000 working as a utility clerk at Super Fresh. He was elected his store's Shop Steward at age 22 and completed the Local's Young Member Internship Program in 2006.

Kevin joined Local staff in 2007 and currently services Local 1776 members who work in ShopRite, Rite Aid, and A&P. He serves as the Chairman of the Board of the UFCW 1776 Federal Credit Union and is a Trustee on the UFCW 1776 and Participating Employers Pension Fund.

Kevin graduated with High Distinction from Penn State University in 2006 with a bachelor's degree in history and a minor in anthropology. He is currently pursuing his MBA from DeSales University as well as the Certified Employee Benefit Specialist designation through the International Foundation of Employee Benefit Plans. He is also a graduate of Cornell University's Union Leadership Institute.

NANCY FLANAGAN, SERVICING REPRESENTATIVE:

Prior to joining Local 1776 staff in 2011, Nancy worked as a retail store manager for 20 years working in customer service, training, hiring, managing and operating stores with high-level volume. She currently services members at Brown's Family ShopRite, Colligas Family ShopRite, Rite Aid and Colalillo ShopRite of Yardley.

Nancy serves as a Trustee for the Local 1776 Retirement and Savings Fund as well as the Local 1776 and Participating Employers Health and Welfare Fund. She is a graduate of Philadelphia University with previous studies at Boston University. Nancy completed her Bachelor of Science in Management and continues her studies through the International Foundation of Employee Benefits.



BOB MARTUCCI, LEAD SERVICING REPRESENTATIVE:

Prior to joining Local 1776 staff in 2009, Bob was employed by Acme Markets for 33 years where he served as a Shop Steward.

As a Representative of the Local, he serviced members in the Philadelphia area and in 2012, he became Lead Representative of the Acme Team.

Bob currently serves as a Trustee on both the Local 1776 and Participating Employers Health and Welfare Fund and Retirement and Savings Fund. He is also a member of the PLCB safety committee. Bob attended Camden County College and has completed classes at the Comey Institute.

KEN KARASEK, SERVICING REPRESENTATIVE:

Ken Karasek served as a produce manager for Giant Markets in Scranton from 1977 to 1992. After more than 15 years with the company, Ken became a Union Organizer and Servicing Representative for UFCW Local 72, later merging with UFCW 1776. Ken currently services members who work in Rite Aid, PA's Wine and Spirits Stores, Tops Market, Pittston and West Pittston Department of Public Works among others. He is the Treasurer of the Five County Labor Council and active in the Wilkes Barre Area Labor Council.

Ken served in the US Army and Pennsylvania Army National Guard (PAARING) from 1979 to 2008. He was a Federally Commissioned Officer from Officer Candidate School (OCS) in Fort Benning, Georgia in 1980 and retired from 28th Division, HHB 1-109FA, in 2008 with 28 years of military service.



IN THE NEWS



Great news for same-sex couples! Family and Medical Leave Act (FMLA) updated the regulatory definition of “spouse” to include employees in legal same-sex marriages, making them eligible for FMLA leave regardless of where the employee resides. This means workers in legal, same-sex marriages now have the same access as those in opposite-sex marriages to federal job-protected leave to care for a spouse with a serious health condition. A very progressive step toward worker and social equality!



Local 1776 Political Coordinator Chris Naylor was a guest on the “Workers in Berks” TV program on BCTV discussing PA Wine and Spirits Store modernization. Chris spoke about the additional revenue and consumer convenience that would result from modernization all while keeping thousands of good-paying jobs intact. Watch the full video of Chris at www.bctv.org.

Philadelphia has been chosen to host the Democratic Presidential Nominating Convention for 2016! This convention will be the 10th major-party convention the city has ever hosted, with the last being the Republican convention in 2000. The last Democratic convention hosted in Philadelphia dates back to 1948. The convention is planned to convene at the Local 1776 Represented Wells Fargo Center in July 2016. Upon hearing the good news, Pennsylvania Governor Tom Wolf said, “We look forward to working with local leaders to ensure that Philadelphia will shine in the national spotlight.” Local 1776 plans to promote the goods and services provided by Local 1776 members during this highly anticipated event!



