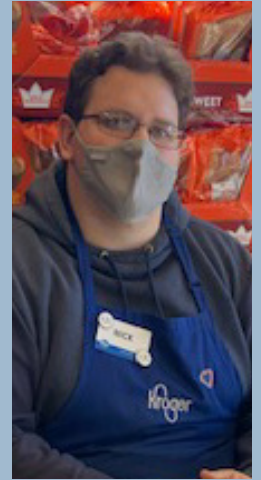


dialogue

VACCINE
RAFFLE
DETAILS
INSIDE!

VOL. 42 NO. 2
SPRING 2021



PANDEMIC HEROES



Inside this issue:

- REPORT FROM THE PRESIDENT
- UFCW 1776 UNION MEETINGS GO VIRTUAL!
- BUILDING ON STRONG 2020 AND EARLY 2021

UFCW LOCAL 1776
KEYSTONE STATE



REPORT FROM THE PRESIDENT

BY WENDELL YOUNG IV

As I write this letter, we have already marked the one-year anniversary of the pandemic and are acknowledging the pain and wreckage that has unfolded since last March when lockdowns were instituted. I am struck by the tremendous wins that the Local's members have delivered in spite of all this. It is a new year, thankfully. But we have not forgotten some important lessons we all have learned in the last 12 months. First, I am extraordinarily grateful for each of our 35,000 members. I am struck by our members' resilience. You stepped up under extraordinary circumstances throughout a deadly pandemic, a brutal economic recession and a tumultuous election.

In every bargaining unit and at every worksite, our members continued to punch the clock, despite the risks that this deadly virus presented. In 'ordinary' times, we process, package, and sell the food that families across our jurisdiction need. In this pandemic, that work was especially dangerous but, again, you all stood tall throughout. At nursing homes and in the public sector, we continued to deliver hands-on care and vital municipal services.

You helped keep people safe and you helped keep our economy going. Our members and families have paid a heavy price throughout this crisis. I urge you to keep those families in your prayers.

I am also very proud and grateful of our Local's staff for their strength and energy. I have no doubt that their hard work in response to the pandemic helped save lives and I know that our members agree. From day one of this pandemic, we successfully fought for hazard pay for our members in dozens of bargaining units. We worked with employers to develop changes to worksites' safety protocols to help keep our members safe. I was pleased with the many employers who understood the stakes and partnered with us in these efforts. When necessary, we mounted pressure on employers to do the right thing and throughout the year we made sure that the protocols were being followed. That effort will continue so long as this pandemic persists.

Early on in the pandemic, the Local purchased more than 40,000 masks, face shields and other personal protective equipment (PPE) for members. We ramped up our communications efforts and were able to provide real-time alerts so that members understood what was going at their



Proud UFCW Local 1776 members donning their free Union-branded PPE.



(CONTINUED ON PAGE 3)



Proud UFCW Local 1776 members donning their free Union-branded PPE.

worksite. We provided the support of our Legal Department and outside counsel to help navigate the many challenges that our members confronted in workers' compensation, paid sick leave and other areas of employment law. Our Communications Department was extremely effective in helping the Local draw media and public attention to the challenges that our members were confronting daily. I can assure you that employers took notice, and this public pressure was critical in our efforts to secure the protections you all deserve. Our Legislative & Political Department worked closely with elected officials to help craft Executive Orders and other pandemic-related measures that put workers' safety first.

The pandemic was the overarching threat that we confronted in 2020, and it continues to linger in 2021. As of this writing, the vaccines are rolling across our jurisdiction and our nation. We are making extraordinary progress. Help is on the way. Still, our Local was compelled to step up once again to make sure that our brothers and sisters who were deemed 'essential workers' would be prioritized for vaccination. Please read the following article about this campaign carefully. It goes to the very heart of why we need a strong and growing Local 1776.

We will continue our efforts to help keep you safe. At the same time, however, it is important for our members to know that our team was able to maintain the high level of service that our members count on. As you will see in this edition of The Dialogue, every day, in every department, we made substantial progress on your behalf: fighting grievances and delivering on arbitrations, negotiating new contracts, and making sure your

rights are respected in the workplace. Our Field Services team made headway in new sectors and in securing union card signatures among our public sector workers. Please take the time to read the detailed reports included in these pages.

Finally, we all endured a bitter, divisive national election that witnessed too many twists and turns to detail here. In the early months of the Biden administration, we are witnessing why our Local endorsed the Biden Harris ticket. Joe Biden has been an ardent supporter of workers and organized labor his entire career and he has continued that commitment in office.

I know some of you were disappointed that President Trump was not reelected. One of the core values of organized labor generally, and certainly here at UFCW Local 1776, is our unity: our overarching commitment to stand and fight together for fair wages, strong benefits, and safe workplaces. We do not have to agree on every candidate or every key issue. In fact, we are stronger because we are diverse. We have a powerful shared voice because that voice echoes men and women from urban, suburban, and rural areas. It is so powerful because we represent members in so many different industry sectors. Our diversity is an asset and more than ever before, given the polarization we see in our nation today.

Again, I am proud of our resilience in the face of extraordinary circumstances. I want to thank you all for the honor of representing you. Please, stay safe.

Wendell Young IV

UFCW LOCAL 1776 DELIVERS COVID-19 PROTECTION & SUPPORT TO MEMBERS

The COVID-19 pandemic has maintained its grip on our nation. Despite the encouraging news regarding vaccinations, the death toll mounts, and millions of Americans have lost their jobs. Our Local has paid a high price: we have lost too many members to COVID-19 and many, many more have contracted this terrible virus.

"We are all encouraged by the fact that we now have three different vaccines being administered," said Local 1776 President Wendell Young IV. "But we cannot let down our guard. I am urging every single member to follow common sense, proven measures to keep you and your family safe: wear a mask, wash your hands, and practice social distancing."

