

1262 **Banner**

LOCAL 1262

**YOUR
UNION**

**PROTECTING
YOUR RIGHTS
ENSURING
YOUR FUTURE**

Harvey Whille
PRESIDENT

John Colella
SECRETARY-TREASURER

Michael DeMartino
RECORDER

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| Sal Colarieti, Local 1262 | Michael Piccicacco, Local 1262 |
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| Dolores Jackson, ShopRite | Thomas Whille, Local 1262 |
| Kathleen Kemble, Stop & Shop | Suzanne Zimmerman, ShopRite |
| Cynthia McCarthy, Local 1262 | |

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 Sal Colarieti, Asst. Field Director
 Elizabeth Laughery, Asst. Field Director/Benefits
 Donald Merritt, Asst. Field Director
 Thomas Whille, Asst. Field Director

UNION REPRESENTATIVES

- | | |
|-------------------|----------------------|
| Steve Blaho | Ed Magierowski |
| Anthony Colarieti | Christopher Molinaro |
| Rich Ebbe | James Mulholland |
| Bonnie Flowers | Shelby Scott |
| Rick Madore | |

COMMUNICATIONS

Cynthia McCarthy

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Christine Connery Gladyz Feimster

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Secretary-Treasurer: John Colella
Editor: Cynthia McCarthy

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If you have comments, suggestions, information or news you would like us to consider for publication, please send to:

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Fax: 973-777-3430
Mail: 1389 Broad Street, Clifton, NJ 07013

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In Times Of Uncertainty, Your Union Contract Is Your Guarantee

No matter what side of the political fence you sit on, most of us agree that the past few months have certainly been a roller coaster ride. In the stock market, in the grocery store aisles, the unemployment office and even the very geography of the world, you never know what news you will wake up to.



Harvey Whille

Amidst all this, however, there is some stability for our members – your union contract.

Your contract is the foundation of your union membership. Your contract is negotiated for you by your union representatives with your input and support. The result is a contract with your employer that determines everything from your wages to your health and welfare and retirement benefits, to your vacation time.

Your contract is a legally binding document that your employer must adhere to and implement.

Because of your union contract your employer cannot:

- Fire you from your job at will
- Force you to work in an unsafe environment
- Fail to pay you the agreed-upon wage rate for your hours worked
- Fail to contribute money to your health and welfare and retirement benefits.

And so much more.

Your union contract covers every aspect of your job. It provides you with the respect and fair treatment that you deserve – and negotiated.

Although your contract clearly states what your employer can and cannot do, the day-to-day on-the-job reality can be very different. This is where the Grievance and Arbitration Clause in your contract (Article 14 in most contracts) comes in (grievance issues can be anything from unsafe working conditions, to not being paid the correct amount to an unjust suspension or dismissal). This clause allows your Union Representative to step-up-to-bat for you by enforcing your contract and protecting your job.

Outside of your contract, you have an additional “weapon” in your arsenal: your “Weingarten Rights” (see page 12 for details on how to invoke these rights).

These rights – established by a ruling many years ago by the Supreme Court – state that, by law, 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. Don't be afraid to invoke them!

Outside your workplace, swipes are being taken to – or proposed to -- unravel things like these rights and the institutions that protect the working class. These include labor-unfriendly appointments to the Supreme Court and the National Labor Relations Board, changes to the Social Security system, implementing new taxes on health and retirement benefits, among others.

However, you can step-up-to-bat to protect yourself and your family from these actions by VOTING for candidates who are on the side of working class people.

Although there is no Presidential Election this year I urge you to learn about the candidates who are running for equally important offices. These include everything from your local town council, to your State Legislative and Congressional Representatives.

And, if you live in New Jersey, it is extremely important to familiarize yourself with the Gubernatorial Candidates and where they stand when it comes to working families because they will determine what direction the state will take for the next four years.

For details on how to register to vote and issues affecting working families visit our website (www.ufcw1262.org).

By standing together and voting for the right leaders, we can protect and ensure our future and that of the generations to follow.

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

Harvey Whille

Benefits Snags? Call Betty

Did you know that Local 1262 has a special Health Benefits Liaison that can help you navigate out-of-the-ordinary health insurance problems such as denied coverage or similar issues?