IN THE NEWS



Local 1776 President Young debated Kevin Shivers of the National Federation of Independent Business on the issue of liquor privatization on a recent PCN call-in program. The discussion centered on Representative Turzai's plan to dismantle PA's Wine and Spirits Stores and eliminate thousands of Pennsylvania jobs. Watch the full show at www.ufcw1776.org.



Acme member Mary Owens and Local 1776 Field Services Representative Tony Zollo participated in one of thousands of rallies that took place across the country on April 15th. The "Fight for \$15" rallies called for livable wages and a voice on the job.

Fight for \$15, a movement that joins workers together from numerous industries with the common goal for better wages, safety and respect on the job, has been making significant headway in recent months. One of the biggest *Fight for \$15* strikes took place in December 2014, when workers in close to 200 cities across the country took to the streets to voice their concerns. Shortly thereafter, the National Labor Relations Board (NLRB) ruled in favor of McDonald's workers who were retaliated against when pressing for better wages and working conditions.

The NLRB ruled against McDonald's claims that the treatment of its workers is the sole responsibility of franchise owners, not the corporation. But the fight does not end there...McDonald's now faces complaints from workers in 19 cities who were told to put mustard or

mayonnaise, (yes, the condiments), on grease burns as a result from lack of protective gear. McDonald's management is also accused of workplace racism following the firing of ten African American employees after openly saying, "There are too many black people in the store." *Fight for \$15* is just getting started and Local 1776 joined their April 15th rally to show support for the movement's call for \$15 an hour and a union. We are proud to stand with the brave workers calling for workplace justice – their fight is our fight!



Local 1776 Field Services Representative Sammy Xhikola handed out information about Walmart's poverty wages and unacceptable working conditions to customers at the South Philadelphia Walmart.

MAY 19

LOCAL 1776 MAY 19TH ENDORS

PENNSYLVANIA

PENNSYLVANIA SUPREME COURT

KEVIN DOUGHERTY (D)
ANNE LAZARUS (D)
DAVID WECHT (D)

PENNSYLVANIA COMMONWEALTH COURT

TODD EAGEN (D)

PHILADELPHIA MAYOR

ANTHONY HARDY WILLIAMS (D)

Anthony Hardy Williams is the right choice for Mayor of Philadelphia. Williams has a strong record of standing with the men and women of UFCW Local 1776. During his time in the State Legislature, Williams voted against anti-union bills including paycheck protection and liquor privatization. Williams supports a raise in the minimum wage, and strong, union jobs, specifically in the retail food sector. If you are a Local 1776 member in Philadelphia, be on the lookout for a separate mailing with detailed information about this important race and why the Local is endorsing Williams for Mayor.

PHILADELPHIA

STATE SENATE 5TH DISTRICT (SPECIAL ELECTION)

JOHN SABATINA (D)

CITY COUNCIL DEMOCRATIC AT LARGE (FIVE WILL BE ELECTED)

W. WILSON GOODE, JR.*
BILL GREENLEE*
BLONDELL REYNOLDS BROWN*
ED NEILSON*
SHERRIE COHEN
DEREK GREEN

CITY COUNCIL REPUBLICAN AT LARGE (THREE WILL BE ELECTED)

DENNY O'BRIEN*
DAVID OH*
DAN TINNEY

City Council Districts

1ST DISTRICT
MARK SQUILLA (D)*

6TH DISTRICT
BOBBY HENON (D)*

2ND DISTRICT
KENYATTA JOHNSON (D)*

7TH DISTRICT
MARIA QUINONES-SANCHEZ (D)*

3RD DISTRICT
JANNIE BLACKWELL (D)*

8TH DISTRICT
CINDY BASS (D)*

4TH DISTRICT
CURTIS JONES JR. (D)*

9TH DISTRICT
CHERELLE PARKER (D)

