



**IT PAYS TO
BELONG**

**WE MAKE THE
DIFFERENCE**



WENDELL YOUNG IV, PRESIDENT



**20
19**



SOLIDARITY



ANNUAL REPORT AND INFORMATION BOOKLET

**RETIREMENT
SECURITY**

**BINDING
CONTRACT**



WE ORGANIZE AROUND THESE INDUSTRIES



TABLE OF CONTENTS

UFCW Local 1776KS Mission Statement	2
Letter From Our President	3
About UFCW 1776KS	4
We Are Union Strong	5
About Our Members	8
About UFCW International Union	9
Timeline of Our History	10
Our Benefits	20
Our Savings Programs	24
Staff Education	26
Executive Board	28
Member Representation	30
Collective Bargaining Department	31
Field Operations	32
Political & Legislative	33
Legal	35
Education	36
Administrative Support	37
Communications	38
Staff Directory	40
UFCW OUTreach	46
UFCW United Latinos, and UFCW Women’s Network	47
UFCW Minority Coalition	48
UFCW 1776KS Scholarships and Trust	49
Political Action Committee (PAC)	50
Union Citizenship Action Network Program (UCAN)	51
UFCW 1776KS Community Action & Charitable Giving	52
Financial Summary	54

UFCW LOCAL 1776KS MISSION STATEMENT

The core mission of Local 1776KS is to enroll, as members, all persons engaged in work within its jurisdiction, to negotiate Collective Bargaining Agreements for them and to enforce said agreements by resolving grievances and maintaining all other contractual rights.

The Officers and Staff at 1776KS shall also pledge to:

- Encourage all members to register and vote.
- Support legislation that best advances the economic, social and class interests of the membership.
- Protect the Health and Pension benefits of our members and seek to expand childcare, senior citizen and family programs.
- Encourage and support any educational, legislative, political, civic, social, moral and charitable projects or activities for which working people may lawfully combine for their mutual protection and benefit.
- Protect our Local from any and all corrupt influences, including any efforts by those who seek to undermine the basic principles of Democracy and Democratic Unionism.

LETTER FROM OUR PRESIDENT

WENDELL YOUNG IV,
PRESIDENT, UFCW 1776KS

On behalf of the leadership team and entire staff of United Food and Commercial Workers Local 1776 Keystone State (UFCW 1776KS), I am pleased to share our 2019 Annual Report and Information Booklet. This publication reflects our team's commitment to ensure that our 35,000 members are well-informed about all of our Local's activities on their behalf; that they are aware of the many benefits that their membership provides; and finally, that they can see, in these pages, that as our Local expands, every member in every bargaining unit benefits. I am confident that we are stronger because we are larger and more diverse than we have ever been.

Today, UFCW 1776KS represents members in more industry sectors than ever before. Our members make the food that our members sell in grocery stores: from beef products and candy to potato chips and applesauce, frozen vegetables, tortillas and kosher chicken products. We help deliver municipal services that make our communities run. We are providing care to Pennsylvania's seniors in nursing homes and delivering services on university campuses, at casinos and at entertainment venues. We represent workers in Pennsylvania's Fine Wine & Good Spirits stores, in grocery stores and pharmacies. We continue to successfully organize in the medical cannabis industry.

In this report, we are providing a review of each of our Local's major areas of operation and a summary of our Health, Pension, Education & Housing Funds. UFCW 1776KS is a complex and growing organization whose team members serve as stewards of ten Negotiated Health, Pension, Education & Housing Funds that serve tens of



thousands of participants and their families. We have highlighted some of our successes in 2019, including our efforts to organize new worksites; negotiate the best contracts possible; and deliver value through the affinity programs and partnerships we have developed. This report also includes an important update from our Political and Legislative team. We will always remain vigilant in our efforts to ensure fair wages and safe workplaces, and access to affordable healthcare and equity in the workplace.

We are also sharing this publication with our business partners, community stakeholders and elected officials across Pennsylvania, West Virginia, New York, New Jersey, and Ohio. I am proud of the impact our members have in communities across our coverage area, and I am proud of the strong relationships that we have been able to forge across our growing footprint.

As I write this letter, our nation is grappling with the COVID-19 pandemic and I would be remiss if I did not thank all of our members who are on the front lines of this crisis: in healthcare, food processing, in the retail sector and the public sector, among others. Their dedication is inspiring, and I am proud to represent them, and I am equally proud of our team's efforts to make sure that these members have all the protections they need as frontline workers throughout this crisis.

Thank you, again, for the opportunity to lead UFCW 1776KS.

Wendell Young IV
President, UFCW Local 1776KS

ABOUT UFCW 1776KS



UFCW 1776KS traces its roots directly back to our nation's very first permanent union — a group of Philadelphia cordwainers who joined together in 1792 to fight for better wages. The cordwainers, better known today as shoemakers, established a foothold in our nation that we have worked to build upon.

Today, UFCW 1776KS represents 35,000 members from across Pennsylvania, Ohio, New York, and West Virginia. Our members work in supermarkets, drug stores, food processing plants, government services, the gaming industry, manufacturing facilities, nursing homes, professional offices, medical cannabis facilities, and Fine Wine & Good Spirits stores. Our diversity across so many industries combined with our statewide reach makes UFCW 1776KS stronger than ever, at the negotiating table, in the workplace, and in the town square.

UFCW 1776KS represents our members in negotiations with employers on contracts covering wages and benefits. We protect the rights, dignity and safety of our members in the workplace. We advocate for our members on public policy issues that affect working men and women and their families. We organize workers who lack representation and a voice in their workplace.

The Local has played a leading role in the labor movement in developing ground-breaking benefits for many of its members, including post-secondary tuition reimbursement benefits, child daycare benefits, legal benefits, physical well-being programs and members' assistance programs.

Local 1776KS (www.UFCW1776.org) is affiliated with the United Food and Commercial Workers International, which is based in Washington, DC. (www.ufcw.org).

WE ORGANIZE AROUND THESE INDUSTRIES



GROCERY

CANNABIS

FOOD PROCESSING

RETAIL

PROFESSIONAL

HEALTH CARE

GAMING

WE REPRESENT MEMBERS AT THESE EMPLOYERS

ACME
AMERICAN ARBITRATION ASSOC
ARAMARK BLOOMSBURG UNIVERSITY
ARAMARK BEAVER AREA SCHOOL
ARAMARK AT THE MELLONS
BERKS HEIM NURSING HOME
BIRCHWOOD HEALTHCARE AND REHABILITATION
BLYTHE TOWNSHIP WATER AUTHORITY
BROWNS SUPER STORES INC
BROWNSVILLE ROAD SHOP N SAVE
BUTLER FARM MARKET
CANONSBURG SHOP N SAVE
CARGILL MEAT SOLUTIONS
CARING HEIGHTS COMMUNITY CARE & REHAB
CULINART (CARLOW UNIVERSITY)
CEDARBROOK NURSING HOME
CHARTWELLS (POCONO MOUNTAIN SCHOOL DISTRICT)
CHIPPEWA GIANT EAGLE
CITTERIO CORPORATION
CLEARFIELD COMET
COMMUNICATION WORKERS OF AMERICA
COMMUNITY CARE
COOPERATIVE ACTIVITIES CO
COUDERSPORT SHOP N SAVE
COVE SHOE COMPANY
CRESSON SHOP N SAVE
CTI FOODS
CVS
GEORGE'S MARKET AT DRESHERTOWN
DUBOIS LOGISTICS
DUNMORE BOROUGH (DPW AND CLERICAL)
DW RICHARDS & SONS
EASTERN QUALITY VENDING INC
EDINBORO UNIVERSITY SERVICES
EDINBORO GIANT EAGLE
EMPIRE KOSHER POULTRY
EXETER DEPARTMENT OF PUBLIC WORKS
FRANKLIN LABS
FRESH GROCER
GALETON SHOP N SAVE
GIANT EAGLE EXPRESS
GIANT EAGLE MARKETS INC
GIANT EAGLE NORTHERN CAMBRIA
GIANT EAGLE EAST
GIANT FOOD STORES INC
GIRARD GIANT EAGLE
GLENN DISTRIBUTORS
GLOBAL SPECTRUM (LIACOURAS CTR)
GLOBAL SPECTRUM

GLOBAL SPECTRUM (SUBARU PARK)
GREENERY OPERATING LLC
HANKEYS RIVERSIDE
HANOVER FOODS CORPORATION
HAYMAKER VILLAGE SHOP N SAVE
HEALTHCARE STRATEGIES
THE HERSHEY COMPANY
HOLIDAY PARK SHOP N SAVE
JBS SOUDERTON (BEEF AND MOPAC)
JERSHAN COMPANY
KENNYWOOD MALL GIANT EAGLE
KNOUSE FOODS COOPERATIVE
KROGER COMPANY
LATROBE SHOP N SAVE
LAWRENCE COUNTY AREA
LOWER BURRELL COMMUNITY MRKT
MAPLEWINDS HEALTHCARE CENTER
MCDONALD GIANT EAGLE
MILLCREEK GIANT EAGLE
MISSION FOODS
MOUNDSVILLE CENTER LLC
MOUNTAINEER CASINO RACETRACK & RESORT
MT PLEASANT SHOP N SAVE
NANTY GLO SHOP N SAVE
NATRONA HEIGHTS COMMUNITY MARKET
NORTH VERSAILLES GIANT EAGLE
NUTRITION INCORPORATED
OLYMPIA SHOP N SAVE
PLCB
PA AFL-CIO
PANHANDLE FOOD SALES INC
PARKHURST DINING SERVICES
PA EMPLOYEES BENEFIT FUND
PENN HILLS COMMUNITY MARKET
PENN TOWNSHIP GIANT EAGLE
PA STATE EMPLOYEES CREDIT UNION
PHOENIXVILLE CARE & REHAB CENTER
PITTSTON CITY (DPW AND CLERICAL)
PLAINS (DPW AND CLERICAL)
PLUMBERS & PIPEFITTERS
PROFESSIONAL HAIR CARE
RESTAURANT DEPOT
RITE AID
ROBERT WHOLEY
ROCHESTER GIANT EAGLE
R & R SHOP RITE
RUSSELLTON SHOP N SAVE
RXDN
SALUS UNIVERSITY
SCHOTT NORTH AMERICA INC