For example, EOBs – Explanation of Benefits – are mailed to you when a claim is processed. Even though they can appear a bit daunting (sometimes multi-page double-sided pages) EOBs are actually fairly simple and provide you with a summary of what was paid on your behalf, and what, if anything, you might owe.

It is important to take a few minutes to review the EOBs when they arrive so that you know where you stand with your healthcare claim and that you do not inadvertently pay medical bills for which you may not be liable.

EOBs are required by law, but, as you might guess, are not REQUIRED to be easily and completely understood.

With that in mind, and to help our members protect themselves, a few years ago President Whille created an Assistant Directors Position to serve as liaison between our members and our Health & Welfare funds. This position, from what we know, is unique to our Local. Most Locals do not have a senior staff person dedicated solely to advocating for our members where it comes to health and welfare concerns.

Betty Laughery is that person at Local 1262.

Many of you already know Betty, either from the many years she served as a Union Rep at Local 1262 or from speaking with her about your health and welfare issues.

For those of you who have not had the benefit of meeting Betty, we are pleased to announce that she is out visiting your stores everyday to assist our members with these types of health and welfare concerns.

Whenever a health and welfare issue arises that cannot be resolved first through our Funds Office, you can call your Union Rep or contact Betty at our headquarters at 973-777-3700, extension 1915.

Betty is there to help “decipher,” if you will, things like the EOBs and to ensure that our members are getting the most out of the medical and retirement benefits we have negotiated on your behalf.



Have You Recently...

...Changed Your Address?

...Married or

Changed Your Name?

...Changed Beneficiaries?

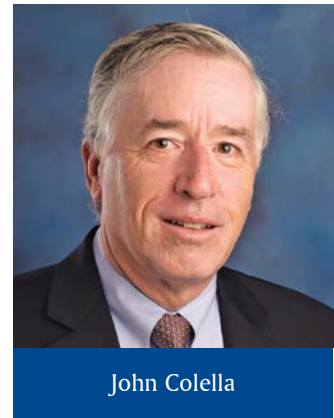
Let Us Know.

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 Is On Sound Financial Footing



John Colella

Local 1262 has always prided itself and worked hard to ensure that our more than 22,000 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 proud to be able to provide our members who work part-time with what we call “The Tunnel Plan” of Benefits. These include Life Insurance after six months of employment, Vision Plan after 12 months of employment, Legal Insurance after 18 months of employment and Dental Plan after 24 months of employment.

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 1,322 grievances were successfully resolved by our Union Reps in 2024 alone, resulting in more than \$91,228.35 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.

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.

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

UFCW LOCAL 1262 BENEFITS PAID 2020 to 2024

Local 1262 Benefits	2024	2023	2022	2021	2020
Medical & Hospital	\$94,144,990.93	\$91,086,097.13	\$83,964,756.54	\$81,419,789.63	\$74,344,550.17
Prescription Benefits	\$31,412,678.83	\$31,908,674.97	\$29,313,341.49	\$30,280,917.15	\$30,887,360.48
Dental Benefits	\$4,183,685.21	\$2,700,462.86	\$3,041,112.28	\$3,477,936.36	\$3,144,026.05
Vision Benefits	\$639,554.82	\$651,638.58	\$634,134.38	\$705,161.41	\$730,213.08
Prepaid Legal	\$736,033.50	\$718,893.00	\$721,323.00	\$760,410.00	\$794,448.00
Pension Benefits	\$73,885,183.22	\$70,456,475.99	\$66,719,303.18	\$63,139,173.49	\$60,689,004.96
Death Benefits	\$537,598.75	\$492,091.38	\$466,132.63	\$518,416.19	\$502,380.49

LOCAL 1262'S SHOP STEWARDS – A VITAL PART OF OUR UNION

Did you know that more than 275 Local 1262 members serve as Shop Stewards? This unique group of people volunteer to help their co-workers with on-the-job issues, questions about union membership, sitting in on grievance meetings with management when requested and a host of other things.

“Our Shop Stewards are the Voice of Local 1262 when we can’t be in the store,” said President Harvey Whille. “They are the go-to person when members have questions or concerns and deserve a round of applause for the assistance they provide.”

So the next time you see a Local 1262 Shop Steward, why not take a minute to thank them for their time and dedication.