5TH DISTRICT
DARRELL L. CLARKE (D)*

* Incumbent

H PRIMARY ELECTION EVENTS

VOTE

PHILADELPHIA

PHILADELPHIA CITY COMMISSIONER

LISA DEELEY (D)

OMAR SABIR (D)

AL SCHMIDT (R)*

PHILADELPHIA REGISTER OF WILLS

RON DONATUCCI (D)*

PHILADELPHIA SHERIFF

JEWELL WILLIAMS (D)*

PHILADELPHIA COURT OF COMMON PLEAS

MARISSA BRUMBACH (D)

VINCENT GIUSINI (D)

PHILADELPHIA MUNICIPAL COURT

MARISSA BRUMBACH (D)

DELAWARE COUNTY

DEMOCRATIC COURT OF COMMON PLEAS

MARGARET AMOROSO (D)

REPUBLICAN COURT OF COMMON PLEAS

DOMINIC PILEGGI (R)

MARGARET AMOROSO (R)

MONTGOMERY COUNTY

COUNTY COMMISSIONER

JOSH SHAPIRO (D)*

VAL ARKOOSH (D)*

DISTRICT ATTORNEY

KEVIN STEELE (D)

BUCKS COUNTY

BUCKS COUNTY COMMISSIONER

DIANE MARSEGLIA (D)*

MIDDLETOWN TOWNSHIP SUPERVISOR

TOM TOSTI (D)

AMY STROUSE (D)

CHESTER COUNTY

COUNTY COMMISSIONER

KATHI COZZONE (D)*

BERKS COUNTY

READING MAYOR

VAUGHN SPENCER (D)*

BERKS COUNTY COMMISSIONER

KEVIN BARNHARDT (D)*

DON VYMAZAL (D)

1776 REPRESENTED WORKSITE: **KNOUSE FOODS**

Knouse Foods is a grower-owned cooperative located primarily in the heart of South Central Pennsylvania. Employees process apples, cherries, peaches and other fruits for a variety of products you have likely seen in your local grocery store!

In business for 66 years, Knouse Foods was first represented by Local 295 Amalgamated Meat Cutters & Butcher Workmen of North America, AFL-CIO in 1965. In 1986, employees were represented by UFCW Local 1357, which later became UFCW Local 1776 in 1989. Knouse Foods employs 750 Local 1776 members in three plants located in Chambersburg, Orrtanna and Peach Glen, Pennsylvania. UFCW Local 951 represents 90 employees at Knouse Foods' Plant in Paw Paw, Michigan.

Knouse Foods serves both food service and retail customers throughout the United States under the branded labels Lucky Leaf, Lincoln Drinks, Speas Farms, Apple Time and Musselman as well as almost 100 private label brands. Knouse's signature products are pie fills, apple sauce, apple juice, apple butter, apple slices and specialty items such as Spiced Red Rings, Dutch Baked Apples and Unpeeled Slices. Knouse Foods is a leader in innovative packaging and packaging materials in multi-serve and single-serve product lines like their 6 oz. "BIG CUP." UFCW members play a big part in Knouse Foods' success. Support their work by purchasing Knouse Food products when you shop!



Long-time members Martha Arreguin and Frances Flagle hold some of Knouse's products in front of the Lucky Leaf trailer.

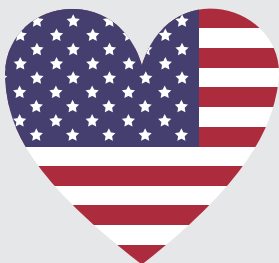


35-year member Donald Blevins steps out of the Lucky Leaf trailer.



PAC contributor Robert Grimes displays some of Knouse's signature products. Be sure to look for these products when shopping to support fellow 1776 members!

MADE IN



SHOP AMERICAN MADE

A great tip from 1776 ShopRite member Tom Brady on where to buy quality, American-made clothing online: www.allamericanclothing.com. Shop the site knowing you are helping support America's working families! Thanks to Tom for sharing an easy way to support working people!