Young added, "If any member has any concerns about their worksite, please contact your Representative as quickly as possible. You have every right to be safe on the job. We are not going to stop fighting for your rights at the workplace."

In early March 2020, as the pandemic struck, every department stepped up to support members. Our offices, like virtually every office complex, were forced to close. Our administrative staff did not miss a beat, thanks to our smart investments in technology that allowed us to switch to a virtual workplace with very few hiccups.

Our IT team was well prepared for this important change and was able to ensure that we stayed connected, as a team and to our members. This was especially important for our Representatives who have always been a constant presence in the field visiting worksites and meeting with workers and employers to protect your rights.

"At our Local, Representatives work where our members work. We learned years ago that in order to best serve our members, we needed to be at the

worksites," Young said. "Our Representatives are always accessible. They recognize the challenges that members confront because they experience it as well. This was the case long before COVID-19 and it has paid enormous dividends throughout this crisis."

The Communications Department made important changes to our website and developed a seamless way to deliver messages to each Bargaining Unit with critical updates in real time. We issued dozens of Tellblast calls, text messages and emails, and we made sure to post as many updates as possible to our new COVID-19 Response pages on our website.

"It was a chaotic period, everywhere. Different employers were making their own decisions. Decision-makers at the state, federal and local levels were issuing statements and sometimes sending out mixed messages. We decided to make sure that we provided accurate and timely guidance that would help keep members and their families safe," said Young.

Young noted that the Local's Legal Department worked with our Representatives and outside counsel to develop new sick and paid leave policies that reflect the unique challenges that COVID-19 presents. The Department also worked to educate all members about their rights under the state's workers' compensation laws; and led the charge to make sure that employers were actually following and enforcing all safety protocols.

The Local purchased over 40,000 masks, face shields and other PPE and delivered them to worksites across our jurisdiction. We worked with employers to secure hazard pay for the vast majority of our members across every sector. When some employers directed employees not to enforce mask or social distancing measures, we pressured them to step up and do the right thing.

And we provided support as needed to every member

who tested positive, and to the families who lost someone to this deadly virus.

"We have never endured a challenge like this before. But I have never been prouder to serve as President of this Local. Our 35,000 members stood tall and continued to work and deliver critical services. The team at the Local worked around the clock to help keep our members safe," said Young.

UFCW LOCAL 1776 DELIVERS VACCINATION FOR GROCERY, MEATPACKING AND & FOOD PROCESSING MEMBERS

As Covid-19 vaccinations became more available, Local 1776 launched an aggressive and successful campaign to ensure that our brothers and sisters who are essential workers were prioritized for this vaccine. Thanks in large part to our entire membership and our Local 1776 team, Governor Tom Wolf and the state's Covid-19 Task Force made the right call and, in the coming weeks, our members in grocery, meatpacking and food processing plants will have access to these lifesaving shots.

They certainly earned it. Our members across the board have stepped up throughout this pandemic: in nursing homes, the public sector, and all retail locations we have helped our friends and neighbors weather this storm under incredibly difficult circumstances.

"When this pandemic began, Governor Tom Wolf made the right decision to classify workers in these businesses as 'essential.' They are the backbone of our state and national food supply chain," said UFCW Local 1776 President Wendell Young IV. "Food does not magically appear on the table or in the refrigerator."

"It took a great effort to make sure these members have access to these shots, and I am very, very thankful for all of you who stepped up and made phone calls, sent emails, and rallied to this effort. Members in all corners of our jurisdiction, whether they worked in these jobs or not, stepped up."

Young also thanked the Local's staff. The Local worked furiously to engage lawmakers and other key allies who signed letters and reached out directly to key decision makers in the Wolf administration. Our Communications team developed an aggressive, 'all-in' social media campaign and worked with the media to help raise public awareness about the role our members play in the food supply chain.

"We can all see the light at the end of this tunnel. The vaccination rate is picking up and our members will be able to get in line, but we all have to make sure that we get these shots as soon as possible," Young said. "For your sake, your family's sake and your co-workers' sake, please make sure to sign up as soon as possible," Young said.

The Local will continue to update the Covid-19 Resource Center found at www.UFCW1776.org regarding the availability of vaccinations. We will also continue to reach out to all members with email and through our Tellblast system.

We have never endured a challenge like this before. But I have never been prouder to serve as President of this Local. Our 35,000 members stood tall and continued to work and deliver critical services. The team at the Local worked around the clock to help keep our members safe.

WENDELL YOUNG IV



Please go to www.ufcw1776.org and click on “Update your contact information” so that we can make sure you receive these potentially lifesaving updates.



LOCAL 1776 UNION MEETINGS GO VIRTUAL!

Necessity, they say, is the mother of invention. Though the COVID-19 pandemic and social distancing guidelines have put a halt to in-person gatherings, the issues our members face continue to evolve. This is why we have to get creative to continue the important work of representing members. We have gone virtual, and, to date, this transition has gone smoothly and members are adapting well.

Since the beginning of the pandemic, we have used the Zoom platform to host union meetings as well as to negotiate with employers when necessary. While we understand that chats on Zoom are not a perfect substitute for real life, the platform has some features which make it functional for the Union to continue our mission. Some of these features that you may find useful include the chat box where ideas and content can be typed in, the breakout room feature which allows us to meet in smaller groups to discuss issues more intimately, and of course, the ability to see each other in video chat.

One additional feature of the Zoom platform is the ability to use join meetings by dialing in to a conference call. If video chat doesn't interest you, you can still participate in any meeting on Zoom by dialing in to the phone conference line.

There are certainly a few perks for taking our meetings virtual - think of it as a sort of electronic home visit, where you get the opportunity to learn information about your union, ask questions of Local 1776 leadership and interact with other union members. It will also be easier to attend and stay up to date on happenings in the union than weeknight gatherings for people juggling work and family responsibilities.