Please join us in welcoming our newest Shop Stewards:

- Jimmy Brash, Parsippany ShopRite (joins Shop Steward Franca Castellino)
- Albert Cecilio, Lyndhurst ShopRite
- Nicole Cruz, Colonia Fresh Grocer
- Mary Ellen Gawronsky, Union ShopRite
- Amy Labonte, Clark ShopRite (joins Shop Stewards Carolanne Romeo-Grazul & Peter Flint)
- Ann Marie Laurie, Marlboro ShopRite
- Steven Linzey, Marlboro ShopRite
- Carizma Lopez, Mansfield ShopRite
- Rafaela Munoz, Chester ShopRite
- Stephen Petit, Woodbridge ShopRite (joins Shop Steward Rosane Kurtzo)
- Lisa Webb, Fisher Blvd. ShopRite (joins Shop Steward Chester Guiro)



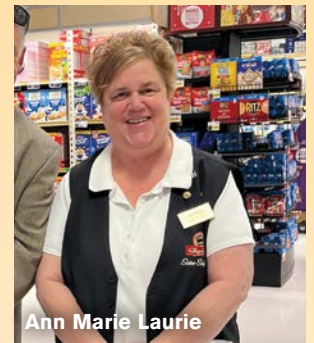
Steven Linzey



Carizma Lopez



Lisa Webb & Union Rep. Steve Blaho



Ann Marie Laurie



Nicole Cruz



Rafaela Munoz



Stephen Petit



Albert Cecilio & Union Rep. Anthony Colarieti

Shop Steward Tina Gaetano of the Westfield Stop & Shop is retiring after 47 years. During her retirement gathering, when someone asked her what her greatest achievement was during her career, she replied: “My best achievement was being a Shop Steward.” Congratulations and good luck Tina! We will miss you.

Note: The list of newly appointed Shop Stewards is current as of May 1, 2025.



Pictured here with Assistant Field Director Don Merritt and Union Representative Rich Ebbe.

LOCAL 1262 PRE-RETIREMENT SEMINAR

More than 75 Local 1262 members attended a Pre-Retirement Seminar held in Tinton Falls this spring and a seminar to be held on June 11 in Saddle Brook has reached full-capacity. The final seminar of 2025 will be held on September 10 in Woodbridge. Registration for the Woodbridge Seminar will open in early July. Information on how to register for that seminar will be posted in your Break Rooms, on our

website (www.ufcw1262.org) and on our Information Hotline (1-888-GET-1262). The free full-day seminar is open to members in the Local 1262 Defined Benefit Retirement Plan who are at least 55, have at least nine years of vesting service and are eligible to retire and features experts in Retirement Planning, Social Security and other topics you need to know to plan for your retirement.



Joan Madormo a 50-Year member from the Kearny ShopRite with President Whille



Lisa & Jeff Heath both work at the Toms River Rt. 37 ShopRite



Cindy Sleckman of the Toms River Rt. 37 ShopRite with husband Tom & President Whille.



AARP Volunteer Tom Phair is a regular speaker at Pre-Retirement Seminars

NICHOLAS FRESH GROCER & V&V APPROVE NEW CONTRACTS

Members employed by Nicholas Markets Fresh Grocer stores and V&V Foodtown in Lake Hiawatha approved new four-year contracts with their employers. The contracts, which expire January 6, 2029, provide continued health and welfare benefits with no change in the level of benefits and no co-pay on monthly premiums. They also provide continued contributions to the Defined Benefit and Defined Contribution Retirement Plans and wage increases for all full-time and part-time workers. We thank the rank-and-file Fresh Grocer and Foodtown members who served on the Contract Negotiation Committee and Contract Report Committee for their assistance in negotiating the new contracts.



Joseph Nasce of the No. Haledon Fresh Grocer & Nicole Cruz of the Colonia Fresh Grocer – members of the Contract Negotiation Committee.

SNAPSHOTS



Local 1262 is pleased to report that Food Bazaar purchased two Stop & Shop locations earlier this year. The two new Food Bazaar locations are in Carlstadt and Piscataway. To date the new locations have hired more than 110 employees who are now members of Local 1262.



Pictured here is Manny Sanchez of the Ramsey ShopRite who made the store's Cheerios display.



