

1262 **Banner**

SPECIAL SUMMER READING ISSUE

AMERICA'S LABOR MOVEMENT

STRONGER THAN EVER!

Can you guess what these products have in common?
Answer on page 13

Harvey Whille
PRESIDENT

John Colella
SECRETARY-TREASURER

Michael DeMartino
RECORDER

EXECUTIVE BOARD VICE PRESIDENTS

- | | |
|---------------------------------------|-----------------------------------|
| Ruby J. Boston, ShopRite | Cynthia McCarthy, Local 1262 |
| Donald "Richard" Brock, Stop & Shop | William J. McNeill, ShopRite |
| Robert P. Brozowski, Jr., ShopRite | Donald Merritt, Local 1262 |
| Gerald A. Callan, ShopRite | Michael N. Piccicacco, Local 1262 |
| James Cullen, ShopRite | Joseph "Joe" Riccio, ShopRite |
| Tina Galante, ShopRite | Carolanne Romeo-Grazul, ShopRite |
| Michael "Mike" Georgiano, Stop & Shop | Beverley "Bev" Ruddock, ShopRite |
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 Donald Merritt, Asst. Field Director
 Thomas Whille, Asst. Field Director

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- | | |
|-------------------|----------------------|
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| Bonnie Flowers | Shelby Scott |
| Richard Janssen | Anthony Yodice |

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Cynthia McCarthy

EXECUTIVE SECRETARIAL STAFF

Christine Connery Gladyz Feimster

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PLEASE NOTE:
 All photos in this issue (both masked and unmasked) were taken under strict COVID-19 Guidelines. Additionally, we only identify our members by their full name when they want to be.

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President: Harvey Whille
 Secretary-Treasurer: John Colella
 Editor: Cynthia McCarthy

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Labor Union Movement Gaining More Strength Than Ever

In the early part of the 1900s, the nation's labor movement dominated the headlines as workers, fed up with long hours, dangerous working conditions and low wages, joined together to make a better life for themselves and their families.

As a result, many of the things that we as workers (union and non-union) take for granted today have become a way of life, including workplace safety regulations, a minimum wage standard and even holidays.

We are now witnessing perhaps another historic moment as more and more non-union workers across America are exercising their rights to organize in their workplace and join a Union.

Why this sudden resurgence in unionization? There are many reasons, but key among them is the battle by non-union workers for better wages, affordable health care coverage and better job protections. All the things a solid union contract – like yours – ensure and something that our members wisely voted to maintain when they approved contract extensions well into the future that insure that your healthcare costs do not increase and that pension and retirement contributions would continue.

According to a new report by Rutgers University, New Jersey's service industry in particular has seen a marked increase in labor organizing during the past two years, with unionization in New Jersey outpacing 44 other states. Here at Local 1262, we have continued our efforts by organizing workers in your stores (such as the maintenance workers in the Livingston ShopRite) and by following up leads provided by rank-and-file Local 1262 members who have friends or family who work in non-union businesses.



Harvey Whille

The report also stated that after two years of workplace uncertainty mostly due to the pandemic, non-unionized workers (especially young workers) realized how few job protections they actually had. (The Rutgers Study reported that during the pandemic union members earned an average 21% more than non-union workers with full-time workers earning 10 percent more on average and part-time workers earning 53 percent higher wages).

The Study also found that women, people of color, and younger workers see the biggest rise in wages with a union contract.

Private sector unionization in New Jersey now stands at 8.3 percent – higher than the national average – with blue collar jobs the most unionized.

So, after more than a century, America's workers are still seeing the value of a union contract and labor unions are still delivering on the promises they made to earlier generations: contracts that secure higher wages, job protections and better working conditions.

I am also proud to say that amidst all this "Union Fervor", Local 1262 has been and continues to be one of the strongest – if not THE strongest – unions in the nation consistently providing our members with solid union contracts and job protections enforced by our Union Representatives whose level of service and professionalism is unmatched anywhere.

As always, I consider it an honor and a privilege to serve as your President.

Harvey Whille

AT DEADLINE

Local 1262 is pleased to report that as the result of the ongoing and relentless monitoring and intervention on our members behalf during the A&P/Pathmark Bankruptcy, your union was able to secure \$227,000 that will be contributed to our Pension Fund. This is in addition to back-pay and other funds that were secured by the Local for our members formerly employed by Pathmark, a highly complicated matter that has been unfolding since A&P declared bankruptcy in 2015.

Free Educational Programs

**UFCW MEMBERS
CAN ENROLL IN
JOB READINESS
COURSES
FOR FREE**

Available Courses:

- ✔ Work Essentials
- ✔ Computer Essentials
- ✔ Money Essentials

Learn more at
UFCW.org/WorkforceEssentials



**Other FREE Education Courses
for members Include:**

- GED Prep
- Two-year Associates Degree
- Four-year Bachelors Degree
 - Learn A New Language
 - Workforce Essentials

For details on these programs,
information on Local 1262 programs & weekly
news updates for Local 1262 Members

Visit www.ufcw1262.org

**Join Local 1262's Text Program — Text Updates 1262 to 83071
Get the latest info on new programs, discounts & more!**

KNOW BEFORE YOU GO

Local 1262 would like to remind our members that they should always call to confirm that a health care provider is in our network. Whether it is a doctor, a testing or screening center, a hospital or even an Emergency Room – Know Before You Go!