We use a registration system for each Zoom meeting, just like the way you would sign in for an in-person meeting; you register for the meeting and the union has a record of who attended. Once you register you will receive a link to join the meeting as well as the dial in information if you prefer to dial into the phone conference line.

In order to make the transition as smooth as possible, here are some general processes we hope you adhere to for our membership Zoom meetings:

1

When you join a meeting using the link or meeting ID and password provided, you will be directed automatically into a virtual waiting room. Once your membership has been verified, you will be allowed into the meeting room.

2

To avoid delays in being let in to meetings, sign in a few minutes before the scheduled start to make this check-in process more effective.

3

Appointed facilitators will open sessions and will guide conversation in order to ensure a smooth meeting flow.

4

Where applicable, presenters will share the information they have prepared, after which there will be time allocated for discussion. To participate in this discussion:

- If you join the meeting via the Zoom app or a web browser, you could either type your question into the chat box, indicate by raising your hand if your video is turned on, or raise your hand virtually by selecting “participants” at the bottom center of your screen and then in the bottom right corner selecting “raise hand.” A small blue hand icon should appear next to your name in the participants’ list.
- If you join in to the meeting using the phone in option, “raise your hand” by pressing *9 and the facilitator will receive a notification.

5

To limit distractions during the meeting, please utilize the chat box only when answering questions, voting, or sharing documents being discussed.

6

Most importantly, to ensure a pleasant meeting experience for all, we ask that you utilize the “mute” button, unless you are actively responding to or asking a question.

**If you have any questions or concerns,
please don't hesitate to reach out to your union representative.**

UFCW LOCAL 1776 BIDS FAREWELL TO A HERO OF WORKERS' RIGHTS

BY WENDELL YOUNG IV



Peter Huegel addressing the 1997 Rerum Novarum Award Dinner with then Union Pres. Wendell Young III

Our Local lost a great friend in February 2020 with the passing of Peter Huegel, a former member, and Recording Secretary for UFCW Local 1776 who dedicated his entire life to fighting for workers.

Peter joined the Local's team in 1985, retiring in 1998. He had an enormous impact on this Local, on my family and on the lives of tens and thousands of workers. He will be missed.

He turned 90 in January 2020 in Argentina with his wife, Lucia, who is from Argentina. They were married in Buenos Aires at the family's church in 1966 and, virtually every year, Peter and Lucia would travel to her home after Thanksgiving for a few months. Peter and Lucia have 5 adopted children: Michael, Patrick, Chrissy, Jamie and Ronald.



1976 - Peter (sitting at left) attends the Sugar Workers Union Convention in Aguadilla, Puerto Rico.



1969 - Peter's (on right with his family) first Union meeting in Yauco, Puerto Rico.



1959 - Peter's first strike with the International Ladies Garment Workers Union at Eileen Hope Inc. in Harrisburg, PA.

After they married, Peter and Lucia moved to San Juan, Puerto Rico where Peter's first job was organizing sugar cane workers. The couple moved to Cherry Hill in August 1980 and Peter joined our team in 1985.

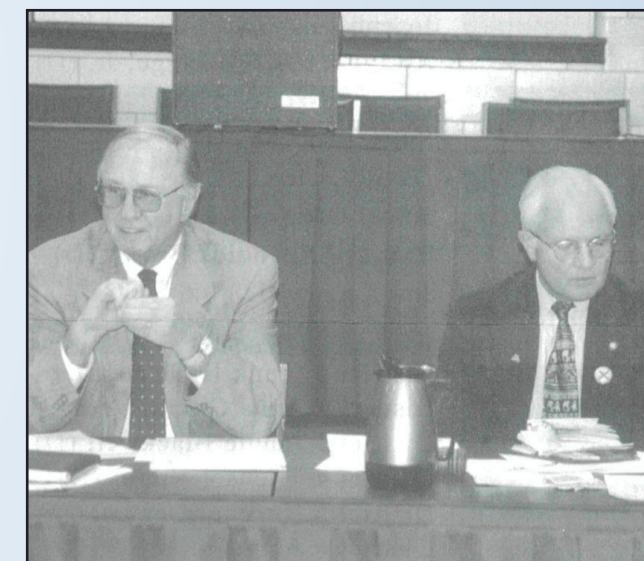
Peter retired in 1998. His advocacy work started before he came to us and continued long after.

He knew that joining a union - and our union in particular - was the only viable way to secure worker's rights to free speech, a family-sustaining wage, and benefits. Peter knew that workers should be treated with respect and dignity.

Peter graduated from Lancaster Catholic High School and his first strike was in Harrisburg in 1959 with the International Ladies Garment Workers Union at a worksite. While in Puerto Rico, Peter worked for the Amalgamated Meat Cutters and Butcher Workmen of the AFL-CIO in Puerto Rico, representing 15,000 workers in dozens of industries. Among many, many efforts, Peter brought the fight for a fair minimum wage for these workers to the United States House of Representatives in 1971.

Peter became our Recording Secretary, but I liken him to a utility player in baseball: he could play any position and tackle any challenge. No job was too big or too small.

Peter helped steer our Local as a business organization, making sure we were stewards of our members' dues. He helped secure the financing for the purchase of our headquarters in Montgomery County and, to this day, that purchase continues to deliver strong returns though rental income for our operations.



1998 - Peter with Wendell Young III at an Executive Board meeting.

Peter also walked picket lines and stood shoulder-to-shoulder with our members and with workers who were desperate to organize. It was not long after he joined Local 1776 that, for all intents and purposes, he became a member of my family. He was a key part of my father's leadership team at the Local and was a great mentor for me as I grew up in the labor movement.

Peter was a hugger. He was outgoing and as genuine a human being as I have ever met. And he always, always put our members first.