INTERNATIONAL WORKERS' DAY AND ITS RELEVANCE TODAY

By: Andrew Gold, UFCW Local 1776 Representative

THE MOVEMENT FOR AN EIGHT HOUR WORK DAY

During the 1800s in America, work shifts of anywhere from 10 to 16 hours or more were typical. By the second half of the 19th century, workers were growing increasingly agitated with the status quo, so thousands organized with groups like the Knights of Labor and various leftist political parties.

During 1884-1885 The Federation of Organized Trades and Labor Unions, later to become the American Federation of Labor, passed resolutions demanding an eight hour workday and stated in the event of legislative failure to do so, workers should take direct action on May 1, 1886. In the last few months leading up to the deadline, there was a strike wave across dozens of American cities, involving as many as 500,000 people and nearly 10,000 establishments.¹ Laborers across the country marched in the streets, disassembled company machinery, and effectively halted the economy in many places. In response, state and local authorities called out militias to fight the strikers.

This revolution was about one thing in particular: time. Owners wanted complete control over employees' time (and pay) to ensure maximum profits. Workers demanded control over their own lives by calling for a shorter workday, without a reduction in pay. By May 1 many strikers had won shorter workdays, with no reduction in pay and in some cases even pay increases.

The eight hour day would eventually become the norm in much of American industry, although it would take decades of more agitation for this to happen. But after the tumultuous events of 1886, May 1 was cemented here and abroad as a day of celebration of Labor, and its roots were firmly planted in the movement for a shorter workday; however, the holiday is relatively unknown in the U.S. today.

SIMILAR UNDERLYING ISSUES TODAY

Fast forward to today. Many Americans still work in low paying jobs requiring well over 40 hours per week, often without overtime pay or access to crucial employee benefits if they are misclassified as an independent contractor. In a different form of "time poverty," workers in the 21st century often must string together multiple part time, temporary or contingent jobs just to get by. Non-union employers such as Walmart and Starbucks have become notorious for highly erratic scheduling and low number of hours while at the same time requiring them to be available

at a moment's notice.² Today, the problem for many is not having enough hours or having such chaotic schedules or combinations of gigs that it is far too difficult to tend to other basic duties like caring for children, health needs or college.

FIGHTING BACK

Last summer Democrats in the House of Representatives in Congress introduced the Schedules That Work Act, which would require employees be given schedules at least two weeks in advance, be paid extra if employers do not adhere to the two week deadline, and would prohibit retaliation against employees who request scheduling changes. Despite the relatively modest terms of this bill, we cannot expect it to move anytime soon in the Republican-dominated House.

Municipalities have had some success, though. After a campaign by community and labor allies including UFCW Locals, San Francisco recently passed a Retail Workers Bill of Rights, which requires employers to offer more hours to existing part time employees before hiring new workers, requires "predictability pay" when employers change schedules less than two weeks in advance, and requires pay for workers who are on standby but are not called in.

As members of the labor movement we cannot take the work of others for granted. May Day and the eight hour movement should not be looked at as an issue that was won and now done. You, too, may have experienced scheduling issues or conflicts with overtime pay in your workplace. Countless cases have been won on behalf of Local 1776 members who have experienced this. However, workers without Union Representation are at the mercy of their employers, forced to put up with extreme demands in fear of unjust termination with no one to fight for them. While some of our members, particularly some of those who work in food processing facilities, are fighting to ensure they have enough time off to live a normal life with their families, others have also been exposed to the problems set forth in this article. Many would have done without the pay and hours necessary to lead a quality life, if not for the intervention of their Union.

The underlying issues responsible for May Day's creation are still relevant to all workers, both those in Unions and the unorganized. As society, the economy and work itself continue to change, we must continue to fight just as our predecessors did years ago. That perseverance and unity is what led to their success then, and it can do the same for our generation today.

¹ "May Day, the 8-Hour Movement and the Knights of Labor," Jeremy Brecher; Report of the Commissioner of Labor, Third Annual Report, 1887, p. 12.