If you use a provider outside the network your insurance claim can be denied – unnecessarily costing you money!

So remember Know Before You Go by calling Horizon BC/BS Member Services at 1-800-355-2583 (24/7) or our Health & Welfare Office at 1-800-522-4161 (Monday to Friday 9 a.m. to 4:30 p.m.).

Have You Recently...

...Changed Your Address?

...Married or

Changed Your Name?

...Changed Beneficiaries?

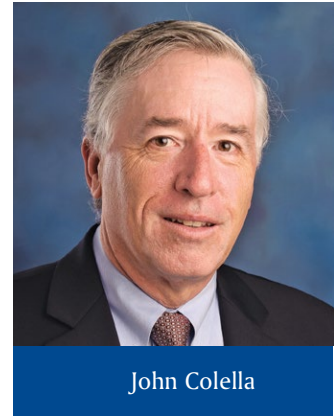
Let Us Know.

See Your Union Representative
or call Local 1262 and ask
for the appropriate form.

From NJ 1-800-562-6913

From Other States 1-800-526-7814

Local 1262 Delivering Benefits To Our Members & On Sound Financial Footing



John Colella

As noted in President Whille’s message, the Labor Union Movement is going strong and growing due to workers who are becoming more aware of the benefits and protections provided by a Union Contract.

Local 1262 has always prided itself and worked hard to ensure that our more than 25,000 members have strong contracts that not only protect them daily on-the-job – by our experienced professional Union Representatives -- but also protect and provide for their health and their future.

As we all know, healthcare costs nationwide are continuing to increase (sometimes in the double-digits) yet Local 1262 has been able to maintain your health care benefits at no increased cost to you.

And, at a time when few part-time workers receive any type of health care or other benefits – especially those who do not belong to a union – we are also proud to be able to provide our members who work part-time with what we call “The Tunnel Plan” of Benefits (see page 7 for a full description of these benefits).

Local 1262 members also receive life insurance coverage at no cost to them.

When it comes to planning for and securing your future when you are done working, Local 1262’s contracts provide members – both those who work full-time and part-time – with retirement benefits also funded by your employer at no cost to you. Very few workers today have any type of employer sponsored retirement plan – let alone plans that are fully paid for by their employer.

(NOTE: We are pleased to report that thanks to the sound financial decisions made by the Local and our Fund Trustees, the Pension Plan is solid and will be a source of income for our members upon their retirement.)

There are also “Unseen Benefits” in your contract that many workers do not have and, although extremely important, not as easy to put a specific dollar value on. These include things like over-time pay; paid sick, personal and vacation time; seniority protections; scheduling procedures and much more.

There is also the Grievance Procedure which contractually guarantees that certain on-the-job difficulties you may face – such as suspensions or wage issues – are formally filed and brought to the attention of your employer by our Union Representatives who will then intervene on your behalf to ensure the best outcome for you – the Local 1262 member. More than 1,029 grievances were successfully resolved by our Union Reps in 2021 alone, resulting in more than \$315,236.91 in back-wage claims paid out to our members.

It is extremely important to remember that all of these benefits are negotiated by YOUR UNION as part of contract negotiations with your employers.

What does this mean to you personally? In the health care benefit sector alone, consider the following:

(Continued on page 10)

UFCW LOCAL 1262 BENEFITS PAID 2017 to 2021

Local 1262 Benefits	2021	2020	2019	2018	2017
Medical & Hospital	\$81,419,789.63	\$74,344,550.17	\$75,631,882.34	\$73,409,425.52	\$67,893,530.16
Prescription Benefits	\$30,280,917.15	\$30,887,360.48	\$29,306,177.76	\$26,457,432.36	\$25,820,327.50
Dental Benefits	\$3,477,936.36	\$3,144,026.05	\$4,203,765.25	\$4,333,009.65	\$4,514,640.78
Vision Benefits	\$705,161.41	\$730,213.08	\$752,576.46	\$780,769.40	\$799,265.51
Prepaid Legal	\$760,410.00	\$794,448.00	\$817,938.00	\$841,018.50	\$831,546.00
Pension Benefits	\$63,139,173.49	\$60,689,004.96	\$58,090,918.62	\$55,101,334.89	\$52,175,025.60
Death Benefits	\$518,416.19	\$502,380.49	\$496,634.96	\$496,209.23	\$506,777.73

MAKE YOUR VOICE HEARD – REGISTER AND VOTE!

The UFCW prides itself on being “The Voice of Working America,” working to advance initiatives of importance to its more than 1.3 million members.