The Ramsey ShopRite won this year's Annual ShopRite Partners In Caring Cheerios Contest by raising nearly \$50,000 in donations collected at check-outs and other in-store promotions. The top five stores receive \$5,000 to donate to local food pantries and the remaining stores receive \$2,500 to donate. This year the program raised \$1.3 million throughout its network of stores. The top 47 fundraising stores are featured on limited-edition Cheerios boxes which are being sold at ShopRite this spring. Other winning stores that employ Local 1262 members include ShopRite of Bayonne, ShopRite of Brookdale, ShopRite of Byram, ShopRite of Clinton, ShopRite of Flemington, ShopRite of Franklin, ShopRite of Hackensack, ShopRite of Hillsdale, ShopRite of Lyndhurst, ShopRite of Mansfield, ShopRite of Metro Plaza/Jersey City, ShopRite of Morristown, ShopRite of New Milford, ShopRite of Newton, ShopRite of Ramsey, ShopRite of Sparta, ShopRite of Springfield, ShopRite of Succasunna, ShopRite of Sussex, ShopRite of West Orange, ShopRite of Chester (NY) and ShopRite of Stony Point (NY).



JOIN THE LOCAL 1262 TEXT MESSAGING GROUP

- Important updates & reminders from your union.
- Member-only discounts.
- Member-only programs and more!

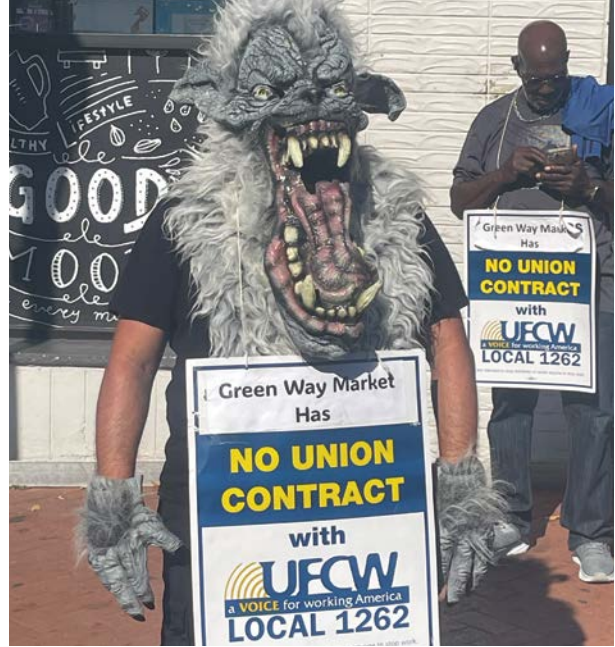
UPDATES 1262 TO 83071

SNAPSHOTS



Pictured here are Laura and Jen from the Watchung ShopRite.

The ShopRite at the Blue Star Shopping Center in Watchung re-opened its 72,000 square foot store in April. Owned by Village Super Market, Inc., which has been serving communities since 1937, the store features expanded produce and “grab-and-go” departments, as well as specialty counters for seafood and meat and soup and coffee bars. The store employs more than 200 Local 1262 members.



Local 1262 recently held informational picket lines at Non-Union stores in Maplewood and Bloomingdale. One participant got into the spirit and used Halloween as an opportunity to draw more attention to the line. Both lines were successful and received a lot of support from the local communities and their shoppers.

Glass Gardens ShopRite finalized the purchase of the Brookdale/ Bloomfield ShopRite and Newark ShopRite from long-time owner Neil Greenstein in January. The Greenstein’s “family-run” philosophy will continue on with the new owners who operate 11 other ShopRites in New Jersey and New York. In keeping with that philosophy, Local 1262 was able to enter a Memorandum of Agreement with the new owners that protected the 375 plus Local 1262 members employed at the two stores and provided a seamless transition under the new ownership. The MOA ensured that the members kept their seniority, sick, vacation and personal time and their health and welfare and pension benefits. We also successfully negotiated with Glass Gardens ShopRite to waive any probationary period for these employees, which is often a practice implemented during a corporate sale.



Our Shop Stewards at the Brookdale/Bloomfield ShopRite. Both work full-time. Gina LaGrutta (left) in Shop From Home and Deanna Ashton (right) is the HABA/Non-Foods Manager.



DID YOU KNOW...

That June 23, 1941 could technically be called Local 1262 Day? That is the year we were first chartered (known then as the Retail Clerks Association). Our name was changed when the merger with the UFCW International took place in the ‘80s.