² Richard Greenwald, "Contingent, Transient, and At-Risk: Modern Workers in a Gig Economy," Labor Rising, Ed. Greenwald, Katz

WALMART WORKERS RECEIVE A RAISE

By: Tony Zollo, UFCW Local 1776 Field Services Representative

Last month, Walmart announced 500,000 of its employees (more than a third of their 1.2 million associates) would receive a pay raise to \$9 per hour by April 2015 and an increase to \$10 per hour in February 2016. There is no doubt Walmart workers were the driving force behind this victory. Walmart workers took collective action, joining OUR Walmart and demanding livable wages, full-time, consistent hours and respect for their hard work. While there is much to celebrate after achieving this victory, the question remains: is this enough? The company still has not acknowledged the growing problem of little hours and full-time positions. Walmart can do better.

Why \$10 an hour is not enough

Walmart is the largest private employer in the world; their policies affect low-wage workers across all sectors and set the standard other businesses follow. Walmart is run by the Walton family; a family with more wealth than 42 percent of Americans combined.

The Walmart standard has forced its associates to work two and sometimes three part-time jobs, just to scrape by. While raising wages is a start, \$10 per hour means little if employees are scheduled less than 20 hours a week. The work environment at Walmart also continues to suffer. Walmart managers have played a number of shell games to make their stores more profitable: paying women less than their male counterparts, operating with bare-bone staffing, forcing workers to work off the clock, cutting health insurance for part time workers and raising premiums of other employees. I know firsthand – I worked at Walmart. Managers would threaten to take away our legally mandated meal-breaks if we were unsuccessful in unloading a trailer at an impossible rate.

A step in the right direction

Walmart workers' victory will likely have an impact on workers in retail and other low-wage sectors. Being they are the largest private sector employer in the world, they are in direct competition for workers with other companies and have a huge influence on the livelihoods of most low-wage employees.



Hopefully other low-wage retailers will follow Walmart's example in raising employee wages.

Through their concerted effort, half-a-million Walmart associates are witness to the corporate giant starting to listen – proof their years of perseverance is beginning to pay off. For decades, Walmart has been the force in lowering the standard for how we treat workers in this country. Today, we see a reversing of the trend the company worked hard to maintain; however, our work is not done.

Members of OUR Walmart have been vocal about what full-time employment and consistent hours would mean for them and their families: the opportunity to get off government assistance and provide for their families. For the world's leading company in profits, that is not too much to ask.



Tony Zollo worked as a Walmart Associate in 2007 before being fired from Walmart for reading workers' rights aloud in his worksite. He later joined UFCW Local 1776 as a clerk at a Wine and Spirits Store and is a founding member of OUR Walmart. For more information visit www.forrespect.org.

LOCAL 1776 SHOP STEWARDS ON THE FRONTLINE

By: Leonard Purnell, UFCW Local 1776 Director of Field Operations



Over the course of the last 50 years, the officers, staff and most importantly the members of Local 1776 have met many challenges in our mission to be the voice of working men and women in PA. Since the beginning of this year, several

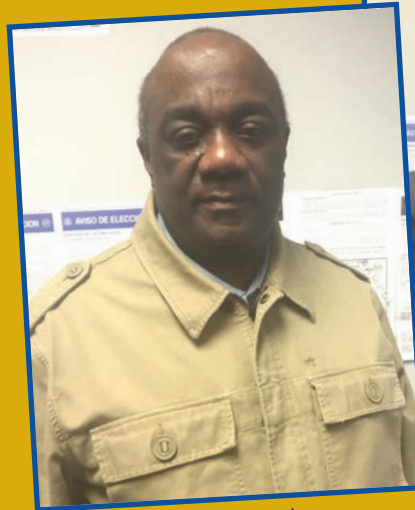
Local 1776 members have worked side by side with Local 1776 Union Representatives in all key areas of this Local Union.

The Local 1776 membership was successful in campaigning to elect Tom Wolf as Pennsylvania Governor and continues to actively participate in the ongoing fight against the privatization of PA's Wine and Spirits Stores. This year, our members have gone a step further, assisting the Field Services Department on both internal and traditional organizing campaigns designed to increase Local 1776's reach in its core industries.