In addition to Union Membership, you can also make sure that your voice is heard in city hall, the statehouse and in Washington by REGISTERING TO VOTE. It’s said that Politics Control Everything. And it is true. Everything from funding for our schools and roadways to the taxes we pay, environmental protections and health care regulations. Your voice on these and other issues important to you and your family can only be heard by supporting the candidates who respect and will fight for your needs.

This year’s General Election – which includes several extremely important Congressional Races – is Tuesday, November 8.

Voter registration forms for New Jersey, New York and Pennsylvania are available on our website by clicking on the Vote Slide. You can also register in-person at your county election office.

To vote in the General Election, you must register by:

Friday, October 14	If you live in New York
Tuesday, October 18	If you live in New Jersey
Monday, October 24	If you live in Pennsylvania



For those members already registered to vote, we urge you to take a few minutes on Election Day to cast your ballot for the candidates that best represent the needs of you and your family. A few minutes at the ballot box can make a world of difference over the next four years.

We also support our members who currently serve in office or are thinking of running for a local office.

Members who are thinking of running for office, should check out the New Jersey AFL-CIO’s Labor Candidates School which provides union members with the skills (e.g., public speaking, fundraising, voter contact, etc.) they need to mount a successful run for public office. The Free Program has helped hundreds of union members – including UFCW members – run and get elected since its inception nearly 20 years ago. For more information, visit www.njafclcio.org/become-a-labor-candidate. This year’s program will be held on Saturday, August 13 and Sunday, August 14.

Has Management Asked You For A Meeting or Grievance?

Remember that as a Union Member you have certain rights under the law!



*Harvey Whille, President
John Colella, Secretary-Treasurer
Mike DeMartino, Recorder*

Know Your Rights!

- You have the right to request the presence of a Union Representative or Shop Steward during any investigatory interview you reasonably believe might result in disciplinary action.
- You have the right not to be interviewed until your Union Representative or Shop Steward is present.
- You have the right to have your Union Representative or Shop Steward assist you during the interview to organize and explain your facts.

These are your rights under the Weingarten Decision, a case heard in the US Supreme Court, which ruled that you have the right to have your Union Representative present when you are interviewed by your employer if you reasonably believe the interview may lead to disciplinary action.

Questions?

**Speak To Your Shop Steward
Or
Call Your Union Representative**

From NJ
1-800-562-6913

From Other States
1-800-526-7814



FURTHER YOUR EDUCATION WITH FREE UFCW-MEMBER ONLY PROGRAMS

Before you know it the Back-to-School Season will be upon us with our thoughts turning to school and learning.

But, as a UFCW member, you can further your education any time at all – and do it at no cost to you.

Some of the Free Education Programs available to UFCW members include:

Free Two- and Four-Year College – You and members of your family can earn an Associate’s Degree or Bachelor’s Degree — all online. You don’t pay out of your own pocket for tuition, fees or books. Visit www.myufcw.org/benefits/college.

Free GED Tutoring Program – In partnership with Essential GED, this program allows members to take free classes to prepare them to pass the GED test. The classes are self-guided and you can log in on your phone, tablet or computer to take classes whenever you have time. The program also connects you to local testing centers that administer the GED test. Visit www.myufcw.org/benefits/ged.

Free Workforce Essentials Courses – Get the knowledge that will help you advance your career by improving or expanding your skills. Current online courses include Work Essentials, Computer Essentials and Money Essentials. Visit www.ufcw.org/workforce-essentials/

Free Language Lessons – UFCW members can use this benefit to learn a foreign language online and at their own pace. All lessons are self-guided. The program gives members access to online classes to learn Spanish, French, Italian, Mandarin, and over 70 other languages including 20 different ESL courses. Visit www.myufcw.org/language.

There are also several Scholarship Programs available for our members including Local 1262’s Annual Scholarship Program, The UFCW International Scholarship Program and the UnionPlus Scholarship program. For information on these Scholarship Programs please visit Local 1262’s web site – www.ufcw1262.org

A SPECIAL REMINDER FOR OUR MEMBERS WHO WORK PART-TIME!

Did you know that as a Local 1262 member who works part-time you receive benefits?

Most Part-Time workers in America have few if any benefits. But thanks to the Collective Bargaining Agreement negotiated by your Union you receive these benefits at no cost to you.

Vision Benefit, Pre-Paid Legal Plan and Dental Plan Cards are automatically mailed to you as you achieve each milestone in your employment.

If you have questions about these benefits speak to your Union Representative or call our Health & Welfare Office at 1-800-522-4161.

And don’t forget that eligible members who work full-time receive these benefits as well as health coverage after three months.

ALL LOCAL 1262 MEMBERS ALSO HAVE A \$4,000 ACCIDENTAL DEATH LIFE INSURANCE POLICY

LIFE INSURANCE

After 6 months of employment

VISION PLAN

After 12 months of employment

LEGAL PLAN

After 18 months of employment

DENTAL PLAN

After 24 months of employment

Workers Memorial Day 2022

On Thursday, April 28, Local 1262 members, their employers and their customers observed a two-minute Moment of Reflection to pay tribute to those in the grocery industry, health care, agriculture and packing houses who continued to unselfishly serve their communities during the pandemic.