His ethic continues with our current leadership team. Like Peter, we will always, always put our members first.



Then Senator Kamala Harris the day before the 2020 election at our Pittston office, delivering her candidacy speech.

Last year proved to be one long, virtually uninterrupted fire drill for our Legislative & Political team. In addition to the many, many legislative challenges we confronted in 2020, the team had to grapple with the pandemic and the impact it had on state and federal lawmakers and key issues, as well as the 2020 election. Throughout, we managed to deliver very important wins for members.

“We take our obligation to advocate for our workers in state capitals and Washington, DC very seriously. We know that lawmakers make decisions that impact wages, workplace safety, workers’ compensation, and your right to free speech in the workplace. The pandemic raised the stakes incredibly because we had to confront so many new challenges,” said UFCW Local 1776 President Wendell Young IV.

“We had a strong impact in the election. We worked with Governor Tom Wolf and lawmakers on COVID-19 issues. Our team worked closely with our allies in organized labor across our jurisdiction to fight for all workers’ rights. I am very proud of our accomplishments in 2020 and I am confident we will build on that record in 2021.”

The Local was very active in the 2020 election, working with our allies in labor and many of our members on get-out-the-vote efforts on behalf of Joe Biden, as well as candidates for the U.S. Congress and state legislative offices. We were pleased, obviously, that Joe Biden carried Pennsylvania.

Our Local was the first major union in the state to endorse President-elect Biden and were pleased that he carried Pennsylvania by more than 80,000 votes. In addition, we are pleased that many of our allies in the state House and Senate, including Republicans and Democrats, were reelected.



Left to Right: Local 1776’s Secretary-Treasurer Michele Kessler, Representative of the 118th District Mike Carroll, Representative of the 114th District Bridget Kosierowski, Representative of the 121st District Eddie Pashinski and President Wendell Young IV at the then-candidate Kamala Harris campaign rally organized at the UFCW Local 1776 Pittston office.

“We have always worked in a bipartisan way. We support candidates who support workers’ rights, no matter their party affiliation,” Young said. “I want to thank the hundreds of our members who stepped up and made phone calls and helped us to get voters to the polls. It was a difficult, tense election and it wasn’t easy but our team, and our members did their part.”

When the pandemic hit, we jumped into action and immediately started to work with Governor Tom Wolf, state lawmakers, and state officials to make sure every measure was taken to improve workplace safety. As a result of our efforts, along with our allies, Governor Wolf issued executive orders and guidance that put workers first. These orders laid the groundwork for our ability to generate strong support for new safety protocols and worker-friendly labor policies. Looking ahead to 2021, we will continue to work with all state officials in our jurisdiction throughout the pandemic.

In the closing days of the legislative session, we defeated yet another proposal to weaken the Pennsylvania Liquor Control Board (PLCB) which employs 3,500 of our members in the state’s Wine and Spirits Shops. The amendment would have eliminated “canned cocktails” such as High Noon and Drinkworks, from the PLCB’s distribution system and allow licensed vendors, importers and importing distributors to wholesale these products to any retail licensee in the state. “Canned spirits” produced over \$2 million in sales revenue to the PLCB in the last fiscal year, a 455% increase over prior year’s sales numbers. Sales are expected to significantly increase again this year.



Proud PLCB employees across the state of Pennsylvania.



“The PLCB provides 5,000 family-sustaining jobs, including 3,500 for our members and more than \$750 million a year in revenues to the state – benefitting every taxpayer,” Young said. “We have always led the fight against efforts to weaken or sell off this valuable asset and we will continue to do so in 2021.” We also advocated for Legislation pending in Harrisburg that would allow workers to use paid sick leave to recover from an illness, such as COVID-19, for medical appointments, to care for a family member, or to seek help from abuse or violence. This bill would help an estimated 400,000 Pennsylvania workers and their families and we will pick this fight up again in 2021.



PLCB employees hard at work in Pennsylvania.



Working with Governor Tom Wolf, we secured millions of dollars in Medicaid reimbursement funds and InterGovernmental Transfer Funds to go towards County Nursing homes, which saved over 300 of our members’ jobs at Berks Heim nursing home in Berks County. We worked with Democrat leaders in the House on behalf of the Jake Schwab Worker Safety Bill which would provide Pennsylvania’s 570,000 public sector workers with the same safety protections that cover their counterparts in private industry.

Young noted that the Department had already begun to build relationships with new lawmakers.

COLLECTIVE BARGAINING DEPARTMENT BUILDING ON STRONG 2020 AND EARLY 2021

The pandemic continues to pose significant challenges for our Local and every single member, but the impact has been particularly hard on our Collective Bargaining Department. Negotiating contracts is always a difficult task but doing so in different formats (whether virtual, in-person with social distance or as a mix of in-person and virtual with the employer), and while many employers are grappling with declining revenues, raises this challenge to a whole new level.

"We all recognize that the pandemic has changed everything: how we work, how our children learn and how we socialize. When it comes to negotiations, when we cannot sit at the table with the employer, it's a big change," said Wendell Young IV, President of UFCW Local 1776. "Our Collective Bargaining team was able to deliver some great wins in 2020 and early 2021 by adapting to this new environment. We will continue to build on that momentum for the remainder of 2021."

Young also noted that the anti-labor voices continue to gain traction, making it more difficult – and more important than ever – to secure good contracts.

"We need to continue working hard as a Local to make sure every bargaining unit and every member continues to enjoy the protections and the benefits that a union provides," Young added.

SOME OF THE RECENTLY RATIFIED CONTRACTS INCLUDE:

VILLAGE SHOPRITE, STROUDSBURG

Members ratified a new sixteen-month agreement which provided for a wage increase with retroactivity and maintained members' benefits.