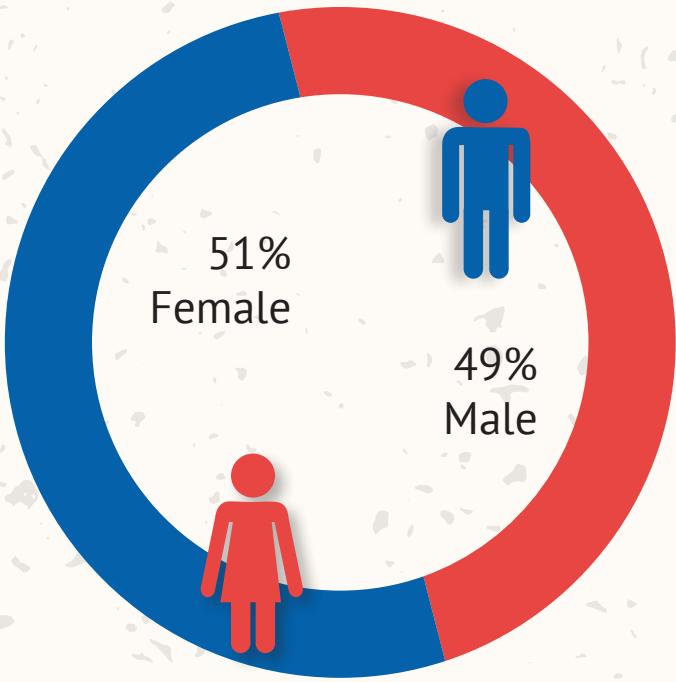
SCOZIO'S BAKERY SHOP
SERMAC INC
SEVEN FIELDS GIANT EAGLE
SHINGLEHOUSE SHOP N SAVE
SHOPRITE (COLLINS)
SHOPRITE SUPERMARKET (AMMONS)
SHOPRITE OF HATFIELD
SHOPRITE OF WARMINSTER
SHOPRITE OF YARDLEY
SHOPRITE SUPERMARKETS-NY
SHOPRITE (VILLAGE)
SHOPRITE (ZALLIE)
SHOPRITE OF WHITMAN PLAZA
SISTERVILLE IGA
SLIPPERY ROCK GIANT EAGLE
SMITHFIELD FOODS
SODEXO INC/UPITT-EINSTEIN
SODEXO INC/UPJ
SODEXO INC/SCHENLEY HALL
SPECTRUM ARENA LP (WELLS FARGO CENTER)
SPECTRA (OVATIONS FOOD SERVICES)
SYSCO FOODS
TATES SUPERMARKET INC
TIMBER RIDGE HEALTHCARE CENTER
TOM'S RIVERSIDE MARKET
TOPS MARKETS LLC/WATERFORD
TOPS MARKETS LLC/MEADVILLE
TOPS MARKETS LLC
TRIVIAM PACKAGING
UFCW 1776 FEDERAL CREDIT UNION
UFCW COMMUNITY CREDIT UNION
UNIONTOWN GIANT EAGLE
VALESKY'S
VERONA FOODS INC GIANT EAGLE
VILLAGE OF PENNBROOK 2
WALGREENS
VIREO
WASHINGTON SHOP N SAVE
WAYNESBURG GIANT EAGLE
WEIRTON SHOP N SAVE
WEST KITTANNING SHOP N SAVE
WEST NEWTON GIANT EAGLE
WEST PITSTON BOROUGH (CLERICAL)
WEXFORD GIANT EAGLE
WHEELING ISLAND GAMING, INC
WHITE OAK GIANT EAGLE
WISE FOODS
WUNDERLICH TRANSPORTATION, INC



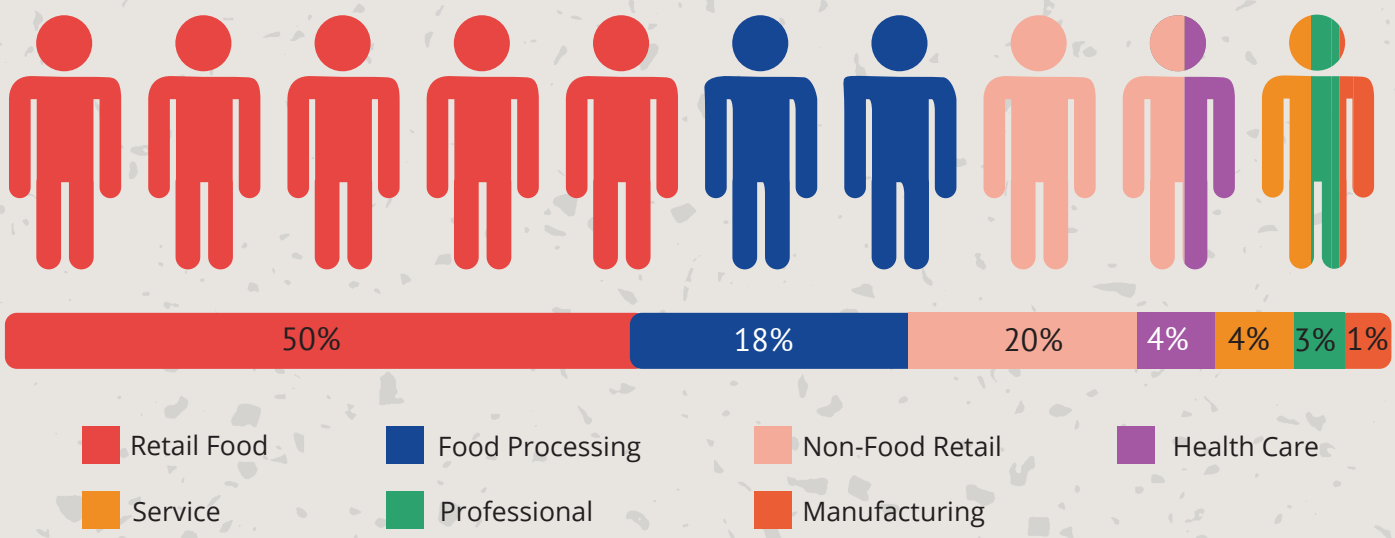
WE ARE 35,000 STRONG!



ABOUT OUR WORKERS



PERCENTAGE OF MEMBERS BY INDUSTRY




35,000
WORKERS


1,961
GRIEVANCES


154
CONTRACTS


1,085
WORKSITES

ABOUT THE UFCW INTERNATIONAL UNION



With our International Union, we are 1.3 million strong.

There is strength in numbers. As corporations continue to grow and consolidate, unions must be poised to take on behemoth organizations – and that’s where our International Union comes in.



Local 1776KS is an affiliate of the United Food and Commercial Workers International Union (UFCW) which represents approximately 1.3 million workers throughout the United States and Canada. The UFCW International was formed when the Amalgamated Meat Cutters merged with the Retail Clerks International 1979.

Being affiliated with the International provides great value for Local 1776KS members through solidarity with other Local unions facing the same issues at work. Each year, the International provides members and staff with trainings and conferences to hone our skills and develop comprehensive plans for our industries. Further, the International provides Local 1776KS with staff whenever we have a need from organizing to negotiating contracts and to help make our workplaces safer.

“WITH OUR INTERNATIONAL UNION, WE ARE 1.3 MILLION STRONG”



UFCW 1776KS BENEFITS



NEGOTIATING YOUR BENEFITS

UFCW Local 1776KS works to provide members with a variety of retirement and healthcare benefits. All members receive benefits from union-sponsored trust funds or company plans, both of which are subject to negotiations and part of a union member's Collective Bargaining Agreement (CBA). Negotiating great benefits for our members is a top priority for Local 1776KS negotiators, and union staff are continually educated on benefits in order to bargain most effectively. In addition to company-sponsored plans, the union works with over a dozen union-sponsored trust funds to provide benefits to members. As you'll see below, the value of union bargained benefits is significant. Each year, approximately half a billion dollars is spent on member benefits through union and company-sponsored plans, averaging out at around \$15,000 per member. For more information regarding health, pension, education, and housing benefits for members, please contact your union representative. Your union representative's contact information is located in this book, starting on page 40.

HEALTH

UFCW Health and Welfare Fund of Northeastern Pennsylvania

The UFCW Health and Welfare Fund of Northeastern Pennsylvania provides health benefits to the participants of the Fund. The Fund provides medical, prescription, behavioral health, dental, vision, life insurance, accidental death and dismemberment, disability, chiropractic, physical well-being and child care benefits.

Tel: 570-655-0554 | Toll Free: 800-578-5899

UFCW Local 1776 & Participating Employers Health and Welfare Fund

The UFCW Local 1776KS & Participating Employers Health and Welfare Fund provides a wide array of health and welfare benefits to the participants including both full-time and part-time employees as well as certain retirees. The Plan provides medical, flex/choice plan, prescription, behavioral health, employee assistance program, life insurance, accidental death and dismemberment, short-term disability, vision, dental, child care, education, preventive & wellness, physical well-being, prescription incentive program, and podiatry.

Tel: 610-941-9400 | Toll Free: 800-458-8618 | ufcw1776benefitfunds.org

UFCW Local 1776KS Western Division and Employers Health Fund

The UFCW Local 1776KS Western Division and Employers Health Fund provides a wide array of benefits to the participants of the Fund. Benefits include medical, dental, vision, prescription, disability, wellness as well as life insurance, and accidental death and dismemberment.