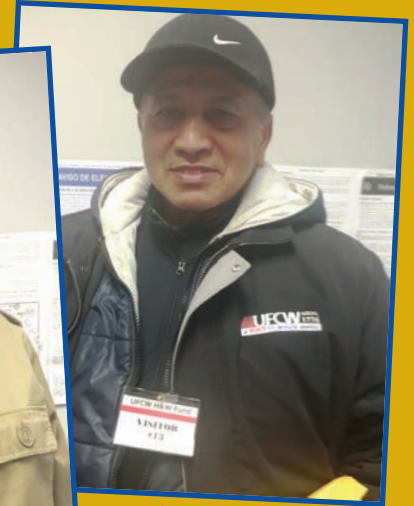
Local 1776 Rite Aid Shop Stewards Carla Dorsey, Helen Theys (who also serves on the Local 1776 Executive Board), and Donna Weber kicked off 2015 by playing a big role in the very successful Rite Aid Union app signup program. In addition, the three Stewards developed key worker contacts in non-union Rite Aid Stores. This helps Local 1776 take a critical step towards what we hope will be the eventual unionization of all non-union Rite Aid store in our jurisdiction.

In March, JBS Stewards Enock Benjamin, Michelet Felix, Fredy Herrera and Cargill Stewards Manuel Montas and Carlos Martinez, stayed in Harrisburg for more than two weeks, working 18 hour days in at many times sub-zero temperatures on the Vantage Foods Organizing Campaign. Their long days were filled with meetings, home visits, phone calls, plant gate leaflets and other key organizing dealings. Their expertise, hard work, dedication and overall enthusiasm really helped provide much needed momentum with Vantage workers that we will certainly continue to build on going forward.

On behalf of the officers, staff, and 22,000 members of UFCW Local 1776, I would like to thank these members for all of their hard work and assistance so far this year. Stronger Together!



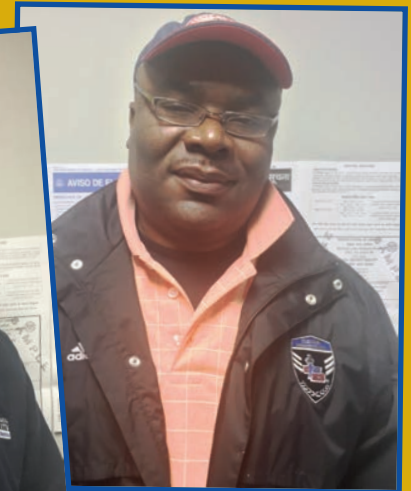
Enock Benjamin,
JBS Shop Steward



Carlos Martinez,
Cargill Shop Steward



Manuel Montas,
Cargill Shop Steward



Michelet Felix,
JBS Shop Steward



Carla Dorsey,
Rite Aid Shop Steward



Rite Aid Shop Steward and Local 1776
Executive Board member Helen Theys (left)
with Rite Aid Shop Steward Donna Weber.

CALENDAR OF EVENTS

GENERAL MEMBERSHIP MEETINGS

Wednesday, May 6, 2015 – 1 p.m.

UFCW Local 1776
2007 Highway 315
Pittston, PA 18640

Monday, November 2, 2015 – 1 p.m.

3031 – A Walton Road
Plymouth Meeting, PA 19462

Wednesday, September 2, 2015 – 1 p.m.

3031 – A Walton Road
Plymouth Meeting, PA 19462

SOUTHEAST PA DIVISION AREA MEETINGS

Thursday, May 14, 2015 – 6 p.m.

Lehigh Valley Labor Council
APWU Local 268
3360 Airport Road, 2nd Floor
Allentown, PA 18109

Thursday, November 12, 2015 – 6 p.m.

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

Thursday, September 24, 2015 – 6 p.m.

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

Thursday, December 3, 2015 – 6 p.m.

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

NORTHEAST PA DIVISION AREA MEETINGS

Tuesday, September 29, 2015 – 6 p.m.

