

**MERGER AGREEMENT**  
**Between**  
**UFCW Locals 23 and 1776**

In order to achieve greater efficiency and stability, to enhance the best interests of the membership, and to promote the general welfare, United Food and Commercial Workers Locals 23 and 1776 agree that their Local Unions shall merge into one Local Union on the terms and conditions set forth below.

1. Locals 23 and 1776 shall merge, effective April 29, 2018, and the newly merged Local Union shall be known as United Food and Commercial Workers Union, Local No. 1776KS .

2. Newly Merged Local 1776KS shall be governed by the UFCW International Constitution, the Local Union's bylaws, attached as Appendix A, and this merger agreement. During the period ending December 31, 2020, in the event of any conflict between any provision of the International Constitution or the Local Union's bylaws and any of the terms of this merger agreement, the terms of this merger agreement shall govern.

3. From April 29, 2018, until December 31, 2020, the officers of the newly merged Local Union, identified below from their Union of origin, shall be as follows:

President Wendell Young IV, Local No. 1776

Secretary-Treasurer Michele Kessler, Local No.1776

Recorder Anthony M. Helfer, Local No.23

**Retail Food:**

Vice President Jim Dawson, Local 1776

Vice President Charles Young, Local 1776

Vice President Jim McCloskey, Local 1776

Vice President Katrina Christian, Local 1776

Vice President Larry Vitale, Local 1776

Vice President Steve Hines, Local 1776

Vice President Alesia Brogdon, Local 23

Vice President Stephanie Fello, Local 23

Vice President Alfred Linden, Local 23

**Non Food:**

Vice President Carla Dorsey, Local 1776

Vice President Melody Stonerod, Local 1776

Vice President Richard Ruth, Local 23

**Professional:**

Vice President Bonnie Seiber, Local 1776

Vice President Keith DeJane, Local 23

**Food Processing:**

Vice President Jean Alexandre, Local 1776

Vice President Patricia Fisher, Local 23

**At Large:**

Vice President Lance Huber, Local 23

Vice President Barbara Johnson, Local 1776

Vice President Bellew Asfa, Local 1776

Vice President Helen Theys, Local 1776

Vice President Ed Chew, Local 1776

Vice President Linda Bello, Local 1776

Vice President Lourdes Castellano, Local 1776

Vice President Mark Jacobs, Local 1776

Vice President Bob Martucci, Local 1776

Vice President Rob McVeigh, Local 1776

Vice President Don McGrogan, Local 1776

Vice President Sylvia Hovington, Local 1776

Vice President Marcy Fonseca, Local 1776  
Vice President Chris Snyder, Local 1776  
Vice President Len Purnell, Local 1776  
Vice President Peg Rhodes, Local 1776  
Vice President Doris Wright, Local 1776  
Vice President David Clark, Local 23  
Vice President Nick Craver, Local 23  
Vice President Charles Igims, Local 23  
Vice President Billie Moyer, Local 23  
Vice President Kevin Nau, Local 23  
Vice President Joseph Pugliese, Local 23  
Vice President Joann Scherer, Local 23  
Vice President Deborah Smith, Local 23  
Vice President Christina Wentz, Local 23  
Vice President Leslie Bond, Local 23  
Vice President Doren Bowser, Local 23  
Vice President Tina Schreckengost, Local 23  
Vice President Tom Cook, Local 23

4. The officers and employees of Locals 23 and Local 1776, or any other person holding any assets or property of Local 23 and Local 1776, shall be empowered and authorized, and may be required from time to time, on and after the effective date of this merger, to execute and deliver, or cause to be executed and delivered, upon the request of Local 1776KS, all such deeds, documents, authorizations or instruments as may be necessary, appropriate, or indicated in order to convey, transfer, or confirm the right, title, and interest of Local 1776KS in and to such assets or property.
  
5. The merged Local's headquarters shall be located in Plymouth Meeting, PA.

6. Local 1776KS shall also assume all obligations of Locals 23 and 1776 of every kind and character, including collective bargaining obligations, and shall succeed to every and all rights and privileges of Locals 23 and 1776 as of and subsequent to the effective date of the merger. The merger shall not be deemed to impair, alter, or otherwise affect any rights, privileges, duties, and responsibilities vested at the time of the merger in any of the Local Unions.

7. On the effective date of this merger, the members in good standing of Locals 23 and 1776 shall become and remain members in good standing of Local 1776KS without payment of any initiation fee. The accumulated membership standings of the members of Local 23 and Local 1776 shall be considered, for Local Union purposes, the membership standings in Local 1776KS and shall be reflected in the membership records thereof.

8. The merger shall not be deemed to impair or otherwise affect any federal or state certification of Local 23 and Local 1776 as collective bargaining representatives or agent, or any right or obligation of Local 23 and Local 1776 under any collective bargaining agreement for checkoff authorizations; but, all rights, privileges, duties, and responsibilities vested in Local 23 and Local 1776, pursuant to such certifications, agreements or authorizations are to be deemed vested in Local 1776KS.

9. Any health and welfare trust or pension trust to which Local 23 and Local 1776 are parties shall not be deemed to be altered by virtue of this merger. All rights, privileges and directions of powers of appointment vested in Local 23 and Local 1776 and relative to such trust shall become vested in and exercisable in Local 1776KS acting by and through its appropriate officers and executive board.

10. The officers of Local 23 and Local 1776 are directed and instructed to take any and all necessary and indicated steps to fulfill the provisions of this agreement and shall serve

in their respective official capacities until the effective date of the merger, at which time their official terms of office shall expire.

11. The Executive Boards of Locals 1776 and 23 shall be combined as identified in paragraph 3 above. The number of Vice-Presidents for Local 1776KS shall be reduced from 46 Vice-Presidents to 38 Vice Presidents through attrition. The number of Vice Presidents to be nominated and elected for the term beginning January 1, 2021, shall be either the number of Vice Presidents serving as of June 2020 or 38 Vice Presidents, whichever is greater.

12. All staff and office employees of Local 23 and Local 1776 shall, upon the effective date of the merger, be deemed to be employees of Local 1776KS without interruption of their employment status, and will be subject to the terms and conditions of employees of Local 1776KS staff and office employees unless represented by a Labor Union.

13. The parties to this agreement intend that the provisions of this agreement be separable. Should any provision or provisions of this agreement be held invalid by any court or agency of competent jurisdiction, such decision shall not affect the validity of the remaining provisions of this agreement, and the remaining provisions shall continue in full force and effect.

14. This merger agreement shall expire on December 31, 2020, and, subsequently, Local 1776KS shall continue to be governed by the UFCW Constitution and Local 1776KS's Bylaws, as said Bylaws will also then include the changes set forth in and required by this merger agreement .

15. This agreement has been approved by the respective Executive Boards of Locals 23 and 1776 and shall be submitted to a vote of the respective memberships of Locals 23 and 1776. Following approval by the membership, this agreement shall be submitted to the International Executive Committee for its approval. If this agreement is not so approved, it shall be null and void and of no effect.

16. The parties hereto certify that they execute this agreement with the full authority to do so by their respective Local Unions, and that each of the merging Local Unions shall be fully and completely bound in accordance with the provisions herein contained.

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Wendell Young IV  
President, Local 1776

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Anthony M. Helfer  
President Local 23

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Michele Kessler  
Secretary-Treasurer, Local 1776

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Lance Huber  
Secretary-Treasurer, Local 23