Tel: 724-743-4260 | Toll Free: 800-423-3863 | custserv@1776kswdbenefits.com

Heartland Health and Wellness Fund

Toll Free: 800-433-1204 | admin@ufcwbenefitplan.com

PENSION & RETIREMENT

UFCW Local 1776KS & Participating Employers Pension Fund

The UFCW Local 1776 & Participating Employers Pension Fund provides pension benefits to vested participants at retirement. Forms of retirement benefits include: Early, Late, Normal, Rule of 90, Disability and Deferred Vested. The Fund also provides optional forms of benefit payments including: Single Life Annuity, Life Annuity with 120 Months Guaranteed, Joint and (50%, 75% or 100%) Survivor Annuity, and Level Income.

UFCW Pension Fund of Northeastern Pennsylvania

The UFCW Pension Fund of Northeastern Pennsylvania provides pension benefits to vested participants at retirement. Forms of retirement benefits include Early, Normal, Earned Abated, and Deferred Vested. The Fund also provides optional forms of benefit payments including: Single Life Annuity, Life Annuity with 120 months guaranteed, 60 Month Co-Pensioner 50% or 100% non-spouse, Joint & (50%, 75%, or 100%) Survivor Annuity.

Tel: 610-941-9400 | Toll Free: 800-458-8618
ufcw1776benefitfunds.org

The UFCW and Participating Employers Tri-State Pension Fund

The UFCW Local 1776 and Participating Employers Tri-State Pension Fund provides pension benefits to vested participants at retirement. Forms of retirement benefits include: Early, Normal, Late, Rule of 90 (subject to provisions of Rehabilitation Plans), Disability (subject to provisions of Rehabilitation Plans), and Deferred Vested. The Fund also provides optional forms of benefit payments including Single Life Annuity, Life Annuity with 120 months guaranteed, and Joint & (60%, 75%, or 100%) Survivor Annuity.

Tel: 610-941-4282 | Toll Free: 866-928-8329
ufcwtristatepensionfund.org

UFCW Local 1776KS & Participating Employers Retirement and Savings Plan

The UFCW Local 1776 & Participating Employers Retirement and Savings Plan is a defined contribution plan which allows participants to save on a tax-deferred basis for retirement. Contributions to the plan include: employee wage deferrals, employer contributions, and benefit credits. Distribution options include: direct rollover, partial single sum, and total single sum. The Plan also offers loans, hardship withdrawals, and in-service distributions.



HOUSING

UFCW Local 1776 & Participating Employers Housing Trust Fund

The UFCW Local 1776 & Participating Employers Housing Trust Fund provides grants of up to \$1,600 for reimbursement of a portion of closing costs associated with the purchase or refinancing of a primary residence.

To be eligible for a grant, you must be actively employed by a current contributing employer, purchase or refinance a primary residence with a settlement date within specified date ranges, and have an annual adjusted gross income that does not exceed 400% of the federal poverty guidelines as per U.S. Department of Health and Human Services.

LEGAL

UFCW Local 1776KS Western Division and Employers Legal Fund

The UFCW Local 1776 Western Division and Employers Legal Fund provides consultation and advice, office work and document drafting, administrative and judicial proceedings, real estate closings, major legal expense benefits.

Tel: 724-743-4260 | Toll Free: 800-423-3863 | custserv@1776kswdbenefits.com

UFCW Local 1776KS & Participating Employers Legal Trust Fund

The UFCW Local 1776 & Participating Employers Legal Trust Fund provides benefits to participants for various legal matters including: marital and domestic relations, real estate, consultation, wills, adoptions, criminal cases, civil cases, deeds, debt collection, settlement negotiations, traffic offenses, and legal consultations.

Tel: 610-941-9400 | Toll Free: 800-458-8618 | ufcw1776benefitfunds.org

ADDITIONAL BENEFITS AVAILABLE TO UFCW 1776KS MEMBERS

Our core mission is to fight for fair wages, strong employee benefits, and safe workplaces so that all members can support themselves and their families. This mission mandates that we provide as many benefits as possible for our members to advance their careers by attaining college credits, completing a GED program, or learning a second language.

We are able to provide access to discount programs for our members and their families that can lead to significant savings in insurance, automobile, travel and entertainment costs. We are now taking advantage of our larger membership to add new benefits to help members save their hard-earned money. Whether investing in a GED program or enrolling a family member in a phone plan, UFCW 1776 Keystone State is working to help all of our members save money.

EDUCATIONAL BENEFITS

As a member of the UFCW Local 1776KS family, you also have access to many benefits and opportunities to further your and your family's education.

Free College

Earn a college degree online! Choose from many different degree and certificate programs at no out-of-pocket cost to you. Available to all UFCW Local 1776KS members and their families. This is a fantastic opportunity to further your education! For more information, **visit ufcwfreecollege.org**.

GED Prep Courses

Enjoy a customized learning plan and self-guided online classes that can be completed from your phone or tablet. This free benefit is available to current UFCW Local 1776KS members and retirees, so take the next step in your education and **learn more at ufcw.org/members/ged/**. (Available only to UFCW Local 1776KS members and retirees.)

Language Learning

Want to learn a new language? UFCW Local 1776KS members and retirees have access to online, self-guided language courses to learn Spanish, French, German, English, and Mandarin. **Visit ufcw.org/members/language** to learn more. (Available only to UFCW Local 1776KS members and retirees.)

Scholarships

Each year, the UFCW Scholarship Program offers scholarships to the immediate family of UFCW members who want to further their education and demonstrate a commitment to their communities and UFCW values. Over the years, more than \$2 million dollars in scholarships have been distributed to UFCW members. To find out about scholarships you may be eligible for, contact your union representative or **visit ufcwcharityfoundation.org/scholarship/**.

UFCW 1776KS DELIVERS SAVINGS TO ALL MEMBERS

Local 1776 Federal Credit Union

Local 1776 Federal Credit Union is a federally insured full-service credit union open to members of Local 1776KS and their families. Formed in 1962, the credit union offers a variety of products and services including checking accounts, savings accounts, CDs, online banking, personal loans, auto loans, home equity loans, and much more.

The mission of UFCW Local 1776 Federal Credit Union is to best serve its members and ensure that the credit union operates in their favor. The credit union serves the financial needs of all members, but most importantly, those who may be in financial distress.

Members who have had loans denied by traditional banks may come to Local 1776 FCU and see that their loan has a greater chance of approval. This is due to the helpful staff of the Credit Union, who look beyond the numbers when underwriting, as well as the Board of Directors who are acutely aware of the challenges faced by our members.

The Local 1776 Federal Credit Union is based out of our Southeast Division for easy access by Credit Union members. Several staff members sit on the Board of Directors, and the UFCW Local 1776 Federal Credit Union is chaired by Kevin Drew. For more information on the UFCW Local 1776 Federal Credit Union, please **visit 1776creditunion.org** or call 610-941-2604.

Money Saving Discounts Available to Members and Their Families

As a member of the UFCW Local 1776KS family, you not only have someone fighting for you at work, you also have access to many benefits and discounts negotiated exclusively for Local 1776KS members and their families, with savings of thousands of dollars a year. **Visit myufcw.org/discounts** for more information. Savings include:

AT&T Wireless Savings

Save 15% on the monthly Service charge of qualified AT&T Wireless through Union Plus. AT&T is the only nationwide unionized wireless carrier.

Car & Trucks Savings

Save on car rentals, auto insurance, Goodyear tires and insurance, roadside assistance, and on the purchase of new and used cars.

Entertainment Discounts

Save with discounts on movie tickets, and theme parks.

Flower and Gift Discounts

Union members save 20% on hand-delivered flower arrangements, gift baskets, or plants from Teleflora.

Restaurant Discounts

Enjoy discounts at local restaurants including: Applebee's, Olive Garden, IHOP, Maggiano's, Ghirardelli Chocolate, Little Caesars, Bonefish Grill, Chili, Carrabba's Italian Grill, and more!

Additional Discounts

Through UnionPlus and lifecare, union members also have access to exclusive opportunities and discounts. These include discounts for movie tickets, theme parks, concerts & events, travel, insurance, auto buying, and much more. To see the full list of opportunities and discounts you have access to, visit www.unionplus.org and www.lifecare.org.

Hardship Help

Union Plus has Hardship Help Benefits available to help union members and their families through times of uncertainty. With options like strike benefits and grants, layoff assistance, debt management, homeowner assistance, medical bill negotiating, disability benefits, and more.

Insurance

With available options of life insurance auto insurance, vision and dental, retiree health insurance, and more... Union Plus offers members and their families a wide range of insurance options to meet the needs of our members and their families.

Visit myufcw.org/discounts for more information.



EVERY WORKER
DESERVES THE
RIGHT TO WORK
IN A SAFE
ENVIRONMENT.

STAFF EDUCATION

UFCW Local 1776KS has a responsible, high performance staff dedicated to serving our 35,000 members and retirees and providing them with the services they deserve. We are proud of the level of investment we make each year to provide staff training, education, and career growth for our staff. We rely on staff to negotiate and enforce complex contracts and navigate benefits packages and to serve as trustees on the many union-sponsored Trust Funds that manage hundreds of millions of dollars in payments to members annually. Our team members must understand the legal and regulatory framework governing the grievance process and the organization of a new worksite. It takes a team of dedicated and well-trained professionals to manage our Local and we remain committed to making sure this team is qualified and trained to meet these challenges.

One of our most important partners is the International Foundation of Employee Benefit Plans (IFEBP). The IFEBP is a non-profit organization dedicated to providing objective, solution-oriented education, research, and information.

UFCW 1776 staff members who serve as trustees must be knowledgeable in legal and regulatory issues, investment management, financial reporting, and retirement plan funding, among other highly complicated matters.

Their work is subject to legal oversight by government agencies including the U.S. Department of Labor (DOL) which also strongly advocates for the education of trustees in all matters critical for their understanding of their duty to plan participants and effective plan management and operations. Local 1776KS president Wendell Young IV has the honor of being elected to serve as President and Chairman of the Board of the IFEBP in 2020.