And our headquarters (pictured here circa 1965) is a local “landmark” known by anyone who drives the Garden State Parkway and sees the “round building,” which opened on Labor Day 1965.

Local 1262 Scholarship Winners

President Whille is pleased to announce our most recent Scholarship winners. “Local 1262 is proud to be able to carry on this program for our members and their children,” said Whille. He added that to date, the Annual Scholarship Program has awarded more than \$1 million to more than 3,100 members and/or their children.

“This year was unique in that we had two sets of brothers and sisters who won. Alexander and Emily Christian and Justin and Kelly Grusz,” said Whille. “We urge our members and their families to apply for our scholarships. They can really help you move toward a great future.” (See inset about 2018 Scholarship winner Vinnie DeVaca).

The deadline for this year’s program is July 15. A Short-Form Application can be found on our website www.ufcw1262.org

Our 2024 winners are:

Alexander and Emily Christian – These twins’ mother Rebecca works in the Hillside ShopRite. Alex is attending Hudson Valley Community College in Troy, NY where he is majoring in Welding and Fabrication. Emily will be entering her junior year at the New Jersey Institute of Technology where she is majoring in Computer Science.

Erin Dalton – Erin’s dad Thomas works at the ShopRite in Kearney. She is majoring in Physics with a minor in Astronomy at the New Jersey Institute of Technology where she recently made the Dean’s List.

Christine Del Guercio – Christine’s dad Anthony works at the ShopRite in Nutley. She is attending Marywood University in Pennsylvania where she is studying to be a Speech Language Pathologist and is following a graduate-level program with hands-on clinical work in the community.

Hannah Doyle – Hannah’s dad Devon works in the Newton ShopRite. She is in her third year of the 4+1 Early Childhood, Elementary and Teachers Program at Monmouth University in West Long Branch and will be pursuing a Masters Degree in Special Education.

Athena Emnace – Athena’s dad Emilio Emnace, Jr. works at the Middletown (NJ) ShopRite. Athena attends Harvard University where she is studying Biomedical Engineering.

Justin and Kelly Grusz – Both of Justin and Kelly’s parents – Mary Jane and Daniel – work at the Matamoras ShopRite. Justin is attending the Southeast Lineman Center in Georgia where he is studying to be a lineman. Kelly attends the State University of New York (SUNY) at Cortland where she is studying Early Childhood Education.

Gianna Napolitano – Gianna’s mother Linda works at the Foodtown in Sea Girt. She will be entering her sophomore year at Georgian Court University where she is majoring in nursing.

Stacey Nipoti – Stacey works at the Stirling ShopRite. She is a student at Capella University where she is pursuing a Bachelors Degree in Management and Human Resources.

Christopher Rizzo – Christopher’s mother Laura works at the Pt. Pleasant Boro Stop & Shop. He attends Stockton University where he is pursuing a Bachelors Degree in Visual Arts and is planning a career in Graphic Design.

Christina Zamora – Christina works at the Brookdale (Bloomfield) ShopRite. She is attending Caldwell University where she is pursuing a Nursing Degree.

Not pictured:

Colin Dignan, whose mother Sandra works at the Warwick ShopRite.

Eden Sanzone, of the Toms River Stop & Shop.



SCAN HERE
FOR MORE
INFORMATION
ABOUT THE
UFCW 1262
SCHOLARSHIP



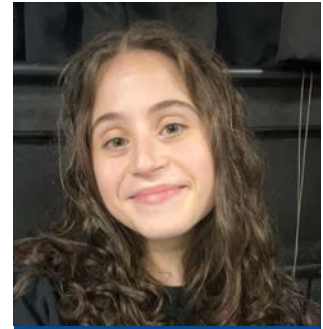
Alexander Christian



Emily Christian



Erin Dalton



Christine Del Guercio



Hannah Doyle



Athena Emnace



Justin Grusz



Kelly Grusz



Gianna Napolitano



Stacey Nipoti



Christopher Rizzo



Christina Zamora

SCHOLARSHIPS PAVE THE WAY FOR A BRIGHT FUTURE

2018 Scholarship Winner Now Attending Medical School

Martha Mendoza DeVaca, who works at the Bayonne Stop & Shop, has been a member of Local 1262 for nearly 20 years and is a proud single-mom of three children. Her oldest son is grown and pursuing a career and her youngest, a daughter, is currently attending St. Dominic's Academy in Jersey City. Her middle child, Vinnie, was Valedictorian when he graduated from Marist High School in Bayonne. He went on to attend Rutgers University (where he majored in Biology) and, in 2018, received a scholarship from Local 1262. His mom is proud to say – and so are we – that Vinnie is now attending Medical School at The University of New England in Portland, Maine. Congratulations Vinnie and job well-done Martha in raising such successful children.