Local 1262 thanks our members who have placed service above self by helping feed the communities in which we live and work.

Local 1262 would also like to extend a Special Thank You to all of the employers and companies who participated in this Joint Union-Employer Ceremony and helped make this year's event so meaningful.



Pharmacy Tech Sue Ugalde prepares for a Moment of Reflection at the Cedar Knolls ShopRite.



Cedar Knolls ShopRite Member Ann Pilla.



Local 1262 Member Jacqueline Dellavalle at the Colonia Fresh Grocer.



Alyssa Konsol, Tyler Monaco & Jim Koval of the Pompton Plains Stop & Shop.



New Paltz (NY) Tops Markets Members Kimberly, John & Kristen.



ShopRite Brookdale Members Erik Fortunato, Toni Metsopulos, Gina Lagrutta & Bill Hayes.



Brookdale ShopRite Bakery Crew: Carl, Roe, Jose, William, Felix, Yaya, Caroline, Samantha & Jolene.



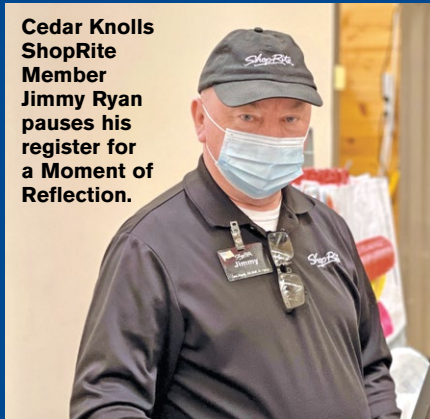
Executive Board Member Ruby Boston & Shernell Jones, Newark ShopRite.



ShopRite of Howell Members Dominic Ditre, Lorraine Pike & Eileen Lane.



Sea Girt Foodtown Members Dee, Lenore & Madeline.



Cedar Knolls ShopRite Member Jimmy Ryan pauses his register for a Moment of Reflection.



Preston, a member at the Stop & Shop in Pompton Plains, pauses for a Moment of Reflection.



Washingtonville (NY) Stop & Shop Members John Brower & Dylan Ryan.



Cedar Knolls ShopRite Member Katherine MacKenzie & Shop Steward Eileen Palmero.



Food Bazaar Shop Stewards Eddy Rosario & Luisa Arango



Local 1262 Members join with management and customers for a Moment of Reflection at the Spotswood ShopRite.

SNAPSHOTS

IN THE SPOTLIGHT

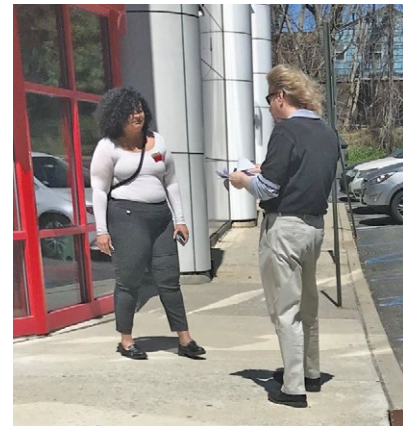
Destiny Gerety, a part-time clerk at the West Milford ShopRite and member of Local 1262, auditioned for – and was selected for – The National Anthem at this year’s Special Olympics in June. Destiny will also be running in this year’s games. Watch a future issue of The Banner for an update on Destiny’s success.



BETTER WAGES FOR BOB'S WORKERS

Local 1262 recently joined forces with Local 888 to handbill workers and customers at Bob’s Discount Furniture Stores in our region. Bob’s workers are not being paid fairly when it comes to commissions and on-line sales. Handbilling here are Local 1262 Union Representatives (left to right): Steve Blaho, Rick Madore, and Ed Magierowski

If you know of anyone who works in a Non-Union business who would like the benefits a Union Contract provides, please call Local 1262 and ask to speak to one of our Assistant Directors.



UFCW Local 1262 Secretary-Treasurer’s Message

(Continued from page 5)

According to recent studies by the Kaiser Family Foundation, the average US Health Insurance Plan premium for full-time family coverage is \$21,342 per year – or \$1,778 per month – and the average employee contribution towards that coverage is \$5,969 per year (not including the related deductible and co-pay costs). Because Local 1262 members have such a comprehensive plan and coverage with low co-pays and deductibles, your employers contribute more than that average each month.

So, when all is said and done, this means that in addition to your weekly salary, you are also receiving hundreds or dollars in benefits at no cost to you – all because you are a member of Local 1262.

In summary, Local 1262’s commitment to our credo – to protect and ensure our members rights and their benefits – is stronger than ever and a shining example of what a union contract can provide for its members. With contracts like yours setting the industry standard, is it any wonder that non-union workers are organizing in record numbers?

As always, if you have any questions about your union contract and its benefits, please speak to your Union Representative either when she/he is visiting your store or via telephone.