TOPS MARKETS

A new three-year agreement was ratified for Tops members who work in the Wellsboro, Troy, Canton & Westfield stores. The agreement increases both the starting wage and the progressions and provides for a shorter timeframe to get to top rate. The Health and Welfare and 401k plans were locked in for an additional three years, at the current rates.

JBS SOUDERTON

JBS members overwhelmingly ratified a new Agreement in June 2020. The new Agreement increased the start rate, made permanent a recognition pay bargained in the face of COVID-19 and increased the short-term disability benefit.

HERSHEY COMPANY, HAZLETON

A new four-year agreement was overwhelmingly ratified in June 2020. The new agreement boosted the start rate and minimized the difference between the second and third wage tiers by 90% over the term of the agreement. Retirement and healthcare were locked in at the current percentages over the life of the agreement and an alternative schedule was established to guarantee members time off.



Pres. Wendell Young IV pictured with JBS Souderton stewards.

CARGILL MEAT SOLUTIONS, HAZLETON

Members at Cargill overwhelmingly ratified a new five-year agreement on March 11. The new agreement raises the base rate by \$2.50, making it \$18.05 per hour. The Short-Term Disability benefit will be increased in May 2021 and important worker protections were expanded, including ensuring all communications are in the language of choice of the employee.

COVE SHOE COMPANY

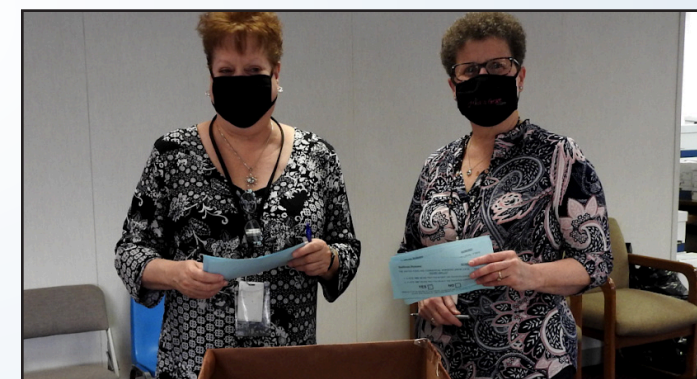
Cove members overwhelmingly ratified a new three-year agreement in September 2020. The new agreement lowered the cost of healthcare for members, expanded non-discrimination language and increased the base rate.

AYR (FORMERLY CANNTECH)

The newly organized medical cannabis workers at AYR ratified their first ever Union contract.

HEALTHCARE STRATEGIES INC.

A new three-year agreement that provides for wage increases each year, an increased 401k match and maintains members' benefits was ratified by the membership.



Healthcare Strategies Inc. employees.

RITE AID

Members overwhelmingly ratified a new three-year agreement which provided for increases to the start rates, wage increases, increased paid time off and enhanced non-discrimination language.

NATRONA HEIGHTS COMMUNITY MARKET

We successfully bargained higher starting rates, increased premiums for Leads and maintained no member cost share for their Health and Welfare benefits.



Cargill Meat Solutions employees.



Cove Shoe Company employees.

GIANT FOODS

We successfully negotiated a three-year agreement with increased starting rates and wages. Employees' birthdays will be recognized as a holiday and increased premiums.

BUTLER FARM MARKET

A new three-year agreement that provides for significant wage increases each year, a newly implemented 401k plan, paid time off for leave of absence, increase in non-occupational benefits, pandemic language and maintained no cost to members benefits was ratified by the membership.

COUDERSPORT SHOP N' SAVE

Members ratified a new three-year agreement with increased starting rates and wages, an additional personal day, perfect attendance program that allows for an additional four days off per year, Veterans' Day as a holiday, increased Sunday and holiday premiums, increased premiums and maintained current Health and Welfare benefits.

CONTRACTS RATIFIED IN 2020/2021:

- JBS of Souderton
- Pittston City (Clerical and DPW)
- Village Shop Rite (Grocery and Meat)
- Cove Shoe
- Hershey Chocolate
- Cargill
- Cedarbrook Nursing Home
- Cann Tech
- Healthcare Strategies Inc.
- Rite Aid
- Tops Market (Sayre, Troy and Cantan)
- Global Spectrum at Talen Energy Stadium (now Subaru Park)
- Edinboro Giant Eagle
- Slippery Rock Giant Eagle
- Penn Township Giant Eagle
- Wheeling Island
- Mountaineer Casino
- Butler Farm Market
- Canonsburg Shop n' Save
- Exeter Township DPW
- Salus University
- Plumbers and Pipefitters (clerical)
- Northern Cambria Giant Eagle
- ShopRite of Yardley and Bethlehem
- Borough of West Pittston
- Fresh Grocer
- Timber Ridge
- Phoenixville Care
- Caring Heights Community Care
- JG Food Warehouse
- Brownsville Shop n' Save
- Mountaineer Park
- Rochester Giant Eagle
- Tops Meadville
- Tops Markets (Buffalo Division)
- Tom's Riverside Market
- Seven Fields Giant Eagle
- West Newton Giant Eagle
- Edinboro Bookstore
- West Mifflin Giant Eagle
- Sodexo Schenley Hall
- Sodexo Einstein Bagel
- Penn Hills Community Market
- Community Care Connections
- Aramark Beaver School District
- Lawrence County Vo-Tech
- Valesky's
- CWA Local 1300
- Moundsville Center LLC
- Girard Giant Eagle
- Panhandle Foods
- Haymaker Shop n' Save
- Ford City Riverside
- Carlow University
- Lower Burrell Community Supermarket
- Mt. Pleasant Shop 'n Save
- White Oak Giant Eagle
- Galeton Shop n' Save
- Village of Pennbrook
- Mission Foods (Mountain Top)
- Sermac, Inc.
- UFCW Community Federal Credit Union
- Plumbers and Pipefitters (clerical)
- Empire