In addition to our focus on Member Benefits education, the union puts emphasis on continuing education and trainings for all departments. Some highlights over the past year include, Labor Law & Arbitration Training, AFL-CIO Organizing Training, Member Engagement Training, Health and Safety Training, Arbitration Training, Microsoft Ignite conference, Human Resources Seminars, UFCW Lawyers Conference, Reflective Engagement classes, Hustle Training Program.

We are especially proud that our staff receives OSHA 10- and 30-Hour Training to ensure that staff can recognize OSHA violations and unsafe working conditions, and know the proper steps to rectify these issues to keep members safe. Every worker deserves the right to work in a safe environment.



EXECUTIVE BOARD

PRINCIPAL OFFICERS



WENDELL YOUNG IV
PRESIDENT



MICHELE KESSLER
SECRETARY- TREASURER



TONY HELFER
RECORDER

VICE PRESIDENTS



BELLEW ASFA
SOUTHEAST DIVISION



JEAN ALEXANDER
JBS - 597



LINDA BELLO
NORTH CENTRAL
DIVISION



ALESIA BROGDON
KROGER-192



LOURDES CASTELLANO
CARGILL- 509



TOM COOK
WESTERN DIVISION



JAMES DAWSON
SHOP RITE-073



KEITH DEJANE
MOUNTAINEER -149



CARLA DORSEY
RITE AID - 705



STEPHANIE FELLO
GAIANT EAGLE - 111



PATRICIA FISHER
RIVERBEND - 194



MARCY KELLY
SOUTHEAST DIVISION



STEVEN HINES
SHOP RITE - 041



SYLVIA HAVINGTON
PLCB - 200



LANCE HUBER
WESTERN DIVISION



MARK JACOBS
SOUTHEAST DIVISION



BARBARA JOHNSON
SOUTHEAST DIVISION



ALFRED LINDEN
GIANT EAGLE - 111



BOB MARTUCCI
SOUTHEAST DIVISION



JIM MCCLOSKEY
ACME - 001



ROB MCVEIGH
SOUTHEAST DIVISION



BILLIE MOYER
PLCB - 200



KEVIN NAU
KROGER - 192



JOSEPH PUGLIESE
GIANT EAGLE - 111



LEN PURNELL
SOUTHEAST DIVISION



RICHARD RUTH
ARDAGH - 194



JOANN SCHERER
GIANT EAGLE - 111



TINA SCHRECKENGOST
GIANT EAGLE - 111



BONNIE SEIBER
PEBTF - 313



DEBORAH SMITH
SODEXO - 176



CHRIS SNYDER
NORTH CENTRAL
DIVISION



HELEN THEYE
RITE AID - 705



LAWRENCE VITALE
ACME - 001



CHRISTINA WENTZ
GIANT EAGLE EAST - 164



DORIS WRIGHT
SHOP RITE - 041



CHARLES YOUNG
ACME - 001

MEMBER REPRESENTATION

Our Member Representation Department comprises 20 Representatives across our jurisdiction, led by Linda Bello, North Central; Nancy Young, Southeast; Julie Curry, Western; and Mary Owens, Southeast. These leads work with our 20 Member Representatives who visit worksites across our jurisdiction to handle grievances, ensure that all contract provisions are being honored in the worksite, and that our members' rights are respected.

These Representatives are the Local's foot soldiers, working side-by-side with our members every day. Our 35,000 members know that when they have a question or a concern about their rights, their contract or worksite, that their Union Representative is always available and always willing to help them get the answers they need. This Department, in many ways, is the glue of our entire Local.

The team works closely with the Negotiations Department throughout all bargaining matters; with the Education and Political and Legislative Departments to make sure that members understand their rights – and the critical battles we are fighting on their behalf in state capitols and Washington, D.C.

In 2019, the team delivered as a series of wins for our members, including contract ratifications at the PA Liquor Control Board, Acme, the Wells Fargo Center, Citizens Bank Park, ShopRite and CTI. UFCW 1776KS welcomed a new bargaining unit at Subaru Park. Our Representatives were successful in protecting our union jobs at Carlow College after a change in vendor for food services at the College; and won an increase in premiums for members above the contractual increase for members at Greenery Specialty Care.

In light of the U.S. Supreme Court's anti-worker Janus ruling, our Representatives were successful in maintaining strong membership at the PA Liquor Control Board, and in educating all of our members regarding the need for members to stand together and fight for all workers' rights.

LEAD REPRESENTATIVES



LINDA BELLO



MARY OWENS



NANCY YOUNG



JULIE CURRY

COLLECTIVE BARGAINING DEPARTMENT

Lead Negotiator Mark Jacobs



The Collective Bargaining Department continued to deliver strong contracts for members across our Local in 2019. The team was responsible for negotiating and ratifying nearly 60 contracts, including some of the union's biggest contracts at Acme Markets, ShopRite, and the statewide Fine Wine & Good Spirits stores.

Acme members overwhelmingly approved a new 4-year agreement that included higher wages and protected benefits for over 3,300 workers. ShopRite members ratified 5-year agreements that include more than 2,500 members from eight area ShopRite stores in Southeast PA. Our members at the PA Fine Wine and Good Spirits overwhelmingly approved a 4-year agreement, which provided for wage increases and no change in the employee contribution percentage for our members' benefits.

Knouse Foods, JBS Beef, and CTI Foods members also ratified new union contracts in 2019.

As a sign of this collaborative effort, our team opened negotiations with Berks Heim early and was able to wrap up an agreement in March that was approved by members in early April. This 5-year contract provides yearly wage increases, protects employees' healthcare, and locks in language that secures Berks Heim employees' jobs for years to come, with significant penalties if the county were to privatize.

Berks Heim members overwhelmingly approved the new agreement.

Some of the ballparks in which UFCW Local 1776KS members work also had contracts that expired in 2019. The members at The Wells Fargo Center, Citizens Bank Park and Talen Energy Stadium all ratified new agreements that increased the start rate, provided wage increases and protected and improved benefits. A newly organized unit, food service workers at Talen Energy Stadium, ratified their first Agreement, which provides them with some well-deserved wage increases.

We were very successful in securing new agreements for some of our larger Bargaining Units in our Western Division, including at Sysco Food Services, CVS Pharmacy, Giant Eagle locations, Ardagh Metals, Dubois Logistics, Smithfield Foods, Slippery Rock University, University of Pittsburgh Johnstown, and Shop n' Save locations. We were able to maintain great Health and Welfare, pension, legal, scholarship, 401(k), and non-occupational disability benefits as well as significant wage and starting rate increases.





FIELD OPERATIONS

Field Operations Coordinator Len Purnell

The Field Operations & Services Department is charged with one of our Local's most challenging and important responsibilities: assisting workers seeking to form unions in new worksites. This Department is also leading our efforts to make sure that workers in the public sector remain in our Local in wake of the U.S. Supreme Court's Janus decision, one of the worst anti-worker rulings in recent history. It's a tough assignment, given the anti-labor sentiment that persists among certain political and business leaders in our country.

Still, Coordinator Len Purnell and his team led successful campaigns across our Local. The newly formed UFCW Local 1776 KS Cannabis Division continues to increase our footprint in this growing industry. The Local has successfully organized and gotten first contracts with two cannabis employers: Franklin Labs Grow Facility in Reading PA, and Vireo Grow, which has facilities in Scranton PA along with three PA based dispensaries.

In addition, we were actively organizing workers via Labor Peace Agreements at Ilera in Plymouth Meeting PA and Waterfall PA, GTI in Steelton, York, and Carlisle PA, Green Leaf Medicals in Saxton PA, Justice Grown in Edwardsville, PA, and DocHouse, in Minersville, PA, among others.



We negotiated the first contract for Spectra Food Service at Talen Energy Stadium in Chester, PA after an extensive organizing effort in 2018. The team assisted workers at the Exeter Department of Public Works to earn certifications from the Pennsylvania Labor Relations Board. In early 2020, these members negotiated their first-ever contract.

The PLCB Membership Signup Committee secured more than 1,200 membership applications among our workers at the PA Liquor Control Board. Representatives continue to focus on new member orientations and visiting the PLCB stores. The effort to battle the impacts of the Janus decision will persist as a challenge for the coming months and years.

Len's team launched an aggressive campaign to protect and expand our presence in the Retail Food Market sector. Retail has long been the backbone of our Local and we remain deeply committed to our members in this sector. The Local engaged business partners, community leaders and consumers to address non-union competition in southeast PA. Members led picket lines and the Local launched an online advertising campaign to urge customers to shop at union stores. Our Western Division team members are developing a new initiative to organize the non-union Giant Eagle stores as well. Finally, the team is partnering with our International to launch a broader campaign to urge consumers to shop at union grocers.

POLITICAL & LEGISLATIVE

Political and Legislative Director Chris Naylor



The Local's Political & Legislative Department is responsible for protecting our members' rights at the federal, state and local level. We remain committed to working with elected officials from Washington, D.C. to state Capitols, counties and municipalities who make decisions every day that impact our 35,000 members. In 2019, Political and Legislative Affairs Director Chris Naylor and Western Division Legislative Director Leslie Bond delivered critical wins for our members and all working Pennsylvanians. Those efforts include:

- Securing 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.
- Defeating various efforts to further outsource our members' jobs at the Pennsylvania Liquor Control Board (PLCB). We represent 3,500 members at the PLCB. This effort included defeating wine wholesale privatization (House Bill 1346) and further spirits privatization (Senate Bill 916).
- Partnering with Rep. Elizabeth Fiedler (D-Philadelphia), with the introduction of House Bill 1346, that would provide fair scheduling regulations for workers in retail grocery across Pennsylvania. This legislation mirrors the ordinance that UFCW 1776KS fought for and won in Philadelphia City Council in 2018.
- Working closely with Governor Tom Wolf and legislative allies to strengthen workers' rights and their ability to join a union in the cannabis industry. This new industry represents a tremendous opportunity for our Local to organize and represent workers across our jurisdiction.