Respectfully submitted,
John Colella,
Secretary-Treasurer

ER ORGANIZING UPDATE

Livingston ShopRite Maintenance Team Votes YES to Their First-Ever Union Contract

You see these folks every day, working tirelessly both inside and outside the store to make sure the store is clean and welcoming for shoppers. And, because they organized and voted to join a union in March, these members were able to secure their first-ever Union Contract. Their CBA (Collective Bargaining Agreement), like all Local 1262 member contracts, ensure they will be treated fairly on the job and calls for contractually agreed upon benefits that include scheduled wage increases and health and welfare benefits.

This Organizing Victory comes on the heels of the decision to join Local 1262 and ratify a contract that

the Maintenance Workers at the East Orange ShopRite accomplished in late 2021.

If you know of workers who would like to join a union — either in your store or at another business — please contact Local 1262.

Other recent Contract Ratifications include those at Foodtown, Fresh Grocer and Food Bazaar.

And of course, let's not forget the vote to extend the ShopRite and Stop & Shop Contracts thereby locking in 100 percent employer funded health and welfare benefits and pension/retirement contributions.



New Local 1262 Members Joseph Derival & Vivianne Etienne at the Livingston ShopRite.



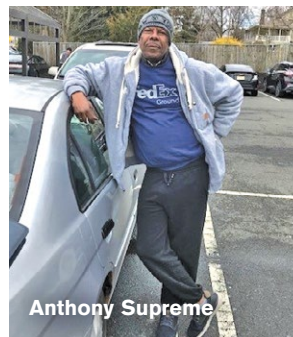
Assistant Field Director Don Merritt meets with Food Bazaar members to review their new contract.



Livingston ShopRite members Millander Dellian & Brandon Adams.



Matrice Emmanuel, Livingston ShopRite Member.



Anthony Supreme



Livingston ShopRite Member Freddy Irwin



Recorder Michael DeMartino (seated at front) discusses the new contract with Foodtown members.



Livingston ShopRite Member Shanique Jacobs.

DID YOU KNOW? A LITTLE LABOR UNION HISTORY

“Rosie The Riveter” is one of the most readily recognizable icons of the Labor Movement and continues to be until this day.

While Norman Rockwell introduced the “concept” in the Saturday Evening Post, the image we recognize today was created in 1942 by J. Howard Miller and was first featured on a Westinghouse Electric Poster called WE CAN DO IT.

The rest, as they say, is history. In fact, the campaign was so popular that the song “Rosie the Riveter” filled airwaves in 1943.

The US Government recognized the power of this image and embarked on a campaign that would recruit millions of women to join the workforce and forever change the direction not only of the war, but our workforce.

WHY IS THIS IMPORTANT?

“Rosie” exemplified the American can-do spirit and the fact that women could work in previously male-dominated jobs. More than 310,000 women worked in the U.S. aircraft industry in 1943, making up

65 percent of the industry’s total workforce (compared to just 1 percent in the pre-war years).

WAS ROSIE A REAL PERSON?

Yes. Over the years there has been much debate about the real “Rosie.” Current research, however, indicates that she was in fact Naomi Parker Fraley. Ms. Fraley, who died at 96 years old in Longview, Wash., was a waitress who worked in a Navy Machine Shop during World War II from which the illustrator took his inspiration.

“I didn’t want fame or fortune,” Mrs. Fraley told People magazine in 2016, when her connection to Rosie first became public. “But I did want my own identity.”



Editors Note: Information for this article was obtained from www.history.com and other sources.

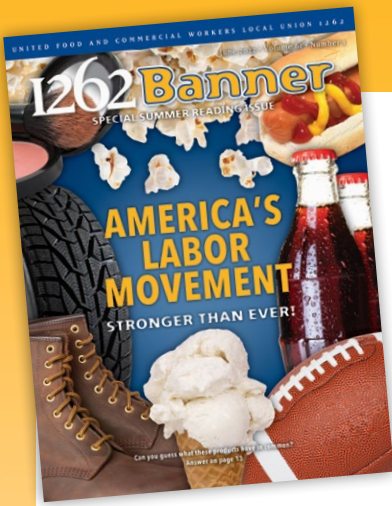
Two Special Discount Programs for UFCW Members!

MY UFCW
www.myufcw.com

UnionPlus
www.unionplus.org



From movie tickets to mortgages – and everything in between!



From Front Cover: What Do These Products Have in Common?

The Answer Is: They are all products made by UFCW members and/or other Labor Union Members.

Many of the common household and other products that we buy and use every day are made by UFCW members or members of other Labor Unions. Diverse products that range from Wilson Footballs, to BF Goodrich Tires, Chapstick, Coppertone and Bain de Soleil Sunscreens, Flintstone Vitamins, Ajax, Alka Seltzer, Boars Head, Corning Ware and thousands of other products

As Union Members yourself, it is important that we Shop Union and Buy Union whenever we can and that we help spread the word to our friends, family and neighbors. When you SHOP UNION & BUY UNION you help create and preserve good paying jobs with contractually secured benefits and job protections.