CONTRACTS CURRENTLY IN BARGAINING OR EXPIRING IN 2021:

- Hanover Foods Corporation
- George's Market
- Global Spectrum at Liacouras Center
- Fresh Grocer
- Wise Foods
- Citterio USA Corporation
- RXDN
- ShopRite of New York
- Village ShopRite
- Birchwood Nursing Home
- Borough of Dunmore DPW and Clerical
- Township of Plains DPW
- Blythe Township Water Authority
- Pittston City (Clerical and DPW)
- Greenery Center for Rehab and Nursing
- Giant Eagle (corporate contract)
- Community Care Connections
- Parkhurst Dining (Allegheny College)
- North Versailles Giant Eagle
- Maplewinds Healthcare and Rehab
- Compass Group (Mellon Locations)
- Uniontown Giant Eagle
- Scozio's Bakery
- Chippewa Giant Eagle
- Kroger
- Holiday Park Shop n' Save
- Millcreek Giant Eagle
- Nutrition Inc.
- Waynesburg Giant Eagle
- Nanty Glo Shop n' Save
- Latrobe Shop n' Save
- Weirton Shop n' Save
- Sistersville IGA
- Shinglehouse Shop n' Save
- UFCW 1776 Federal Credit Union
- PA AFL CIO
- Empire Kosher
- Exeter
- Tate's Supermarket
- Aramark Beaver Area School District
- Edinboro Giant Eagle
- Washington Shop 'n Save

UFCW 1776 Member Vaccination Raffle

GET VACCINATED.

WIN BIG!

There are
6,000 individual cash
rewards up for grabs!

To win, you must:

- Be a UFCW Local 1776 member at the time of drawing
- Have received complete Covid-19 vaccine dosage
- Complete entry form at www.UFCW1776.org/Raffle
- Submit copy of front & back of your Covid-19 vaccination card
- Must submit entry by July 31st

WIN!

UFCW LOCAL 1776
KEYSTONE STATE

Wendell Young IV, President

*Raffle is not open to employees of Local 1776 or their immediate families.

SERVICING TEAM HELPS TO DELIVER CONTRACT RATIFICATIONS, ENFORCEMENT OF COVID-19 SAFETY PROTOCOLS



Local 1776 servicing team works tirelessly to keep members safe.

Our Servicing Department continues to help our members ratify new contracts with strong gains in wages and benefits. We are working to ensure that all COVID-19 safety measures and protocols are rigorously enforced, especially now as infection rates are spiking, and the flu season is about to start. We have been encouraged, for the most part, by the support we have garnered from most of our employers. Still, the pandemic persists, and we will not let up.

“Our representatives have transitioned from making sure that all of the critical safety COVID-19 protocols and policies are in place to making sure employers actually enforce them,” said Local 1776 President Wendell Young IV. “We won’t let up and I am asking every single member to remain vigilant to keep yourself, your family and your fellow workers safe. If you have any concerns or questions, please do not hesitate to reach out to your representative.”

Young added that “servicing” is, by design, a broad mandate for the department.

“Our job is to be there when members need us, no matter what the challenge might be. Our representatives really are the gateway to all of the benefits that our members receive,” Young said. “These staffers are out there, every day, in work sites and working the phones to help protect our 35,000 members.”



Local 1776 servicing team representatives look out for members at work.

LEGAL DEPARTMENT SECURES ARBITRATION WINS, PROTECTS OUR RIGHT TO ORGANIZE NEW WORKSITES

The Legal team partners with virtually every department at the Local along with outside counsel to make sure that all workers’ rights are protected, and continues to make sure that all employers are following the letter of the law and honoring their Collectively Bargained Agreements.

“We have a great internal team of experienced and hard-working attorneys who have our members’ backs – always. We engage expert, outside counsel as needed to help protect your individual rights, and our rights as a Local to do our job and fight for your rights,” said UFCW Local 1776 President Wendell Young.

“I have learned over the years from my conversations with members that a strong, aggressive and multifaceted team is a major benefit of being a member of this Local. Our lawyers do a great job in a tough environment. Unions and workers are under fire in a lot of places, but our team is in the trenches fighting for your rights.”

The team successfully challenged Ilera, a cannabis company in the Commonwealth, after Ilera wrongly claimed that our neutrality agreement had expired, which effectively shut down our efforts to work with employees on a card check

campaign. The union’s attorney settled the dispute, gaining crucial additional time for workers to engage with UFCW Local 1776 without fear of retribution from management. The legal team engaged with the negotiating department to help bargain the Local’s first Collective Bargaining Agreement with Canntech. This contract could soon cover nearly 200 employees in a grow facility and Ayr dispensaries from New Castle to Plymouth Meeting.

“These are critically important initiatives for the Local. We cannot continue to thrive unless we move into new worksites, and we cannot allow employers to ignore these types of agreements,” said Young.

Through the end of 2020, the team represented dozens of members in arbitration cases at Acme Markets, JBS, Kroger, Giant Eagle, Sysco Foods, Mountaineer Casino and Racetrack & Resort (W. VA), Mission Foods and Trivium Packaging, among others. These grievances are just a small representation of the cases the Department has managed throughout this year.

“In just one case, we were able to secure \$15,000 in back pay for a member who was unjustly terminated,” Young said. “Arbitration and grievances can take a long time to resolve. We always encourage members to be patient and to stick with it.”

Throughout the year, the legal department is also tasked with ensuring the Local is compliant with all local, state, and federal laws.