We continuing our fight for legislation that ends LGBTQ discrimination in the workplace; provides state certifications for hundreds of pharmacy techs represented by UFCW 1776KS; provides Public Sector OSHA for our public sector employees membership in PA. UFCW 1776 worked closely with our allies in organized labor for legislation for a higher minimum wage in PA. While still woefully inadequate, the state Senate did pass a bill to raise the minimum wage to \$9.50 per hour. Each of these measures will remain top priorities for our team.

At the federal level, the team assisted in a broad advocacy campaign for members of the Pennsylvania Congressional delegation that led to passage of three bills by the US House of Representatives, including:

- The Butch Lewis Pension bill, which would provide stability for distressed union pension plans, including for our Acme members.
- The American Dream and Promise Act, which continued both DACA and TPS programs to allow our members who currently live and work in the United States the ability to continue to reside in the country they now call home.
- The PRO Act, which makes it easier for workers to form and join unions without retaliation from union-busting employers.

Our team also secured the first Republican co-sponsor (Rep. Brian Fitzpatrick - R, Bucks) for the Food Workers Pay Standards Act, which would mandate the federal government buy meat products from employers who pay fair wages and benefits, like those represented by UFCW 1776KS at JBS and Empire Kosher.

UFCW 1776KS asks all members to pay close attention to forthcoming endorsements for the 2020 election so we can elect more pro-worker, pro-union, pro-UFCW 1776KS candidates to elected office up and down the ballot.

2019 POLITICAL AND LEGISLATIVE WINS

In 2019, Local 1776KS has been successful in helping to introduce several bills into the PA General Assembly, including:

- House Bill 1215, introduced by Rep. Patty Kim (D-Dauphin County), and Senate Bill 12, introduced UFCW 1776 Keystone State member, Senator Tina Tartaglione (D-Philadelphia), both designed to increase PA's minimum wage.
- House Bill 1082, which would provide OSHA-style protections for nearly 4,500 public sector workers UFCW 1776 Keystone State represents.
- House Bill 770, which would require state certifications for pharmacy techs who are represented by UFCW 1776KS. State certifications will help increase starting rates and job classifications.
- Senate Bill 614, which would prohibit workplace discrimination based on an individual's sexual orientation, gender identity or expression.
- The Family Care Act, introduced by Rep. Wendi Thomas, R-Bucks, and Rep. Dan Miller, D-Allegheny, would provide paid leave for those working individuals who have to take leave for the arrival of a new child or care of a sick family member.
- Adult Use Cannabis legislation that would increase UFCW 1776KS members job security by selling cannabis in our state liquor stores, where UFCW represents 3,500 people.

From 2018-19, the UFCW 1776KS legislative team worked over a 6-month period to save over 300 members' jobs at Berks County's nursing home (Berks Heim) by securing a 1% increase in the Medicaid reimbursement rate, as well as additional funds from the state InterGovernmental Transfer Fund to be redirected for county nursing homes. The legislative team continues to work with partners at SEIU Healthcare PA to secure additional funds for all nursing homes where there are union workers.

In Spring 2019, the team worked closely with allies of organized labor and UFCW 1776KS members to defeat a liquor privatization bill that would have led to the elimination of 3,500 UFCW 1776KS members' jobs. Despite an intense lobby effort by the privateers, the proponents failed to earn a vote on the House floor.

LEGAL

Legal Director Bellew Asfa

The Legal Department manages a wide array of responsibilities for the Local, including providing representation for our 35,000 members in grievance and arbitration matters. Our team is responsible for evaluating unresolved grievances presented for review; determining their arbitrability; and, when appropriate, managing the arbitration process. The team also coordinates and manages the outside council on additional issues and challenges and ensures the Local remains in compliance with all federal and state reporting and other requirements.

In 2019, the Team delivered a series of significant wins for members in Bargaining Units across our Local, including Mission Foods, Spectrum, CTI, Wise Foods, and Hershey Foods. The monetary awards ranged from \$2,000 to \$25,000 for our members. At Mission Foods alone, the team settled 5 grievances that led to a total of \$91,000 in monetary payouts for our members. At CTI, the team secured an award returning the member back to work with full back pay resulting in pay off of \$25,834 for our member. We secured a \$2000 settlement for a member at Spectrum. At Wise Foods, we secured settlements for 3 workers that totaled \$7,500 in compensation.

In total, our Legal department's efforts in 2019 resulted in more than \$325,000 returned to Local 1776KS members in the form of back pay and settlements, as well as additional healthcare and benefit contributions.

The team also partnered with outside counsel, Elliott Greenleaf of Delaware, to protect the interests of our Riverbend Foods members in wake of the company's bankruptcy filing. We reached an agreement with Riverbend that ended the Collective Bargaining Agreement (CBA), and in exchange, the company has approved claims for outstanding severance, vacation, personal days and health and welfare benefits. Under the agreement, the Union's claim is a "priority claim" which means that it gets paid in full before any other unsecured creditor gets paid, a critical distinction for our members. This was a major victory for our members. (This matter has yet to be fully resolved.)

The Legal Department also continued to pursue federal litigation stemming from the United State Supreme Court's Janus ruling in 2018.

The legal team continued to play a critical role in the Local's successful effort to organize workers in the state's cannabis industry, helping to implement and enforce Labor Peace Agreements with growers, processors and dispensaries.

The team assists Union Representatives with any issues they may have and take other tasks as assigned from the Union Leadership.

LEGAL DEPARTMENT



BELLEW ASFA



TOM COOK



TONY ZOLLO



EDUCATION

Education Coordinator Marcy Kelly

Well-educated stewards and an informed membership are keys to our strength and solidarity in negotiating good contracts and protecting members' rights. To that end, the Education Department, led by Coordinator Marcy Kelly, keeps up a rigorous schedule of trainings across our jurisdiction.



The department develops orientation materials for new members, manages steward education sessions, coordinates health and safety trainings, and hosts classes for the general membership. The department also designs and leads trainings for Local 1776KS staffers, so that our team can better serve members.

Over the past year, Marcy has led workplace-specific educational seminars for stewards at Cargill, JBS, Knouse Foods, Hershey, Empire Kosher, Wise, and the Pennsylvania Liquor Control Board. In addition to honing basic leadership and representational skills, stewards received a state of our union message from President Wendell Young IV and learned more about issues specific

to their industries. A key focus of these activities is to engage government allies including, in 2019, U.S. Rep. Madeleine Dean, Democratic Leader of the PA House of Representatives Frank Dermody, and PA State Senators Vince Hughes, Jay Costa and Pam Iovino.

The department has also hosted well-attended regional steward seminars in western PA, from Erie to Pittsburgh and surrounding areas, and in the Ohio Valley of WV and OH. These seminars helped stewards to become more adept at their jobs and led to the development a real synergy among members in a variety of workplaces. We are stronger as a Local because of our diversity and these seminars are key to developing that strength.

Making sure that our member leaders are well-educated and prepared to tackle workplace issues is the most important thing we can do to build the solidarity needed to bargain and enforce good contracts and to give members the care and service they deserve.

The Education Department will continue to serve the Local and our 35,000 members in 2020. Planned activities include the Local's first state-wide and multi-state steward seminar since the 2018 merger between Locals 23 and 1776.



ADMINISTRATIVE

Membership Services Coordinator Liana Reed



The UFCW 1776KS Administrative Support team consists of over a dozen hardworking staff members who keep a complex labor union that provides services to 35,000 members and over 10,000 retirees running. The team is responsible for providing support for every facet of our operations across PA, from processing new members to handling local-wide mailings and contract updates.

The Administrative Support team is the backbone of each of our union offices. This group of experienced professionals is led by Michele Michael (Southeast Division Office Manager), Jenn France (Western Division Office Manager), Patti Pericci (North Central Division Office Manager), Liana Reed, (Membership Services Coordinator), Diane Johnstone (Database Administrator), Dawn Brown (Executive Assistant to the Western Division Director), Glen Roetman (Information Technologies), and Marissa Giorgio (Assistant to the President).

Most recently, the Membership Services department, led by Liana Reed, has been updating the member databases post-merger to allow member representatives to more easily access member profiles on the go, file grievances, and access important information.



The team this year transitioned the Local to new phone systems which allow members to reach their Representative faster.

The team has begun to implement a major overhaul of our database system which will allow staff to add new features to reflect the diversity and growth of our local. The team will continue to strive to ensure Local 1776KS members receive the best service possible.



COMMUNICATIONS

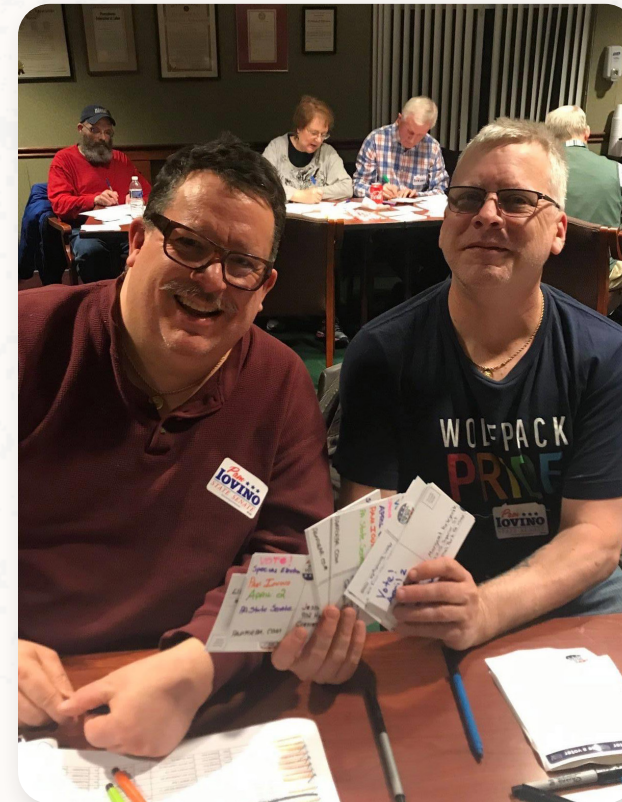


In 2019, the Communications team partnered with virtually every department across the Local to ensure that our 35,000 members remained informed of all of our efforts to negotiate strong contracts, make sure their workplaces are safe, and deliver value for our membership.