Planning a vacation this summer? Look for Union Made Products and Union Staffed businesses such as Budget Rent A Car. And don't forget to bring along some Union Made games like Hasbro's Barrell of Monkeys and Chutes and Ladders.

Heading out to America's Favorite Pastime? Keep in mind that the folks out on the playing field are also union members as are some of the concessionaires.

Thinking of taking in a movie to cool off? Union Members are keeping us entertained too as members of SAG (Screen Actors Guild) who work in front of the cameras and behind the scenes as well as members of the American Federation of Musicians, the Director's Guild of America, the International Alliance of Theatrical Stage Employees, the International Brotherhood of Electrical Workers and others.

Editor's Note: The products and services listed in this article are for educational and entertainment purposes only. While Local 1262 supports Shopping Union & Buying Union-Made we do not specifically endorse any particular product or service.

For a comprehensive list of UFCW-Made and Union-Made Products visit: www.labor411.org/listing-region/consumer-products/

Answers Clockwise From Top Left On Front Cover: Avon and other make-up products; Jiffy Pop, Orville Redenbacher's and other popcorns; Ballpark and other franks; Coca-Cola and other softdrinks; Ben & Jerry's Ice Cream; Thoroughgood Workboots; BF Goodrich and other tires.

August is National Children's Vision Month

Did you know that one out of four school age children suffer from some type of uncorrected vision problem? And although school-based vision screenings are helpful, they do not replace the need for a comprehensive eye examination by a Doctor of Optometry. In fact, some 75 percent of children with vision problems are missed on school screenings.

What can parents do? Be pro-active and make an appointment for an eye health evaluation today.

And parents and adults...if you haven't had your annual eye exam, book yours too.

Please note: Eligible Local 1262 members who work full-time receive vision care coverage for themselves and their dependents after three months. Eligible members who work part-time receive coverage for themselves after 12 months. If you have questions about your coverage call our Health & Welfare Fund at 1-800-522-4161.



United Food & Commercial Workers Local 1262 Nomination Of Officers

The offices of President, Secretary-Treasurer, Recorder and Vice Presidents 1 through 24 inclusive are open for nomination for election to three-year terms of office commencing January 1, 2023 and ending December 31, 2025. The nominations shall be conducted by petition. Each of the 24 vice presidents is numerically designated for nomination and election purposes. For example, Vice President Number 1, Vice President Number 2, etc.

This shall serve as official notice to the active membership of UFCW Local 1262 that nomination petitions for any of the above offices must be submitted in person, by U.S. Mail or other carrier no later than 4:30 p.m., Friday, July 1, 2022 at the main office of UFCW Local 1262, 1389 Broad Street, Clifton, NJ 07013 to the attention of General Chairperson.

Each page of the petition will contain the name of the active member being nominated, the specific office for which

that member is being nominated and valid, verifiable original signatures. No less than 448 active members in support of said nomination are required. Petitions are available from James Mulholland, General Chairperson, UFCW Local 1262, 1389 Broad Street, Clifton, NJ 07013. The nominating petition will contain information sufficient to permit the General Chairperson to verify the identity of the signatories thereto, for that purpose, in addition to their signature, each member should print their full name and address and last four digits of their Social Security number. Only active members of UFCW Local 1262 shall be permitted to solicit and obtain nomination signatures from active members. Each page of the petition must contain verification that all the signatures on the petition page were solicited and obtained by an active Member of UFCW Local 1262.

ARTICLE XII Elections

Section A. All officers shall be elected by secret ballot of the membership, and their term of office shall be for three years, commencing January 1, 2022. Terms of office shall expire on December 31, and the terms of newly elected officers shall commence on January 1.

Section B. Nominations and elections shall be conducted during the last six months preceding the expiration of the term of office.

Section C. Not less than 30 days prior to the deadline for the receipt of nomination petitions, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the manner for conducting the nominations, the actual number of signatures required for nomination petitions, the deadline date for the receipt of petitions, and all other relevant requirements for the filing of petitions, including what each petition is required to contain.

Not less than 15 days prior to the election, notice shall be mailed by the Local Union to each member at the member's last known home address, setting forth the times, dates, and places for conducting the election.

Notice of nominations and election may be combined into a single notice, which shall be mailed in accordance with the time requirements specified in the first paragraph of this Section.

Section D. No person shall be eligible for nomination or election to any office unless such person is:

1. An active member in the Local Union, who has been an active member in the Local Union, or who had been a member of another organization merged with the Local Union, for a continuous aggregate of at least 12 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs; or

2. An active member in the Local Union who has been an active member in the International Union continuously for at least 24 months immediately preceding the month in which the deadline for the receipt of nomination petitions occurs.

Any member satisfying the eligibility requirements of this Section must maintain continuous active membership in the Local Union to remain eligible to run for or hold elected office.