WORKERS MEMORIAL DAY 2025

International Workers Memorial Day is observed each year on April 28. Once again, Local 1262 asked the employers to participate in a Moment of Reflection at 10 a.m. on Monday, April 28 to recognize the employees who work tirelessly on a daily basis to help put food on our tables. It is also a time to honor the Supermarket Essential Workers who lost their lives, many of them due to COVID-19.

It is also truly touching to see the customers stop in the aisles to join our members and management in honoring our brothers and sisters.

We would like to thank the employers in our area who so kindly worked with us to schedule this important event again this year.



Employees at the Spotswood ShopRite gather near the ceremony site just after 10 a.m. From left to right: Rick F., Kelly, Nick, Tracy, Michelle and Shop Steward Lori.



Members at the Food Bazaar in Elizabeth bow their heads in a Moment of Silence. Pictured here is Marley Pena and Danna Arango and Valentina Jimenez.



Pictured in the group photo are (left to right): Shop Steward Luisa Arango, Crisoforo Morales, Claudibeth Montiel, Ericka Campovetde, Raquel Acosta, Sandra Ramirez and Gilberto Betancur.

Has Management Asked You For A Meeting or Grievance?

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

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.



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

Questions?

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

**From NJ
1-800-562-6913**

**From Other States
1-800-526-7814**

CHILD CARE GRANT WINNERS ANNOUNCED

DEADLINE FOR 2025 GRANTS IS SEPTEMBER 30, 2025

We are pleased to announce that three Local 1262 members were among eight UFCW Region One members who received Child Care Grants from the UFCW Region One Women's Network Child Care Grant Program for the 2024 year.

The recipients were Arlene Depsee of the Ramsey ShopRite, Donald Murphy of the North Haledon Fresh Grocer and Kayla Weissinger of the New Paltz Tops Market.

The Grants, which are provided by the UFCW Region One Women's Network, are awarded to members of UFCW Region One Locals – of which Local 1262 is a member -- who have a dependent

child or children in daycare or in a before or aftercare program that is licensed by the state or on file with the IRS.

Applications for the 2025 Child Care Grant Program are available on our website and can also be accessed using the QR Code below. The one-page application – available in English and Spanish -- takes only a few minutes to complete. You can also speak to your Union Representative about this program and obtaining an application. Or you can call Gladyz Feimster at our Headquarters at extension 1933. Dial 1-800-562-6913 from New Jersey or dial 1-800-526-7814 from other states.



Donald Murphy from the North Haledon Fresh Grocer pictured with Assistant Field Director Sal Colarieti and Union Rep Shelby Scott.



Arlene Depsee from the Ramsey ShopRite pictured with Union Rep Bonnie Flowers (left) and Shop Steward Donna Hemner (right).



Kayla Weissinger of the New Paltz Tops Market pictured with Union Rep Chris Molinaro.



Scan here
for the
2025 Child
Care Grant
Program
Application

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, 2026 and ending December 31, 2028. 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., Tuesday, July 1, 2025 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 451 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 X I I 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, 2026. 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.

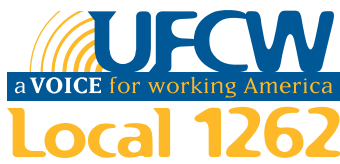
3. Any challenge or appeal which could have been presented in compliance with these filing requirements, but was not, shall be deemed to have been waived.

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

2025 MEMBERSHIP MEETING SCHEDULE

Local 1262 holds General Membership Meetings four times a year. The meetings, which are held via Teleconference, begin at 5:30 p.m. Membership Meetings for the remainder of 2025 will be held on:

Monday, July 28 Monday, October 27

You must register for the call and the call-in information changes for each meeting. We announce the registration period a few weeks prior to the meetings so please check our website (www.ufcw1262.org) or our Information Hotline 1-888-GET-1262. You can also receive the information by registering for our Text Messaging Program. Simply text Updates 1262 to 83071.