The Communications team assisted in facilitating many of the Local's strong partnerships with advocates and allies in the Labor movement, elected officials across party lines, and advocates who share our commitment to higher wages for all working men and women. Throughout 2019, the team also took greater advantage of the Local's social media platforms to engage more members, as well as local elected officials and state lawmakers. We worked with a host of specific Bargaining Units to highlight members' contributions to the Local and to their communities.



We continue to make every effort to engage our 35,000 members. Please take just a few seconds and visit our website at www.ufcw1776.org and click on the "Update Contact Information" button. Please remember to reach out to our team and share photographs and news about the great work you are doing at your worksite, in your communities, and on behalf of all of your union brothers and sisters by sending an e-mail to communications@ufcw1776.org.



STAFF DIRECTORY

EXECUTIVE OFFICERS



WENDELL YOUNG
PRESIDENT
w@ufcw1776.org
610-940-1805



MICHELE KESSLER
SECRETARY - TREASURER
mkessler@ufcw1776.org
800-635-6994 ext. 302



TONY HELFER
RECORDER
thelfer@ufcw1776.org
724-514-3228 ext. 226

NORTH - CENTRAL DIVISION REPRESENTATIVES



MICHELE KESSLER
NORTH-CENTRAL DIVISION DIRECTOR
mkessler@ufcw1776.org
800-635-6994 ext. 302



CHRIS SNYDER
ASSISTANT DIRECTOR NORTH-CENTRAL DIVISION, NEGOTIATOR
csnyder@ufcw1776.org
800-635-6994 ext. 308



LINDA BELLO
LEAD REPRESENTATIVE
lbello@ufcw1776.org
800-635-6994 ext. 306



MIKE BAKER
REPRESENTATIVE
mbaker@ufcw1776.org
800-635-6994 ext. 319



CATHY PANINSKI
REPRESENTATIVE
cpaninsky@ufcw1776.org
800-635-6994 ext. 315



ALONDRA ROSARIO
REPRESENTATIVE
arosario@ufcw1776.org
800-635-6994 ext. 305



CARLOS ROMAN
REPRESENTATIVE
croman@ufcw1776.org
610-940-1853



JOSE ORTIZ
REPRESENTATIVE
jortiz@ufcw1776.org
800-635-6994 ext. 318



RYAN ZARKESH
REPRESENTATIVE
rzarkesh@ufcw1776.org
800-635-6994 ext. 310

SOUTHEAST DIVISION REPRESENTATIVES



BOB MARTUCCI
DIRECTOR SOUTHEAST DIVISION
bmartucci@ufcw1776.org
610-940-1849



NANCY YOUNG
LEAD REPRESENTATIVE
nyoung@ufcw1776.org
610-940-1814



MARY OWENS
LEAD REPRESENTATIVE
mowens@ufcw1776.org
610-940-1776 ext. 794



JACKIE HAGEN
REPRESENTATIVE
jhagen@ufcw1776.org
610-940-1828



ALLEN HASARA
REPRESENTATIVE
ahasara@ufcw1776.org
610-940-1848



BARBARA JOHNSON
REPRESENTATIVE
bjohnson@ufcw1776.org
610-940-1842



JIM MCCLOSKEY
REPRESENTATIVE
jmccloskey@ufcw1776.org
610-940-1818



MIKE MCFARLANE
REPRESENTATIVE
mikemcfarlane@ufcw1776.org
610-940-1829



ROB MCVEIGH
REPRESENTATIVE
rmcveigh@ufcw1776.org
610-940-1852



MELINDA ROBERTSON
REPRESENTATIVE
mrobertson@ufcw1776.org
610-940-1836



PAM SAUNDERS
REPRESENTATIVE
psaunders@ufcw1776.org
610-940-1843



ERIC THOMAS
REPRESENTATIVE
ethomas@ufcw1776.org
610-940-1835



JOHN TYNAN
REPRESENTATIVE
jtynan@ufcw1776.org
610-940-1824

WESTERN DIVISION



TONY HELFER
WESTERN DIVISION DIRECTOR
thelfer@ufcw1776.org
724-514-3228 ext. 226



LANCE HUBER
ASSISTANT DIRECTOR WESTERN
DIVISION
lhuber@ufcw1776.org
724-514-3228 ext. 209



JULIE CURRY
LEAD REPRESENTATIVE
jcurry@ufcw1776.org
724-514-3228 ext. 233



JIM D'ALESSANDRO
REPRESENTATIVE
jalessandro@ufcw1776.org
724-514-3228 ext. 247



JON LAPINSKY
REPRESENTATIVE
jlapinsky@ufcw1776.org
724-514-3228 ext. 228



RICH LENHART
REPRESENTATIVE
rlenhart@ufcw1776.org
724-514-3228 ext. 227



TOM MALICK
REPRESENTATIVE
tmalick@ufcw1776.org
724-514-3228 ext. 225



STACIA YOUNG
REPRESENTATIVE
syoung@ufcw1776.org
724-514-3228 ext. 230



VIC WEISS
REPRESENTATIVE
vweiss@ufcw1776.org
724-514-3228 ext. 201

NEGOTIATORS



MARK JACOBS
LEAD NEGOTIATOR
mjacobs@ufcw1776.org
610-940-1860



ED AUER
NEGOTIATOR
eauer@ufcw1776.org
724-514-3228 ext. 231



KEVIN DREW
NEGOTIATOR
kdrew@ufcw1776.org
610-940-1810

LEGAL



BELLEW ASFA
LEGAL DIRECTOR
basfa@ufcw1776.org
610-940-1855



TOM COOK
LEGAL
tcook@ufcw1776.org
724-514-3228 ext. 206



TONY ZOLLO
LEGAL
tzollo@ufcw1776.org
610-940-1878

POLITICAL & EDUCATION



CHRIS NAYLOR
LEGISLATIVE AND POLITICAL
DIRECTOR
cnaylor@ufcw1776.org
610-940-1812



LESLIE BOND
POLITICAL AND LEGISLATIVE
REPRESENTATIVE
lbond@ufcw1776.org
724-514-3228 ext. 203



MARCY KELLY
EDUCATION COORDINATOR
mkelly@ufcw1776.org
610-940-1847

FIELD OPERATIONS



LEONARD PURNELL
FIELD OPERATIONS COORDINATOR
lpurnell@ufcw1776.org
610-940-1822



CHRISTOPHER KNIGHT
ORGANIZING REPRESENTATIVE
cknight@ufcw1776.org
610-940-1776 ext. 848

ADMINISTRATIVE



MARISSA GIORGIO
ASSISTANT TO THE PRESIDENT
marissagiorgio@ufcw1776.org
610-940-1809



BILL COER
COMPTROLLER
bcoer@ufcw1776.org
610-940-1776 ext. 889



GLEN ROETMAN
INFORMATION TECHNOLOGIES
groetman@ufcw1776.org
610-940-1776 ext. 788



DANEEN BOYCE
EXECUTIVE ASSISTANT
dboyce@ufcw1776.org
610-940-1803



MICHELE MICHAEL
OFFICE MANAGER
mmichael@ufcw1776.org
610-940-1776 ext 785



JENN FRANCE
EXECUTIVE SECRETARY,
WESTERN DIVISION
OFFICE MANAGER
jfrance@ufcw1776.org
724-514-3228 ext. 216



PATTI PERICCI
NORTH-CENTRAL
OFFICE MANAGER
ppericci@ufcw1776.org
800-635-6994 ext 303



DAWN BROWN
ASSISTANT TO WESTERN
DIVISION DIRECTOR
dbrown@ufcw1776.org
724-514-3228 ext. 202



DIANE JOHNSTONE
DATABASE ADMINISTRATOR
djohnstone@ufcw1776.org
610-940-1776 ext 892



KIM CARBONE
ADMINISTRATIVE SUPPORT
kcarbone@ufcw1776.org
610-940-1859



TRISH HOWITZ
ADMINISTRATIVE SUPPORT
thowitz@ufcw1776.org
610-940-1776 ext 896



LIZ HUTCHINSON
ADMINISTRATIVE SUPPORT
estone@ufcw1776.org
724-514-3228 ext. 207



KATIE KAUFFMAN
ADMINISTRATIVE SUPPORT
kkauffman@ufcw1776.org
724-514-3228 ext. 222



CINDY NIMAL
ADMINISTRATIVE SUPPORT
cnimal@ufcw1776.org
724-514-3228 ext. 221



JULIA SETTINO
ADMINISTRATIVE SUPPORT
jsettino@ufcw1776.org
724-514-3228 ext. 115



JEANIE JACOBS
COLLECTIVE BARGAINING
DEPARTMENT ASSISTANT
jjacobs@ufcw1776.org
610-940-1776 ext 781



BERNADETTE FAHRINGER
ACCOUNTING
bfahringer@ufcw1776.org
610-940-1839



ALEX YOUNG
HUMAN RESOURCES
GENERALIST
groetman@ufcw1776.org
610-940-1825

MEMBERSHIP SERVICES



LIANA REED
MEMBERSHIP SERVICES
COORDINATOR
lreed@ufcw1776.org
610-940-1776 ext 787



BILL FAHRINGER
MEMBERSHIP SERVICES
bfahringer@ufcw1776.org
610-940-1776 ext 797



JILLIAN JOHNSTONE
MEMBERSHIP SERVICES
jjohnstone@ufcw1776.org
610-940-1776 ext 798



KRISTEN MEE
MEMBERSHIP SERVICES
kmee@ufcw1776.org
610-940-1776 ext 778



LUANN SALDUTTI
MEMBERSHIP SERVICES
lsaldutti@ufcw1776.org
610-940-1776 ext 776

FACILITIES MANAGEMENT



JEFF FARINA
FACILITIES DIRECTOR
jfarina@ufcw1776.org
610-940-1776 ext 773



REY NIEVES
FACILITIES MANAGEMENT
rnieves@ufcw1776.org



CLARENCE REED
FACILITIES MANAGEMENT



CURTIS REED
FACILITIES MANAGEMENT
creed@ufcw1776.org



CARL TRUNK
FACILITIES MANAGEMENT
ctrunk@ufcw1776.org



JIM WEBER
FACILITIES MANAGEMENT
jweber@ufcw1776.org

UFCW UNITED LATINOS

The United Latinos of the UFCW is an organization of men and women who have joined together to promote the issues and pursue interests important to Latino workers.