Section E. 1. Nominations shall be conducted by petition. Nomination of a member for a specific office shall require the signatures of 2 percent of the average monthly active membership of the Local Union, based on the number of active members on which the Local Union pays per capita to the International Union, for the twelve-month period ending with the next to last month prior to the month in which the notice of nominations is mailed to the membership.

2. The top of each page of the petition shall indicate the member who is being nominated and the specific office for which the member is being nominated. If a member is being nominated for a Vice President position, the petition shall specify the numerically designated Vice President position for which the member is being nominated. Any petition may nominate more than one member for office, provided that each member is being nominated for a different office and that the office for which each member is being nominated is specifically indicated. Each petition shall contain the signature, printed name, and other identifying information, as determined by the general chairperson of the election, of each member signing the petition.

3. Petitions shall be filed at the Local Union office by mail or in person. The original signatures are required to be filed, and transmission by facsimile, computer, or other form of electronic transmission shall not be valid.

4. If a signature on any petition is not accompanied by a printed name or the other identifying information required by the general chairperson, but the identity of the member can be determined from the signature, the signature shall be deemed valid and shall be counted.

Section F. No member may run for more than one office in any election and no member may hold more than one elected office at any one time. The regular employees of the Local Union shall not constitute more than 50 percent of the membership of the Local Union Executive Board.

Section G. Any active member in the Local Union, as defined in Article 4(B) of the International Constitution, shall be eligible to vote in the Local Union's elections.

Section H. 1. The elections shall be conducted at such times and places as will afford all active members a reasonable opportunity to vote.

2. The President shall select a general chairperson, who shall be a member of the United Food and Commercial Workers, to supervise the conduct of the nominations and election and not less than three members to act as election judges to assist the general chairperson. The general chairperson and election judges, who together shall constitute the election committee, shall not be candidates for Local Union office. The general chairperson shall establish the applicable dates, times, places, manner, and procedures for the nominations and election. The election committee shall maintain custody of all ballots and election registers during the conduct of the elections. Where multiple polling places are used, at least one election judge or the general chairperson shall supervise the election at each polling place.

3. Each eligible member desiring to vote shall sign an election register authorized by the general chairperson of the election. The

voter shall be given a ballot authorized by the general chairperson and shall be provided an opportunity to vote the ballot in secrecy. Ballots shall bear no number or marks which might identify the voter. After marking the ballot, the voter shall fold and place it in a secured ballot receptacle provided by the election committee. Alternative procedures for voting by machine, adequate to ensure the secrecy of the ballot, may be provided. Candidates may have observers, who shall be active members of the Local Union. Adequate safeguards to ensure a fair election shall be provided by the Local Union officers and election officials.

4. Where the election is conducted at a single polling place, the results shall be tallied and recorded by the general chairperson of the election and the election judges at the close of the voting.

5. Where the election is conducted at multiple times or polling places, the general chairperson of the election and not less than three election judges designated by the general chairperson shall meet not later than the second day following the last day on which the election was held and at a time and place to be specified by the general chairperson to tally and record the results of the election. As may be determined by the general chairperson prior to the balloting, the ballots may be counted at the close of each polling place, provided that the general chairperson or at least one election judge is present, and provided further, that the general chairperson and not less than three election judges designated by the general chairperson shall tally and record the final results of the election as provided above in this paragraph.

Section I. 1. In lieu of or in addition to the election procedure provided for above, the general chairperson of the election may determine to conduct the election by a mail referendum in its entirety or in outlying areas.

2. An election by mail referendum shall be conducted as follows:

a. The election general chairperson and election judges will send by first-class mail to each active member of the Local Union eligible to vote by mail ballot the following: (1) instructions, which may be printed separately or printed on the ballot, as to the procedure to be used by the members in casting their secret ballots by mail; (2) one official ballot; (3) one envelope bearing the words "Secret Ballot," with no identifying number or marks; and (4) a ballot return envelope, which shall either contain a label with the member's name and address or clearly ask the member to print their name and address, and which shall be pre-addressed to a post office box obtained solely for the purpose of the mail referendum.

b. The Local Union election general chairperson shall establish a deadline for the receipt of return mail ballots, which shall

be no earlier than 15 days or later than 30 days after the date upon which the ballots are mailed to the members; provided that, if separate notice setting forth the manner and the dates that the ballots will be sent to the membership and that the return mail ballots must be received has not previously been mailed to each member at their last known home address, the receipt deadline shall be no earlier than 20 days after the date upon which the ballots are mailed to the members. If only a portion of the election is conducted by mail ballot, the receipt deadline shall be within the limits provided above and, in addition, the same as the date established for the close of voting in the non-mail portion of the election.

c. On the day of the receipt deadline, after 12:00 noon, at least two members of the election committee shall together pick up the mail ballots and return them unopened to the place specified by the general chairperson, and thereupon the election committee shall open and count the ballots. The general chairperson and the election judges shall remove the Secret Ballot envelope containing the ballot from all ballot return envelopes verified to have been sent by eligible voters. After all the Secret Ballot envelopes have been separated from the return ballot envelopes, they shall be opened and the votes tabulated by the general chairperson and election judges. If only a portion of the election is conducted by mail ballot, the election committee shall open and count the mail ballots following the close of voting in the non-mail portion that day.

d. Adequate safeguards to ensure the secrecy of each voter's ballot and the fairness of the mail referendum shall be provided by the Local Union officers and election officials.

e. In all other applicable respects, the provisions of the International Constitution and these bylaws relating to the election of Local Union officers shall govern.