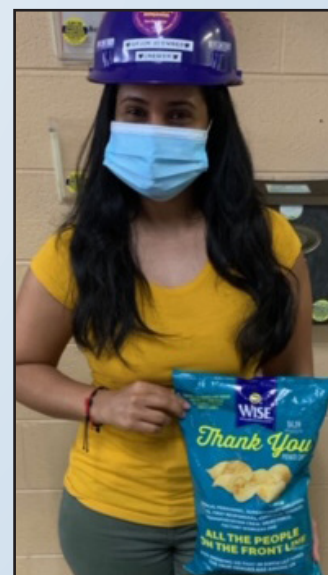
Workers at AYR grow facility in Warrendale, PA (formerly CannTech) gather with Local 1776 staff to approve their first union contract.

CHECK THIS OUT:

One of our employers, *Wise Foods*, created a special edition of their bags of delicious potato chips celebrating the work that essential workers are doing in the face of the pandemic. Members from Wise Foods wanted to share the moment with their Union family in the Local and sent some bags to them as a thank you for being essential!

ONE CENTURY YOUNG

Also of noteworthy mention, Wise Foods is celebrating 100 years of snack craftsmanship! Built from the ground up, Wise is an honest, family-focused business that is committed to making real snacks for real people. Here's to many more years of high-quality snacks we can enjoy with friends and family!



Photos of members from across the local union.

UFCW LOCAL 1776 CONTINUES TO MAKE GAINS IN CANNABIS SECTOR

NEW JOBS IN THE INDUSTRY BENEFIT ALL OF OUR MEMBERS



UFCW Local 1776 continues to deliver major wins for our members in the medical cannabis industry, one of our fastest growing sectors.

After a successful organizing campaign lead by our Field Services team, workers at CannTech LLC (now AYR) voted overwhelmingly to ratify their first contract, a three-year agreement that includes industry leading retirement benefits, wages, and LGBTQ non-discrimination language.

CannTech operates a clinical research medical cannabis grow facility in Warrendale, PA just north of Pittsburgh and is preparing to open six medical cannabis dispensaries throughout the state of Pennsylvania. All workers at these facilities will be represented by UFCW Local 1776.

"This is a great contract for these workers, and we are pleased to know that their pay and benefits are among the most competitive anywhere in this industry," said UFCW Local 1776 President Wendell Young IV. "Our core mission is to negotiate strong contracts for our members and this ratification is a great vote of confidence in the work of our bargaining team." Young also thanked CannTech management for rising to the

occasion and respecting worker's rights to organize. The partnership between the company and Local 1776 will raise the bar for all workers in the cannabis industry across the state.

In Pennsylvania and across the nation, UFCW is leading the effort to unionize the cannabis industry.

"Medical cannabis patients will soon be able to look for the 'Union Label' on CannTech products as well as on the door of their soon to open dispensaries across the Commonwealth," said Young. "These workers are among many cannabis businesses that we have already organized or are working to organize. This is a growing industry, and we will continue to fight for all workers in this sector."



Workers at AYR grow facility in Warrendale, PA.



Barbara along with CLC President Walt Garvin; PA AFL-CIO Secretary-Treasurer Frank Snyder; Labor United Chair, Harriet Ellenberger



Barbara was presented the award by Aly Shaw, UFCW Local 1776 representative.

UFCW LOCAL 1776 MEMBER AND STEWARD

Barbara Theis was presented with the “Essential Worker” award by the Westmoreland Central Labor Council, AFL-CIO at their annual award celebration.

FIELD SERVICES TEAM LEADS UFCW LOCAL 1776 INTO NEW WORKSITES THROUGHOUT PANDEMIC, RECESSION & POLITICAL CHAOS

In “normal” times, organizing new work sites requires a stiff spine and a willingness to field the occasional verbal hand grenade from unhappy employers. The work does not get any easier in the middle of a relentless pandemic, a job-crushing recession and political chaos.

Still, our Field Services team has persevered and continues to organize workers so they can have a fair shot at better wages, stronger benefits, and safer workplaces.

Our team recently led a successful retail food organizing campaign at Mariposa Food Co-op in Philadelphia, a grocery operation with a diverse workforce, while also adapting to the realities of the pandemic.

“Organizing has always been a tough assignment but the past 12 months or so have been incredibly difficult. But our team keeps suiting up. They do not shy away. They adapt to the changing circumstances and they just do not give up,” said UFCW Local 1776 President Wendell Young IV. “In many ways, they are the lifeblood of this Local.”

At Mariposa, the team learned that a lack of proper Covid-19 health & safety protocols and a general lack of respect for workers and their concerns were key issues. In addition, some African American workers voiced concerns regarding race relations.

The Field Services team worked closely with our Legislative and Political Affairs teams to build political



Some of our newest Local 1776 members at the Mariposa Food Co-op in West Philadelphia

support and broad-based public support, which allowed the Local to demand voluntary recognition from the company. Ultimately, the workers decided that Mariposa is a neighborhood institution and it was up to them to come together in solidarity with the member/owners, customers and community to make it a better and safer place to work, all with the help and support of UFCW Local 1776.

Young stressed that the Local needs to keep growing and that every successful organizing effort adds more strength to the collective voice of the entire Local.

“We all know when it comes to negotiating good contracts and fighting for workers’ rights that size matters. We are stronger because of our 35,000 members. We are more resilient, even during a recession, because we are in so many different industry sectors and we can pick each other up as needed.”

Young added, “The team is making inroads in cannabis, food processing, retail, and the public sector, among other industries. I am sure their success will continue into 2021.”

The team is working to organize workers through Labor Peace Agreements (LPA) in the cannabis sector with seven different employers covering thirteen different locations across Pennsylvania, including:

- Ilera facilities in Plymouth Meeting and Waterfall
- GTI / Rise in Steelton, York, and Carlisle
- Green Leaf Medicals in Saxton
- Justice Grown in Edwardsville
- Doc House in Pottsville, among others.