The United Latinos have the purpose of empowering Latino workers within the UFCW and local communities. They are building Latino pride to help others better understand cultural differences and celebrate them. The United Latinos helps teach others that through UFCW membership there is a better way of life that includes better wages, health benefits, pensions, job security, and DIGNITY.

The United Latinos empowers Latino workers through education, political participation, community involvement, and the solidarity of union membership. Through outreach programs, they build partnerships with other groups also working to improve the rights and lives of Latino men and women.

The United Latinos helps assist the International, Regions, Locals, and other organizations in their efforts to communicate, organize, and represent Latino members. They routinely help with rallies, union organizing, immigration issues, Latino

worker training, voter registration, GOTV, and more. The United Latinos are the face and voice of the UFCW when reaching out to Latino working men and women.

UFCW Local 1776KS staff representative, Jose Ortiz, is currently on the Board for the United Latinos and is working to help keep the organization thriving. Most recently, the United Latinos have been working to make the UCAN program more accessible to members and provide scholarships to help with the cost of applying for citizenship.

For more information about the 1776KS United Latinos contact Jose Ortiz at jortiz@ufcw1776.org.



UFCW OUTREACH

UFCW OUTreach is the UFCW International Union's constituency group for LGBTQ+ members and Allies. In OUTreach our Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) members and Allies come together to organize for social and economic justice for all regardless of age, race, gender, creed, color, immigration status, sexual orientation, gender identity or gender expression.

UFCW Local 1776KS participated in four Prides across Pennsylvania in 2019- in July in Wilkes Barre (NEPA Pride), in August in Allentown (Lehigh Pride), in June at Philly Pride and in October at OUTFEST (Philadelphia). We marched with Union Pride and we tabled, meeting thousands as we distributed information about our Union and gathered postcards supporting a PA LGBTQ non-discrimination bill. In the past, we've also participated in Prides in Harrisburg (Central), New Hope, and Pittsburgh. All UFCW 1776KS members and their families are welcome to join us!

Across all our divisions in 2019, Union Negotiators have continued updating our union contracts non-discrimination clauses to include sexual orientation, gender identity and gender expression. Ensuring that all our members feel safe in their workplace is important.

UFCW Local 1776KS Secretary Treasurer and North-Central Division Director Michele Kessler is the Chair of UFCW OUTreach since it was created in 2013. Longtime 1776KS Acme union steward and 1776KS Executive Board member Charles Young is a founding member of the OUTreach Board and has also been involved in coordinating events throughout Pennsylvania. Charles just retired at the end of 2019.

For more information about 1776KS OUTreach contact Michele Kessler at mkessler@ufcw1776.org or Chris Knight at cknight@ufcw1776.org.



THE UFCW WOMEN'S NETWORK

The primary purpose of the UFCW Women's Network is to unify UFCW women through an International network. Women, who comprise more than 50% of the UFCW International's members, represent a powerful resource for the union. The Network believes that active participation of women members in the UFCW will enhance our union's strength at the bargaining table, in organizing campaigns, and in the political arena.

The Women's Network assesses women's common issues and concerns at work, and develops action programs to address those issues. The Network supports the formation of women's committees and caucuses at the International, Regional, and Local levels, wherever feasible. In cooperation with the International Union and its Civil Rights and Community Action Department, the Network assists where appropriate in organizing programs to address the critical needs of unorganized workers.

For more information about the 1776KS Women's Network group contact Carla Dorsey at cdorsey69@icloud.com.



THE UFCW MINORITY COALITION

The Minority Coalition is an organization of workers, banded together without discrimination as to race, color, creed, gender, or sexual orientation, believing in the right of every human being to life, liberty, and the pursuit of happiness. The Minority Coalition supports and works with organizations such as the National Association for the Advancement of Colored People, Urban League, A. Philip Randolph Institute, Coalition of Black Trade Unionists, Labor Council for Latin American Advancement, Coalition of Labor Union Women, and more. They assist minorities and women and support objectives in gaining civil rights.



It is the objective of the Minority Coalition to combine and direct their influence and patronage in such a way as to bring the benefits of Unionism to all and to assist, promote, and encourage views that will help strengthen, develop understanding and promote qualified minorities and women into positions of authority.

For more information about 1776KS Minority Coalition contact Len Purnell at lpurnell@ufcw1776.org.

UFCW LOCAL 1776KS RERUM NOVARUM CHARITABLE TRUST

Rerum Novarum is one of the encyclicals of Pope Leo XIII delivered on May 15, 1891. This was the first major statement on the Union's moral right to represent fair pay and decent compensation.

The Rerum Novarum on the condition of the working classes states that, "religion teaches the rich man and the employer that their work people are not slaves; that they must respect in everyman his dignity as a man and as a Christian; that labor is nothing to be ashamed of, if we listen to right reason and to Christian philosophy, but is an honorable employment enabling a man to sustain his life in an upright and credible way; and that it is shameful and inhuman to treat men like cattle, to make money by, or to look upon them merely as so much muscle or physical power. . . to exercise pressure for the sake of gain, upon indigent and destitute, and to make one's profit out of the need of another is condemned by all laws, human and divine."



On the 100th year (Dentesimus Annus) of the encyclical Rerum Novarum, Pope John Paul II stated his commitment and the commitment of the Catholic Church to the social teachings of Pope Leo XIII.

Pope John Paul II stressed the importance of Collective Bargaining to workers, he added that "Just Wages" which should be sufficient to enable a worker to support himself and his family is a right which a worker has as a person. The Pope noted further that "if through necessity or fear of a worse evil, the workman accepts harder conditions because an employer or contractor offered no better, he is made the victim of force and injustice."

Local 1776KS presented its first Rerum Novarum Award to the Sisters of the Blessed Sacrament which has shown unfaltering dedication to human rights. In 1891, Katherine Drexel formed the Sisters of the Blessed Sacrament under the direction of the author of the Rerum Novarum, Pope Leo XIII. Their mission was based in Philadelphia and extended to the West and South to serve the Native American and African American communities in those years following the Civil War and the American Indian Wars.

The Rerum Novarum Charitable Trust exists today to contribute to charitable causes, providing grants to individuals and organizations. Local 1776KS is committed to continue honoring individuals and organizations which are recognized for their contribution to social justice.

THE WENDELL W. YOUNG III SCHOLARSHIP FUND

The Wendell W. Young III Scholarship Fund was created in honor of UFCW Local 1776KS president emeritus, Wendell Young III. This Scholarship Fund was designed to provide scholarships for members to attend school and pursue their education. To apply for this Scholarship, an applicant must be a member of Local 1776KS and in good standing, or a child (up to age 26) of a member in good standing. The applicant must also be a recent high school graduate pursuing postsecondary education.

This scholarship typically is awarded through an essay contest open to members and their children. The Wendell W. Young III Scholarship Fund has awarded dozens of scholarships to date.



BUD LUTTY CHARITABLE SCHOLARSHIP TRUST

The Bud Luty Charitable Scholarship Trust provides a scholarship to students who will be attending school on a full-time basis and are pursuing either (a) a post-secondary degree from an accredited college or university or (b) a certificate of graduation from an accredited vocational school. The student or an immediate family member must be a participant in the plan.

The Bud Luty Charitable Scholarship Trust has total plan assets of \$56,685 and serves 1,455 participants. The Trust spent a total of \$48,207 in 2018 providing scholarships to members and their families.



THE SPIRIT OF 1776

The Spirit of 1776 is a political committee which helps elect pro-worker candidates to office. It does so independently of and separately from those candidates' campaigns. UFCW Local 1776KS has been a generous supporter of the Spirit of 1776 and utilizes this vehicle as another avenue to advocate for workers and their families.

THE UFCW LOCAL 1776KS POLITICAL ACTION COMMITTEE



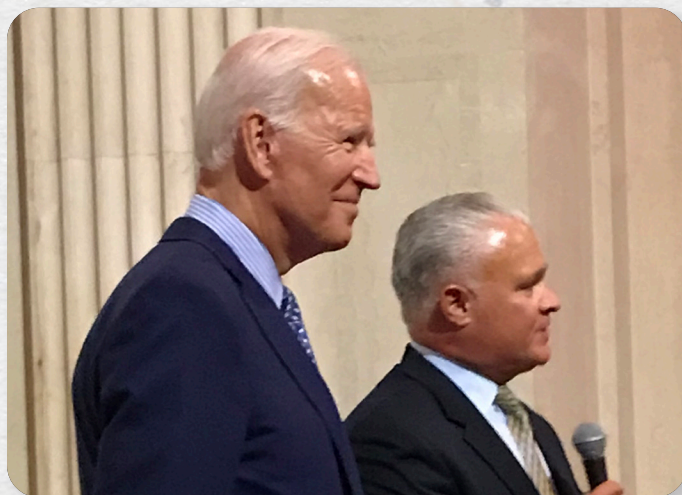
The Local 1776KS Political Action Committee (PAC) helps union members to support pro-labor candidates for political office. Now, more than ever, union members need strong, fully-funded PACs to protect their job security, wages and benefits.