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

Tuesday, November 10, 2015 – 6 p.m.

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

Wednesday, October 7, 2015 – 6 p.m.

Best Western
16 Raceway Road
Monticello, NY 12701



SPRING INTO PAC

FOR A CHANCE TO WIN A 50" LED TV!



Three ways to enter:

1. Sign up for weekly PAC contributions
2. Up-front \$5 PAC donation
3. Increase your weekly PAC contribution by at least 50 cents

*Each 50 cent increase gets you one raffle ticket
Contact your Union Representative to enter to win!

Drawing will take place on Friday June 5, 2015!

HELP US KEEP IN TOUCH!

If your contact information has changed, please fill out the information below and mail it back to Local 1776's Main Office: 3031-A Walton Road, Plymouth Meeting, PA 19462.

You can always change your contact information securely online at www.ufcw1776.org. Log in with your username (first two initials of your first name, full last name, full year of birth) and your password (last four digits of your social security number) Example username: Joseph Smith born in 1960: josmith1960

Trouble logging into the website? Suggestions for the next Dialogue? Contact Tara Innamorato: 610-940-1826 or tinnamorato@ufcw1776.org

Name on file: _____ Name change: _____

Current employer: _____

Preferred contact phone number: _____

Street address: _____

City: _____ State: _____ Zip code: _____

Email address: _____

What language would you prefer the union send you the Dialogue in? _____

Rank the following in order of how you prefer to be contacted/get information from Local 1776. Number 1-7, with 1 being your top choice.

- | | |
|--|--|
| <input type="checkbox"/> Direct mail | <input type="checkbox"/> Telephone call |
| <input type="checkbox"/> The Local's website | <input type="checkbox"/> Text message |
| <input type="checkbox"/> Facebook/Twitter | <input type="checkbox"/> Union Representatives |
| <input type="checkbox"/> Email | |

NOTICE ON LOCAL 1776 BYLAWS CHANGES:

On March 5, 2015 and March 6, 2015, the Local 1776 membership voted on changes to the Local's Bylaws. These changes were overwhelmingly approved by the Local 1776 membership. Prior to this ratification, the Local's Bylaws had not been updated since 1998. Since that time, there have been changes in the law and in the UFCW International Union Constitution. The changes approved by the Local membership keep our Bylaws consistent with those changes of the International Union. The most significant change reflected in the new Bylaws is a favorable change to the Local's jurisdiction and is included in Appendix A. Please note none of these changes include a dues increase. You can read the Local's Bylaws by logging into www.ufcw1776.org.

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

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MARK YOUR CALENDARS!

GOLF OUTING: JUNE 1

All current and retired members are invited to our 13th Annual Members Golf Outing! Ticket prices are \$85 per person and include a full day of golf at Mainland golf course in Lansdale, PA,



lunch, dinner and beer. To purchase tickets or for more information contact Daneen Farina 1-866-329-1776 (ext. 803) or dfarina@ufcw1776.org

WHITEWATER RAFTING: JULY 25

Join us for a trip down 10 miles of scenic rapids on an intro to whitewater rafting adventure! The four hour rafting trip begins in Glen Onoko and ends in Bowmanstown and includes lunch. Buses from the Local's main office will be available for transportation to Jim Thorpe River Adventures in Jim Thorpe, Pennsylvania.

KNOEBELS AMUSEMENTS: AUGUST 29

Take a break from the shore and spend the day with your family at Knoebels Amusement Resort in Elysburg, Pennsylvania! This trip includes bus transportation from the Local's main office, lunch, and tickets to all of the park's rides and attractions!



BLOCK SHOOT: NOVEMBER 1

Practice your aim at our block shoot event held at Jeddo Stars in Freeland, Pennsylvania! Participants will shoot at paper targets to try and win cash prizes and quality, select cuts of meat. Barbeque and beer will be provided!

*All events are organized by Local 1776 and will have special discounted rates for members and their families! Full pricing information and details on how to reserve your spot will be posted on www.ufcw1776.org as each event nears.