The Local is also battling some employers that are violating their Labor Peace Agreements. In April of 2020, we reached majority status at Agri-Kind. We continue the fight at Agri-Kind to organize those workers today. At this facility, the employer has mounted an aggressive anti-union campaign and has fired two key union supporters. The Local is pursuing Unfair Labor Practice complaints with both the National and the Pennsylvania Labor Relations Boards.

The Department is also partnering with our International on two campaigns, including a national effort on the retail food market sector. Anti-union grocers continue to open stores in our jurisdiction and across the nation and the Local is stepping up efforts to block this trend. “We are going to develop a broader, national campaign with the support of our International and Locals across the country,” Young said. “These international companies have unlimited funds, so we need to step up the pressure.”

Young noted that while the Local has organized workers in the public sector, healthcare, food processing, manufacturing, cannabis, and many other industries, our retail presence has been the backbone of Local 1776 since it was founded.

“We all have a stake in protecting these jobs and every other job at UFCW 1776,” Young said.

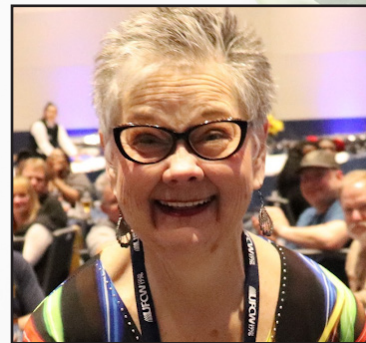
IN MEMORIAM

In memory of our union family who have passed – your dedication and passion for the members of UFCW Local 1776 and their families will never be forgotten.



FRANK COLELLA

“Big Frank” as he was fondly called by many, passed away in December 2020. We will never forget all his contributions to the development of our union.



KATHY TARKA

Sister Kathy passed away in November 2020. A friend to all, Kathy participated in everything from community events to political organizing. She was a Shop Steward and was a limitless source of love, generosity, and good cheer. She will be dearly missed.



JOHN RUSAK

John “Roos” Rusak passed away in February 2021. He was a union brother through and through who served as Lead Agent at UFCW Local 1776. He will be deeply missed.

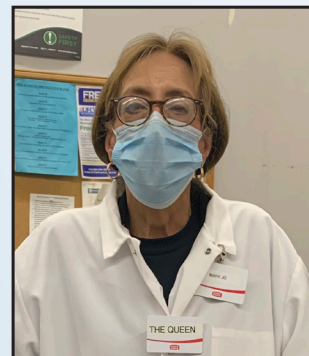
RETIREEES



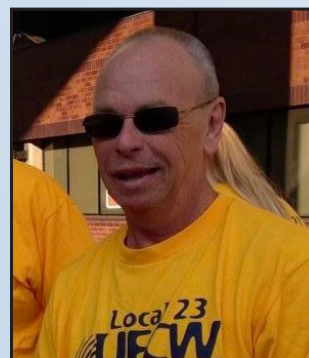
Carlos Douglas
Acme



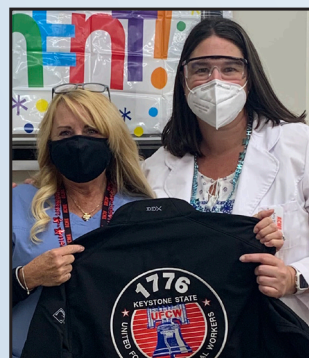
Gloria Oakes
Cove Shoe Co.



Mary Jo Lipnichan
Giant Eagle



Sonny Lindon
UFCW Local 1776
Executive Board member
Giant Eagle



Susan Pizzi
Acme



Teddy Robinson
Wise Foods

Congratulations TO TONY HELFER ON YOUR RETIREMENT.

Tony Helfer has been a dedicated friend of the labor movement. He began his life of unionism as a clerk with Kroger while in school. Mentored by a fellow member, he became a feisty steward, known for his staunch dedication to preserving the rights of his co-workers. After graduating from college, he joined the staff of UFCW Local 23, where he worked his way up to eventually being elected Secretary-Treasurer and then President.

Under Tony's enthusiastic leadership, the Local 23 membership sprang into action, garnering not only good labor agreements for our own members, but paid sick days for workers in Pittsburgh, and participation in labor and civic coalitions that benefited all workers in western PA and the northern panhandle of WV. He led us into the streets, banging drums and speaking out for working people. Tony served on committees and boards with our International Union and was named Allegheny County Labor Council's Man of the Year.

Tony went on to serve as the Recorder of Local 1776. His list of accomplishments is noteworthy and lengthy. We celebrate his long career of service, and congratulate him on a well-deserved retirement as we send him off with our very best wishes for a long, happy and healthy life with his beloved Teresa, and the crowd of kids, grandkids and the great-grandson he adores. Thanks for everything, Tony!



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

dialogue

SPRING 2021

President

Wendell Young IV

Secretary-Treasurer

Michele Kessler

Recorder

Bellew Asfa

Main Office and Southeast Division:

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

North Central Division

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

Western Division:

345 Southpoint Blvd, Suite 300,
Cannonsburg, PA 15317
1-800-562-2523

Harrisburg Office

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

www.ufcw1776.org

UPCOMING MEETING DATES:

General Membership Meetings:

7/21 at 3PM
9/22 at 3PM
11/17 at 3PM

Southeast Division:

6/9 at 6PM (South Philadelphia Area)
10/6 at 6PM (Lehigh Valley Area)
12/8 at 6PM (Walton Road Area)

North Central Division:

9/15 at 6PM (Mt. Pocono Area)
9/29 at 6PM (State College Area)
10/27 at 6PM (Pittston Area)
11/3 at 6PM (Liberty / Monticello NY Area)

Western Division

6/16 at 6PM (Wheeling, WV Area)
9/8 at 6PM (Pittsburgh Area)
10/13 at 6PM (South Hills Area)

**All meetings will be held on the Zoom Platform
until in-person meetings can resume safely.**