Section J. The general election chairperson may determine to conduct a vote by other method approved by the International Executive Committee.

Section K. Write-in candidates and proxy voting shall not be permitted.

Section L. A plurality of votes cast shall be required for election except as to the offices of Local Union President and Secretary-Treasurer, where a majority of votes cast shall be required for election. Where the election for an office other than President or Secretary-Treasurer results in a tie or where no nominee for Local Union President or Secretary-Treasurer receives a majority of votes cast, a runoff election between the two nominees with the higher number of votes shall be conducted.

Section M. When nominations have been completed and there are unopposed candidates, such unopposed candidates shall be deemed elected by acclamation.

Section N. The ballots and all other records pertaining to the nominations and elections, including the membership mailing lists which were used to send the notices of the nominations and elections, shall be preserved for not less than one year by the President.

Section O. A copy of the results of the election shall be immediately mailed to the International President.

Section P. Formal installation of the newly elected officers may be either before or after the start of their term of office to suit the convenience of the Local Union, but in any event, during either the month preceding or the two months following the start of their term of office; provided, however, that no officer shall be deemed to be in office unless bonded where required by the Constitution and laws of the International Union.

Section Q. 1. Not more than 15 days subsequent to the election, all challenges to the election shall be submitted to the general chairperson of the election. The Local Union general chairperson and election judges shall consider any such challenge and take such remedial action as they deem appropriate. Not more than 15 days subsequent to such decision, an aggrieved party may appeal such decision to the International President. Where the general chairperson of the election and the election judges fail to render a decision within 30 days of the Local Union election, the challenging party may appeal to the International President not later than 15 days thereafter.

2. The decision of the International President may be appealed to the International Executive Board not later than 30 days after such decision has been rendered.

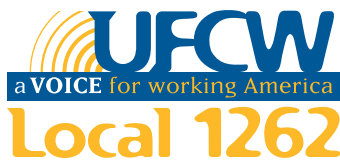
3. Any challenge or appeal which could have been presented in compliance with these filing requirements, but was not, shall be deemed to have been waived.

Section R. 1. Where vacancies occur in any of the elected offices of a Local Union, the Local Union Executive Board, not later than 90 days after the vacancy occurs, shall fill the vacancy for the balance of the term. However, a vacancy in the office of President shall be filled no earlier than 30 days nor later than 90 days after the vacancy occurs.

2. In the case of a vacancy in the office of President, the Secretary-Treasurer of the Local Union shall perform the President's duties until a new President is elected by the Local Union Executive Board.

3. Any member filling a vacancy must satisfy the eligibility requirements of Article XII, Section D of these bylaws as applicable to the filling of vacancies.

Section S. If any officer shall fail to attend three successive Local Union Executive Board meetings, without satisfactory excuse, the office shall be declared vacant by the Local Union Executive Board.



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IMPORTANT NOTICE REGARDING AVAILABILITY OF PENSION BENEFIT STATEMENT PLEASE READ

Every participant who has a vested accrued benefit under the UFCW Local 1262 and Employers Pension Fund (“the Pension Fund”) and who is employed by an employer who contributes to the Pension Fund may request a statement of his or her accrued benefit from the Pension Fund. The benefit statement is an estimate of the monthly benefit you have earned, based on the latest information available to the Pension Fund. You may request such a benefit statement once in any 12-month period.

This notice does not apply to you if you have already retired from the Pension Fund, or are not currently employed by an employer who contributes to the Pension Fund, or are not yet vested under the Pension Fund.

To request a benefit statement, please write to:

UFCW Local 1262 and Employers Pension Fund
1389 Broad Street
Clifton, NJ 07013

Attn: Pension Benefit Statement Request

If you need more information, you may call the Pension Fund Office at (973) 778-5800 or (800) 522-4161.

REMINDER: Always keep the Fund Office informed of any changes in your name, address, or marital status. Benefits cannot be paid if you cannot be located.

Board of Trustees

2022 GENERAL MEMBERSHIP MEETINGS

Local 1262 holds General Membership Meetings quarterly at our headquarters and encourages our members to attend. The 2022 schedule is provided below. Meetings begin at 7:00 p.m.

PLEASE NOTE THAT DUE TO COVID-19 RESTRICTIONS THE GENERAL MEMBERSHIP MEETINGS MAY BE HELD VIA TELECONFERENCE. PLEASE CHECK OUR WEB SITE TO SEE HOW YOU CAN PARTICIPATE.

Monday, July 25, 2022

Monday, October 24, 2022