Our members' voices in Harrisburg, Washington and municipal chambers throughout the Local 1776KS jurisdiction are represented through PAC. Using our pooled contributions, we support pro-worker candidates who share our commitment to worker rights, health care, safe working environments and a level playing field that gives workers a fair opportunity to organize and protect their bargaining rights.

The Local 1776KS PAC has been proud to support candidates at every level who represent the interests of our union's members, including former President Barack Obama, U.S. Sen. Bob Casey, Governor Tom Wolf and many U.S. House and Senate members. The PAC puts the power of our members' union to work in politics. A strong PAC helps protect our wages, job security and benefits.



The provisions we earn for members at the bargaining table are increasingly under attack from elected officials. The Local 1776KS Legislative Program is designed to build power for working families. The goal of the Local 1776KS PAC is to support those candidates and elected officials who share our goal to protect workers.



UNION CITIZENSHIP ACTION NETWORK PROGRAM (UCAN) HELPS MEMBERS WITH PATH TO CITIZENSHIP

Local 1776KS has established a Union Citizenship Action Program, UCAN, to assist eligible members and their families to navigate the complex immigration system to apply and achieve their dreams of becoming naturalized citizens.



The Local has made a substantial commitment to this program, training our Representatives and Stewards on how to assist in this process, and conducting workshops across our jurisdiction to aid eligible members and their families on the application process. There is no cost for these services, which include a legal review of all applicants' materials.

Through this program, Local 1776KS has partnered with various organizations that support our members, including the Hazleton One Community Center, Mount Olives Church of God in Philadelphia, Make the Road Pennsylvania, JBS Souderton, Inc., the Lehigh Valley Central Labor Council, and the Electrical Workers (IBEW) Local 375 in Allentown. These organizations have provided us space to conduct these important workshops in the communities where our members live and work and we thank them for their support.

We have provided training and other services at JBS USA, Cargill, Hanover Foods, and Knouse Foods. Since the program's inception in 2015, we have assisted more than 340 members and their families at nearly 30 workshops, in Philadelphia, Hazleton, Allentown, Reading and Gettysburg.

Sadly, many individuals have been taken advantage of with services that aid in applying for naturalization. In addition to the required application fee set by the Department of Homeland Security, we know that some individuals pay anywhere from \$1,000-3,000 for legal services, which is just not possible for many of our members seeking to become naturalized citizens. In addition, we know that some organizations have offered such services for a cost but end up cheating an individual out of their money with little to no help in applying.

In addition to providing these services free of charge, we have also established the Local 1776KS Dream Fund, to help offset some of the cost of applying. To be eligible for a scholarship of up to \$181.25 (or 25% of the cost of applying),

a member, or their family member, must go through one of our UCAN Workshops and apply without any federal waiver.

Local 1776KS remains committed to helping our eligible members and their families to apply to become citizens. Our diversity makes us stronger.



UFCW 1776KS COMMUNITY ACTION AND CHARITABLE GIVING

- AFL-CIO Adopt A Family

AFL-CIO COPE

Allegheny County Labor Council Working Families Program

Allegheny County CLC "Stuff the Bus" Toy Drive

American Federation of Teachers Union

Autism Speaks Walk

BASH Annual Scholarship Fundraiser

Bucks CLC Trenton Thunder Night

Bucks County CLC COPE

Cargill Solidarity Fund

Carl C. Huber Memorial Charity Event

City of Pittston Fire Department

COPE Entertainment Night

EVX Team

Friends of Laura Sims Skate House

Germania Hose Company

Greater Pittsburgh Community Food Bank

Great Pittston Regional Ambulance

Greater Wilkes-Barre Labor Council Helping Ecuador

Jenkins Township Volunteer Hose Company

Keystone Research Center and PA Budget and Policy Center
- LAANE: A New Economy For All

Lady Clippers

Leukemia & Lymphoma Society

Loveall Foundation for Children

LVLC Community Service and Education Committee Projects

MHC Fundraiser

Minority Coalition

MontCo Police Officers Memorial Fund

Mon Valley Unemployed Committee

Morning Star Baptist Church

National Ataxia Foundation

National Brain Tumor Society

National MS Society

NEPA Labor Day Festival Benefitting Keystone Wounded Warriors

Pantry Plus More

Peggy Browning Fund

St. Martin of Tours Catholic School

Strike Out ALS: Phillies Phestival

Stamp Out Hunger

Philly CLUW (Coalition of Labor Union Women)

PA Unemployment Project

Reading Berks Labor Day

Sen. Tartaglione: Community Day Picnic
- Shop Rite Colalillo Race for Hunger

Tim Tebow Foundation: Night to Shine

TWU Golf Outing

UFCW Charity Foundation

UFCW Local 27 Charity Event

UFCW Local 99 Charity Event

UFCW Local 135 Charity Event

UFCW Local 152 Charity Event

UFCW Local 1428 & Local 1167 Charity Event

UFCW Local 1500 Light the Night

UFCW Local 700 Shoot For a Cure

UFCW Local 951 Bowl A Thon

UFCW OUTreach

UFCW United Latinos

United Way of Allegheny County

United Way of the Greater Lehigh Valley TeenWorks Program

Uplift Solutions, Inc. Sustainable Food Solutions

West Virginia Flood Victims Support

West Virginia Labor Federation AFL-CIO

WMGK Turkey Drop

WMGK Veterans Radio-thon

Workers Memorial Day

Women's Law Project



FINANCIAL SUMMARY

UFCW Local 1776 Keystone State has a large and complex financial structure that has grown stronger as the result of the merger between Locals 1776 and 23. Our new statewide footprint and collective voice of 35,000 members allows us to leverage our resources to better serve all our members. We continue to confront increased external pressures and increases in expenses, including worksite closures that have hampered our Local and our national economy. The Local continues to implement more technology to achieve efficiencies. We are also making strategic investments in property to add value and bolster revenues.

It is important to note that we are a diverse union, representing workers in healthcare and light manufacturing, retail and entertainment, and the public sector, among others. Our diversity is key to our financial stability and allows us to maintain union dues at fair and reasonable levels for all members.

The Financial Summary provides a snapshot of our financial position. It is not a fiscal year-end audit report. It is important to understand that the assets identified on the attached Balance Sheet do not reflect their current market value, particularly the various real estate holdings the Local owns throughout the Commonwealth of PA. The Local has significant equity in these various commercial properties and these properties contribute a significant stream of rental income, which is reinvested in real estate, informational technologies, and most importantly, the Local's membership. The Local also generates a material amount or revenues through technology licensing agreements.

We will continue to innovate to our members' benefit and provide long-term financial stability.

United Food and Commercial Workers Local 1776KS and Subsidiary
CONSOLIDATED STATEMENT OF CASH ACTIVITY
Year Ended December 31, 2019

Cash Receipts:

Dues & Initiation Fees	\$ 18,880,863
Rental, Data Processing & Other Income	2,400,355
Total Cash Receipts	\$ 21,281,218

Cash Disbursements:

Salaries & Wages	\$ 6,099,523
Benefits & Payroll Taxes	2,601,989
Per Capita Taxes	5,830,163
Loan & Interest Payments	798,039
Capital Expenditures	407,560
Servicing & Admin Costs	4,030,066
Occupancy & Rental Costs	1,180,209
Total Cash Disbursements	\$ 20,947,549

Net Change In Cash \$ 333,669

United Food and Commercial Workers Local 1776KS and Subsidiary
STATEMENT OF FINANCIAL POSITION
Year Ended December 31, 2019

Current Assets:

Cash & Cash Equivalents (unrestricted)	2,984,223
Cash & Cash Equivalents (restricted)	1,604,824
Accounts Receivable, net	74,590
Prepaid Expenses & Other Current Assets	569,861
Total Current Assets	5,233,498

Property, Improvements, & Equipment, net	3,179,691
Rental Property, Improvements, & Equipment, net	3,979,212
Other Non-Current Assets	25
Total Assets	12,392,426

Liabilities & Net Assets (Deficit)

Current Liabilities:

Current Portion of Bank Loans / Leases	749,852
Accounts Payable; Accrued Expenses; & Other	1,576,787
Total Current Liabilities	2,326,639

Long-Term Liabilities:

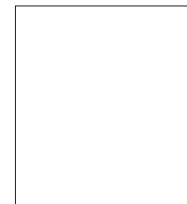
Long-Term Portion of Bank Loans / Leases	7,763,555
Other Long-Term Liabilities	1,258,502
Non-Controlling Interest in Real Estate Partnership	902,459
Total Long-Term Liabilities	9,924,516

Net Assets (Deficit) 141,271





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



**BINDING
CONTRACT**

OFFICE LOCATIONS

Main Office

Southeast Division

1-866-329-1776

3031-A Walton Road,
Plymouth Meeting, PA 19462

North Central Division

1-800-635-6994

2007 Highway 315,
Pittston, PA 18640

Western Division

1-800-562-2523

345 Southpointe Blvd.,
Suite 300, Canonsburg, PA 15317

Harrisburg

1-866-329-1776

150 South 43rd Street,
Suite 214, Harrisburg, PA 17111

Este informe también está disponible en
español, por favor llame al 1-800-635-6994
Ext. 306 para una copia

This Report is also available on
UFCW1776.org



**WE MAKE THE
DIFFERENCE**

**IT PAYS TO
BELONG**



SOLIDARITY

UFCW BY MEDIA GROUP **DISPLAY 30**
PRINTERS AND ALLIED TRADES
LOCAL 391